

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

GENERAL INFORMATION

LEA Name:

Avonworth SD

AUN Number:

103020753

Address:

258 Josephs Lane Pittsburgh, PA 15237

Name Superintendent or Chief School Administrator:

Mr. Thomas W. Ralston

For Information Contact:

Mr. Thomas W. Ralston

Email:

tralston@avonworth.k12.pa.us

Phone:

412-369-8738

TEACHER INFORMATION

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

Our district uses PDE form 426 to evaluate our teachers. This form is based on the Charlotte Danielson model of effective teaching and is supported by educational research. Indicators on these forms help our building principals as they evaluate teachers in the four identified domains of planning and preparation, classroom environment, instruction, and professionalism. Ratings in these areas are listed as either satisfactory or unsatisfactory, with an accompanying narrative and checklist of evidence for the rating. Non-tenured staff are evaluated twice a year using the PDE form 426. Tenured staff are evaluated annually using the PDE form 5501. This form rates teachers in the following categories: personality, preparation, technique, and pupil reaction. Data gathered during the observation and supervision process inform decisions regarding improvement plans and professional development. The ratings for this form are: satisfactory, unsatisfactory, was not observed, or did not apply.

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

a. Teacher Development? Yes

School administrators use data from teacher evaluations to identify areas of professional growth cooperatively with teachers to establish a professional development plan for instructional staff. These plans may vary by individual, department, or school. Our strategic plan provides guidance to accentuate personalized instruction through differentiated instruction and assessment.

- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Instructional staff are required to hold satisfactory ratings for continued employment. Two unsatisfactory ratings will result in the dismissal of instructional staff.

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	114
Number Not Rated	2
Total Number Employed	116

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
Avonworth MS	25	1 4 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	24 96 %
Avonworth HS	36	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	36 100 %
Avonworth El Sch	55	1 1.8 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	54 98.2 %
Totals	116	2 1.7 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	114 98.3 %

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 of the Avonworth School District annually evaluates principals using a goal oriented model that encompasses criteria and areas of focus from the School Leadership that Works model developed by Marzano, Waters and McNulty. The goals are linked to organizational action plans from the district strategic plan. The assessment touches on effectiveness with elements that impact student achievement, climate and culture, vision, etc. The superintendent conducts monthly meetings as well as a mid-point review to discuss progress toward attainment of the goals, as well as building level issues and initiatives. As part of the evaluation process, principals prepare a professional portfolio containing supporting evidence of the attainment of goals. This portfolio is presented to the superintendent prior to the year-end evaluation. At the year-end evaluation conference, the superintendent reviews the progress that the principal has made toward their goals and also provides feedback to substantiate the performance rating and corresponding salary increase.

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

a. Principal Development? Yes

Areas for professional growth are identified through the evaluation process. The superintendent will provide guidance on the plan and will facilitate opportunities for growth, both in a mentoring setting as well as through external professional development.

b. Principal Compensation? Yes

Principals are rated as either exemplary, positive performance, needs improvement, below expectations, or unsatisfactory. Compensation is commensurate with the performance rating as agreed upon through the Act 93 agreement.

c. Principal Promotions? Yes

Advancement of principals is dependent on their performance rating, as well as other factors such as certification and interest.

d. Principal Retention and Removal? Yes

Principals not attaining positive performance, or showing improvement or growth are not recommended for continuing employment with the district.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? Yes

Principals are evaluated based on their responsibilities that correlate with student achievement. Analysis of both quantitative and qualitative data is reflected in the goals and responsibilities of the building principals. Using the PSSA results from the previous year, as well as results from PVAAS, principals facilitate data meetings with teachers to guide instructional focus. The principals are expected to promote research proven instructional strategies to increase student achievement. These include differentiated instruction, co-teaching, inclusive practices, project-based learning, and 21st century proficeincies. Principals are rated as exceptional. positive performance, needs improvement, or unsatisfactory. Compensation is commensurate with performance.

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)? Annually
- b. Experienced Principals (More than 3 Years)? Annually

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 Avonworth School District evaluates its principals annually using the School Leadership that Works model developed by Marzano, Waters, and McNulty. The principals are also evaluated on attainment of goals based on the strategic plan.

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	4
Number Not Rated	0
Total Number Employed	4

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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory

Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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 deduced , we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5**