

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:

Allegheny Valley SD

AUN Number:

103020603

Address of LEA or Charter School:

300 Pearl Ave Cheswick, PA 15024

Name Superintendent or Chief School Administrator:

Cheryl A. Griffith, Ed.D.

For Information Contact:

Janice E. Nuzzo, Ed.D.

Email:

jnuzzo@avsd.k12.pa.us

Phone:

724-274-5300

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?

The language and salary schedule in the negotiated agreement between the teachers' union and school district is followed for determining compensation for all teachers.

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		87
Number Not Rated		0
Total Number Employed		87

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated		Level 1		Level 2		Level 3		Level 4		Unsatisfactory		Satisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%	(Numerator)	%
Acmetonia Primary Sch	22	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	22	100%

Colfax Upper El Sch	22	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	22	100%
Springdale JSHS	43	0	0%	0	0%	0	0%	43	100%	0	0%	0	0%	43	100%
Totals	87	0	0%	0	0%	0	0%	87	100%	0	0%	0	0%	87	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 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 Allegheny Valley School District Administrative Performance Assessment was created collaboratively within the past five years by the superintendent and principals. This protocol, which is based on standards for earning the K-12 principal certification in PA as well as the skill set and best practices expected of educational leaders as described in various researched-based sources, is part of the current Act 93 agreement. The superintendent is responsible for supervising all principals and meeting with each one monthly as a part of monitoring and supporting individual progress and completing an accurate, comprehensive summative evaluation. The mid-point individual meeting and end-of-year individual meeting require more time (one hour each, typically) and include self-evaluation in preparation for the discussion. The self-evaluation and end-of-year meeting discussion points are considered in the development of the summative performance assessment that is written and delivered by the superintendent.

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?

One (1) assistant principal who taught in the District prior to assuming an administrative role, requested to return to the classroom for the 2014-2015 school year.

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)? 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 rubric rating includes: exceeds expectations, meets expectations, needs improvement and unsatisfactory. The rubric rating is applied to: relationship with superintendent and administration, educational leadership, business and finance, staff and personnel relationships, student responsibilities, community relationships, personal qualities and annual goals. The criteria is based on best practices for educational leadership identified through a variety of research-based references as well as the standards for earning K-12 principal certification in the state.

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	<u>4</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