Name of LEQ or Charter School: Athens Area SD
AUN Number: 117080503
Address of LEA or Charter School: 204 Willow St Athens, PA 18810
Name Superintendent or Chief School Administrator: Diane Place
For Information Contact: Craig Stage
Email: cstage@athensasd.org
Phone: 570-888-7766

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?
   we follow the Collective Bargaining Agreement Salary Matrix

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:

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<tr>
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LEA Teacher Evaluations Detail:

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<tr>
<th></th>
<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>
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<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Athens Area HS</td>
<td>52</td>
<td>2</td>
<td>3.8%</td>
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<td>0%</td>
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</table>
Describe the LEA's system used to evaluate the performance of your Principals:

Athens Area School District Principal/Assistant Principal/Director Evaluation PHILOSOPHY
This instrument is designed to provide for meaningful dialogue between the evaluator and evaluatee for the development of leadership skills leading to a total and effective education for all students. Each principal/assistant principal/director will be evaluated in the areas of visionary leadership, instructional leadership, management and organizational leadership, and parent and community leadership.

EVALUATION PROCEDURE
The performance of each principal/assistant principal/director shall be evaluated in writing by the superintendent with the assistance of the assistant superintendent at least once during the school year. The evaluatee will be provided a blank evaluation form and will be allowed at least ten days to complete the self-evaluation and prepare any necessary supporting documentation. The evaluator will independently complete an evaluation of the administrator, and specify any recommendations and commendations. Upon completion of the two evaluations, the evaluator will schedule a conference with the evaluatee. During this conference both parties will discuss their respective evaluations, present any supporting documentation, and revise their evaluations as warranted. Within ten days after the conference, the evaluator will consolidate the two evaluations with supporting documentation, recommendations and commendations on a single evaluation form. The evaluator will then secure the evaluatee’s signature on the document, and then enter the evaluation in the evaluatee’s personnel file.

Overall rating will be either satisfactory or unsatisfactory. This rating will directly impact the Act 93 compensation plan for the following calendar year.

Definitions:
Exceptional (E): Demonstrates a model skill for other administrators to strive toward.
Proficient (P): Highly competent in this element.
Basic (B): Has the foundation expected by professional standards, but is not able to demonstrate application in every situation.

Unsatisfactory (U): Does not meet acceptable standards of the profession with this element. Rating in the unsatisfactory category must be supported by comments and/or documentation.

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?

   Utilize the salary matrix outlined in the ACT 93 agreement

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)? 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 a Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

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<tbody>
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</tr>
<tr>
<td>Number Not Rated</td>
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<tr>
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</table>

LEA Principal Evaluation Detail:

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<thead>
<tr>
<th></th>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
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<td>0 %</td>
<td>6</td>
<td>100 %</td>
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Totals: 6 0 0 % 0 0 % 6 100 % 0 0 % 0 0 % 0 0 %

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