

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-Clarion Valley SD

AUN Number:

106160303

Address of LEA or Charter School:

PO Box 100 Foxburg, PA 16036

Name Superintendent or Chief School Administrator:

David McDeavitt

For Information Contact:

David McDeavitt

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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?

The principals are part of the act 48 committee and recommend professional development areas of need to the committee based on the evaluations that are done formally and informally. This information is used to plan for professional development needs for the staff. Some of these areas are addressed on in-service days and others are done after school. The KtO grant has dictated most of the professional development needs in our district for the past two years.

b. Teacher Compensation?

We follow the language in the CBA.

c. Teacher Advancement/Promotions?

NA

d. Teacher Retention and Removal?

Our district follows the PA code and dismisses teachers who have accumulated two consecutive unsatisfactory evaluations.

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	57
Number Not Rated	1
Total Number Employed	<u>58</u>

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) %
Allegheny-Clarion Valley Elem	28	0 0%	0 0%	0 0%	19 67.9 %	9 32.1 %	0 0%	28 100 %
Allegheny-Clarion Valley HS	30	1 3.3%	0 0%	2 6.7%	25 83.3 %	2 6.7%	0 0%	29 96.7 %
Totals	58	1 1.7 %	0 0 %	2 3.4 %	44 75.9 %	11 19 %	0 0 %	57 98.3 %

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 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-Clarion Valley School District evaluates its principals annually using the Administrator Performance Appraisal form. This assessment measures the principal's effectiveness using data collected by the superintendent throughout the year in addition to written narratives submitted by the principals regarding the accomplishment of their professional and personal goals. The Administrator Performance Appraisal rates the principals on a scale of one to four, with one being the lowest and four the highest. The areas evaluated are: Shared Vision, Culture of Learning, Decision Making, Management, Family and Community, Ethics, Advocacy, and Personal and Professional Growth. The point total is used to rate the principals as Advanced, Satisfactory, Basic, or Below Basic. Upon compilation of the scores, the superintendent meets with each principal to discuss the appraisal and to develop professional and personal performance goals for the next year. Principals rated Below Basic are given professional development related to their deficiencies, and then re-evaluated mid-year.

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

a. Principal Development?

Our principals are evaluated annually and if they are in need of professional development the district will work with the principal to help find a program and/or trainings that will meet their needs. We also use locally developed improvements plans that are short and standards based.

b. Principal Compensation?

A locally developed rubric is used by the superintendent to evaluate the principals, 10% of the principals potential raise is impacted by the end of year evaluations.

c. Principal Promotions?

N/A

d. Principal Retention and Removal?

N/A

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. NA

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	2
Number Not Rated	0
	2
Total Number Employed	2

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

