

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2012-13 Rating Period

GENERAL INFORMATION

LEA Name:

Avella Area SD

AUN Number:

101630504

Address:

1000 Avella Rd Avella, PA 15312

Name Superintendent or Chief School Administrator:

Dr. Janell Logue-Belden

For Information Contact:

Mrs. Debbie Bentz

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logue-beldenj@avella.k12.pa.us

Phone:

724-356-2218

TEACHER INFORMATION

Describe the LEA's system used to evaluate the performance of your teachers:

Our teacher evaluation system is based on the Charlotte Danieleson Model. The building principals evaluate the teachers. Non-tenured teachers are observed 4 times per year and evaluated twice. Tenured teachers are observed 2 times per year and are evaluated once. Teachers, both tenured and non-tenured, receive several informal observations per year.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

- | | |
|--------------------------|----|
| a. Teacher Development? | No |
| b. Teacher Compensation? | No |

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Teachers that are unsatisfactory are placed on improvement plans. If teachers have 2 consecutive unsatisfactory ratings they are recommended for termination.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes? No

b. Student Growth Data? No

How often does the LEA formally evaluate:

a. New Teachers (Less than 3 Years)? Twice a year

b. Experienced Teachers (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?

a. Yes or No? If Yes, describe background and process. No

Does the LEA publicly report teacher evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

LEA Teacher Evaluations Summary:

Number Rated	52
Number Not Rated	0
Total Number Employed	<u>52</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory

Avella El Center	25	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	25	100 %
Avella Area JSHS	27	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	27	100 %
Totals	52	0	0 %	52	100 %								

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- All Total percentages are the result of dividing the total number of ratings at each level (Numberator) by the overall total (Denominator)

***In order to ensure that individual ratings can not be deducted , we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5**

PRINCIPAL INFORMATION

Describe the LEA's system used to evaluate the performance of your Principals:

The superintendent evaluates the principals. The evaluation tool is in the Act 93 agreement and has 8 separate sections based on best practices. Evaluations are done twice per year.

Does the LEA use the results of the principal evaluation system described above in decisions regarding:

a. Principal Development? Yes

Any weaknesses in the evaluation will be a goal for the next cycle and what his/her professional development is based on.

b. Principal Compensation? Yes

Principals who do not receive a satisfactory rating cannot receive a 3% raise for the following year.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principals who receive two consecutive unsatisfactory ratings are recommended to the board for termination.

Does the LEA principal evaluation system described above include the following as evaluation criterion:

a. Student Achievement Outcomes? No

b. Student Growth Data? No

How often does the LEA formally evaluate:

a. New Principals (Less than 3 Years)? Twice a year

b. Experienced Principals (More than 3 Years)? Twice a year

Does the LEA use weighting formula(e) and/or rubric(s) to guide principal evaluators?

a. Yes or No? If Yes, describe background and process. Yes

The evaluation tool was developed by previous administration and is in the Act 93 agreement. The rubrics are based on best practices in supervision.

Does the LEA publicly report principal evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	<u>1</u>
Total Number Employed	<u><u>2</u></u>

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - All Total percentages are the result of dividing the total number of ratings at each level (Numerator) by the overall total (Denominator)

*In order to ensure that individual ratings can not be deduced , we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5

