### General Information

**Name of LEQ or Charter School:**
Bethlehem AVTS

**AUN Number:**
120481107

**Address of LEA or Charter School:**
3300 Chester Avenue Bethlehem, PA 18020

**Name Superintendent or Chief School Administrator:**
Brian T. Williams

**For Information Contact:**
Brian T. Williams

**Email:**
williamsb@bavts.org

**Phone:**
610-866-8013 - 103

### Teacher Information

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

- a. Professional Development?
- b. Teacher Compensation?
- c. Teacher Advancement/Promotions?
Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators? (Charter Schools Only)

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

Does the LEA teacher evaluation system described above include the following as evaluation criterion: (Charter Schools Only)

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

How often does the LEA formally evaluate:

a. Temporary Professionals (Less than 3 Years)? Twice a year
   b. Professionals (More than 3 Years)? Annually

LEA Teacher Evaluations Summary:

| Number Rated | 39 |
| Number Not Rated | 5 |
| Total Number Employed | 44 |

LEA Teacher Evaluations Detail:

<table>
<thead>
<tr>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Unsatisfactory</th>
<th>Satisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
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<tr>
<td>Bethlehem AVTS</td>
<td>44</td>
<td>5 11.4%</td>
<td>0 0 %</td>
<td>1 2.3 %</td>
<td>19 43.2 %</td>
<td>19 43.2 %</td>
<td>0 0 %</td>
</tr>
</tbody>
</table>
Totals | 44 | 5 11.4% | 0 0% | 1 2.3% | 19 43.2% | 19 43.2% | 0 0% | 39 88.6% 
--- | --- | --- | --- | --- | --- | --- | --- | --- 
Note: - All Building percentages are the result of dividing the number of ratings at each level (Numerator) by the building total (Denominator)  
- 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 cannot 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

**PRINCIPAL INFORMATION**

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

We utilize a locally developed and Board approved tool to evaluate the Principal. The Executive Director meets in accordance with the Act 93 Agreement with each Administrator for a formative assessment of performance at the mid-year, and a second time near the end of the school year for a summative evaluation. Any needs improvement type performance plans are developed and relayed to the administrator at that point for the subsequent year. Accordingly, any unsatisfactory performance ratings are addressed according to proper performance improvements and/or legal process requirements.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

b. Principal Compensation?

c. Principal Promotions?

d. Principal Retention and Removal?

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. No

Does your LEA have at least one Principal position? Yes

Does your LEA have a Standardized Principal Evaluation System? Yes
**LEA Principal Evaluations Summary:**

<table>
<thead>
<tr>
<th></th>
<th>Number Rated</th>
<th>Number Not Rated</th>
<th>Total Number Employed</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>0</td>
<td>1</td>
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</table>

**LEA Principal Evaluation Detail:**

<table>
<thead>
<tr>
<th></th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<td>Unsatisfactory/Satisfactory</td>
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</tbody>
</table>

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 cannot 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*