

**School District, Charters, Intermediate Units and Career and Technical
Centers Participating in Pilot of Teacher Evaluations**

School Districts	County
Allegheny Valley School District	Allegheny
Allentown City	Lehigh
Altoona Area School District	Blair
Beaver Area SD	Beaver
Belle Vernon Area SD	Westmoreland
Bellefonte Area	Centre
Bellwood-Antis	Blair
Benton Area School District	Columbia
Berlin Brothersvalley	Somerset
Big Beaver Falls Area School District	Beaver
Big Spring School District	Cumberland
Blacklick Valley School District	Cambria
Brookville Area School District	Jefferson
Camp Hill SD	Cumberland
Carlisle Area School District	Cumberland
Chartiers Valley SD	Allegheny
Conestoga Valley SD	Lancaster
Cumberland Valley	Cumberland
Dallas School District	Luzerne
Derry Area School District	Westmoreland
Dover Area	York
Downingtown Area School District	Chester
East Lycoming	Lycoming
East Pennsboro Area, Elementary	Cumberland
Elizabeth Forward School	Allegheny
Elk Lake	Susquehanna
Erie City	Erie
Forbes Road	Fulton
Forest City Regional School District	Susquehanna
Freedom Area	Beaver
Greater Latrobe School District	Westmoreland
Greater Nanticoke Area	Luzerne
Harrisburg School District	Dauphin
Haverford Township School District	Delaware
Hazleton Area School District	Luzerne
Jim Thorpe Area School District	Carbon
Kutztown Area School District	Berks
Lake-Lehman SD	Luzerne

Lebanon School District	Lebanon
Leechburg Area School District	Armstrong
Mahanoy Area School District	Schuylkill
Manheim Central School District	Lancaster
Manheim Township School District	Lancaster
Mid Valley SD	Lackawanna
Millersburg Area School District	Dauphin
Milton Area School District	Northumberland
Mohawk Area SD	Lawrence
Morrisville Borough SD	Bucks
Moshannon Valley SD	Clearfield
Mount Union Area	Huntingdon
Muncy SD	Lycoming
Nazareth Area School District	Northampton
New Brighton Area School District	Beaver
North Star SD	Somerset
Northeastern York	York
Northern Lehigh	Lehigh
Oley Valley School District	Berks
Otto-Eldred SD	McKean
Palisades School District	Bucks
Palmerton Area School District	Carbon
Panther Valley School District	Carbon
Parkland School District	Lehigh
Penn Manor School District	Lancaster
Penncrest SD	Crawford
Pennsbury School District	Bucks
Pittsburgh SD	Allegheny
Pittston Area	Luzerne
Pottstown	Montgomery
Quakertown Community School District	Bucks
Red Lion Area School District	York
Rochester Area School District	Beaver
Shamokin Area School District	Northumberland
Souderton Area School District.	Montgomery
Spring-Ford Area School District	Montgomery
State College Area	Centre
Tulpehocken Area School District	Berks
Tunkhannock Area	Wyoming
Troy Area School District	Bradford
Waynesboro Area School District	Franklin
West Branch Area	Clearfield
Westmont Hilltop	Cambria
Whitehall Coplay School District	Lehigh

Wilkes-Barre Area School District	Luzerne
Wyoming Area	Luzerne
York City School District	York
Intermediate Units	
Allegheny Intermediate Unit 3	
BLaST Intermediate Unit 17	
Bucks County IU 22	
Carbon Lehigh Intermediate Unit	
Intermediate Unit 1	
Luzern IU 18	
Midwestern IU 4	
Northwest Tri-County IU 5	
Philadelphia IU 26	
Riverview IU 6	
Westmoreland Intermediate Unit #7	
Charter Schools	County
Achievement House Charter School	Montgomery
Agora Cyber Charter School	Chester
New Hope Academy Charter School	York
Northside Urban Pathway Charter School	Allegheny
PA Learners Online Regional Cyber Charter School	Allegheny
Propel CS-East	Allegheny
Propel CS-Homestead	Allegheny
The Urban League of Greater Pittsburgh Charter School	Allegheny
Career and Technical Centers	County
Central Montco Technical High School	Montgomery
Cumberland Perry AVTS	Cumberland
Forbes Road CTC	Allegheny
Indiana County Technology Center	Indiana
Jefferson County DuBois AVTS	Jefferson
Lancaster County Career & Technology Center	Lancaster
Lehigh Career & Technical Institute	Lehigh
Monroe Career and Technical Institute	Monroe
Upper Bucks County Technical School	Bucks
West Side Career & Technology Center	Luzerne
Western Area Career & Technology Center	Montgomery

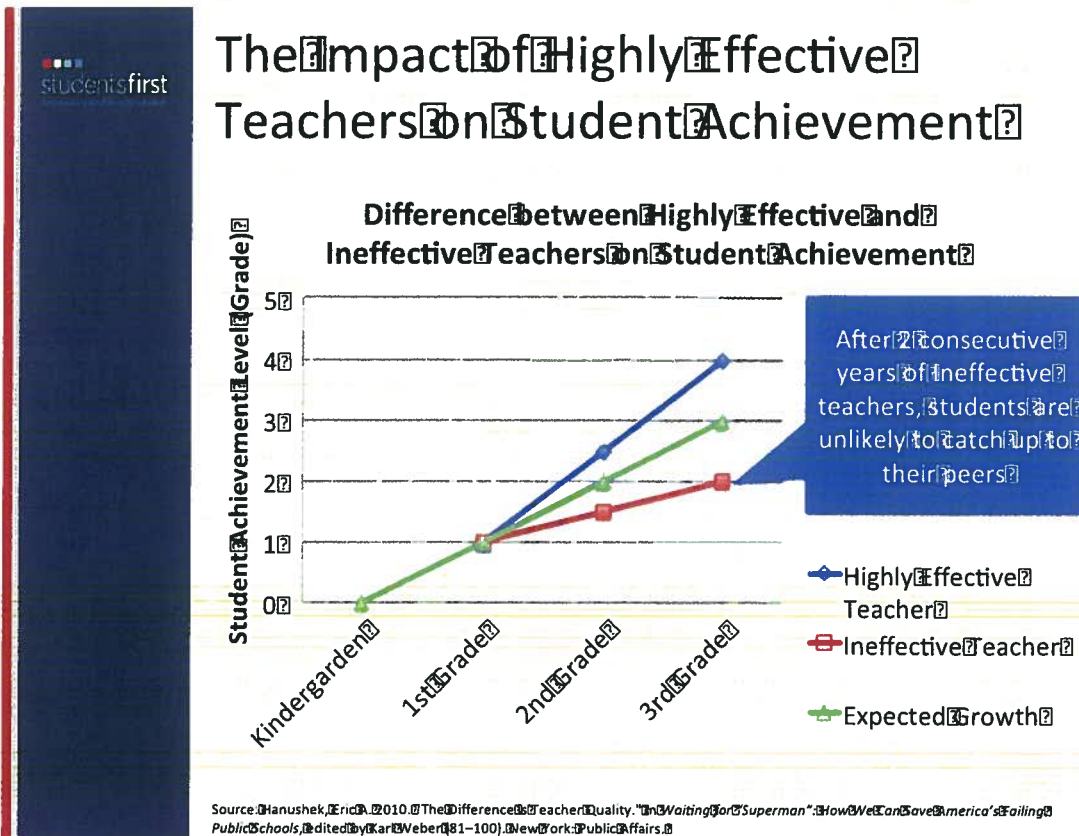
**PUBLIC HEARING:
Teacher Evaluation/Effectiveness
Thursday, November 3, 2011 at 11:00 a.m.
Testimony from StudentsFirst**

Teachers – A School System’s Most Powerful Resource: Testimony on Teacher Evaluations and supporting Teacher Effectiveness

Michelle Rhee, former Chancellor of DC Public Schools, started a movement to transform public education last fall. Today, StudentsFirst has 730,000 members across the country who share in our belief that students’ interests need to be at the forefront of our education policy making and budget decisions, and that our education system can do better in putting *students* first, rather than adults, whose interests have traditionally been protected. 31,000 of those members are here in Pennsylvania and they support taking bold steps to improve education in the Keystone state.

StudentsFirst believes that teacher quality is the most important lever for school reform. We know from experience how powerful an impact a great teacher can have on the life of a student, but research also tells us that teachers are the most powerful school-based influence on student achievement.

In fact, Stanford economist Eric Hanushek’s study on teacher quality shows that students with highly effective teachers learn 3x as much as those with ineffective teachers.



Identifying and retaining highly effective teachers must be the primary objective of a school system seeking to educate the children of Pennsylvania. Legislation proposed by Senator Piccola and Representative Aument would help Pennsylvania do just that.

StudentsFirst supports the effort of Governor Corbett, Secretary Tomalis and the Department of Education, and the members of the State Assembly in their push to improve the teacher and principal evaluation system in Pennsylvania.

A Positive Step for Pennsylvania Schools - Adding Student Achievement Growth to Teacher Evaluations

When Michelle Rhee started as Chancellor of DC Public Schools, 8 percent of kids were proficient in math. However, if you looked at the performance evaluations of adults in the system at the same time, you would have seen that 95 percent of teachers were being rated as doing a good job.

Last year in Pennsylvania, more than 99% of teachers and administrators received a “satisfactory” rating, yet student performance on the 2011 PSSA showed 26% at or below basic level in reading and 23% at or below basic level in math.

This dynamic is not fair to students, families, or teachers, who deserve an accurate assessment of their impact after dedicating themselves to children’s achievement every day. Teaching is an incredibly complex skill that is not easy to assess, and no evaluation will be perfect. However, it is imperative that evaluation systems focus on what matters most, student achievement, so that this bizarre dynamic ceases to exist.

This is a widely held point of view. In fact, both the NEA and AFT recently issued statements supporting the inclusion of student achievement in teacher evaluation systems.

No aspect of a teacher’s job is more important than student learning, and StudentsFirst supports requiring that objective evidence of student learning be set at a minimum of 50% of evaluation systems. In doing so, Pennsylvania will join a number of other states putting students first by creating strong teacher and principal evaluation systems. StudentsFirst supports this provision in both Senator Piccola and Representative Aument’s legislation.

A Positive Step for Pennsylvania Schools – Creating Multiple Measure Evaluation Systems

No single measure tells you everything you need to know. Classroom observations, objective measures of student growth, student survey feedback - all give you important information that, when combined, give you a holistic picture of a teacher's performance and impact in the classroom. StudentsFirst believes a comprehensive evaluation system uses multiple measures to determine the overall effectiveness of a teacher and supports the proposed design put forth by the Pennsylvania Department of Education.

Where to go from here – Linking Evaluations with Professional Development and Personnel Decisions

It's also important that administrators, evaluators, and teachers are trained in how the evaluation is administered and how it should be used to assess and improve performance. Research shows that meaningful performance evaluations promote teacher effectiveness by identifying effective teachers to promote or reward and underperforming teachers to target with professional development. Ensuring that school districts are able to use evaluation system data to improve overall teacher effectiveness will be critical in providing Pennsylvania students with the education they deserve.

We also encourage Pennsylvania to take steps to link this evaluation system with personnel decisions. Outdated policies such as Last In, First Out (LIFO) dictate that if layoffs are necessary, teacher effectiveness is not part of the question; just this past year, Pennsylvania lost hundreds of great teachers because of LIFO. With an effective evaluation system in place, it would make sense for Pennsylvania to use that evaluation system to make all personnel decisions, including when layoffs are necessary. Our students deserve the most effective teachers in the classroom and we encourage Pennsylvania to take this next step in putting students first.