

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2013-14 Rating Period

GENERAL INFORMATION

Name of LEQ or Charter School:

Abington Heights SD

AUN Number:

119350303

Address of LEA or Charter School:

200 E Grove St Clarks Summit, PA 18411

Name Superintendent or Chief School Administrator:

Michael Mahon

For Information Contact:

Penny Ciskowski

Email:

ciskowskip@ahsd.org

Phone:

570-585-8261

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?

d. Teacher Retention and Removal?

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		219
Number Not Rated		23
Total Number Employed		242

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %					
Abington Heights HS	91	11 12.1%	1 1.1%	1 1.1%	55 60.4%	23 25.3%	2 2.2%	78 85.7%

Abington Heights MS	72	3 4.2%	0 0%	1 1.4%	54 75%	14 19.4%	0 0%	69 95.8%
Clarks Summit El Sch	24	2 8.3%	0 0%	0 0%	21 87.5%	1 4.2%	0 0%	22 91.7%
Newton-Ransom Sch	18	2 11.1%	0 0%	0 0%	12 66.7%	4 22.2%	0 0%	16 88.9%
South Abington Sch	19	2 10.5%	0 0%	0 0%	15 78.9%	2 10.5%	0 0%	17 89.5%
Waverly Sch	18	3 16.7%	0 0%	0 0%	13 72.2%	2 11.1%	0 0%	15 83.3%
Totals	242	23 9.5%	1 0.4%	2 0.8%	170 70.2%	46 19%	2 0.8%	217 89.7%

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 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:

The assistant superintendent evaluates principals, with whom he meets en masse every 2 weeks. In addition to these bi-monthly meetings, the assistant superintendent makes use of daily conversations with building principals and periodic building visits as sources of information to include in arriving at evaluative decisions. To the extent that there is any indication of a developing performance issue, the issue is addressed immediately – through a Professional Improvement Plan if necessary – which provides specific itemization of unsatisfactory aspects of performance, resources to which a principal may turn for help, and periodic performance reviews which continue for the duration of the improvement plan. Principals are evaluated using a local evaluation form that is based upon 2 major categories: individual goals for the year, and the district job description of a building principal. With respect to goals, each principal submits for approval each summer 2 goals that will be a unifying focus of her/his work throughout the coming school year. At the mid-point of the year, and again at the end of the year, each principal submits a report on progress made on each goal to date, aspects of the goals still to be accomplished, resources needed, and hurdles to be overcome. At the end of the school year, the assistant superintendent assigns a point total commensurate with the success realized in fulfillment of each of these goals. The remaining piece of the local evaluation form is taken directly from the district principal's job description. Each item in the description is rated on a 4 point scale, with point totals assigned to each rating. Total point ratings are used in arriving at decisions regarding degree of satisfaction with performance, bonus (if any) pay to be granted for the year and determination of a raise (if any) in salary for the coming year. Also, all administrators – principals included are evaluated using the PDE 5501 – DEBE Form. Abington Heights School District follows the Pa Code and dismisses teachers who have accumulated two consecutive unsatisfactory evaluations.

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

- Principal Development?
- Principal Compensation?
- Principal Promotions?
- Principal Retention and Removal?

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

- Student Achievement Outcomes? NA

b. Student Growth Data? NA

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. 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	Satisfactory				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**

