

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 Rating Period

GENERAL INFORMATION

LEA Name:

Colonial IU 20

AUN Number:

120000000

Address:

6 Danforth Drive Easton, PA 18045-7820

Name Superintendent or Chief School Administrator:

Dr. Charlene Brennan

For Information Contact:

Anthony Pidgeon

Email:

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Phone:

610-515-6405

TEACHER INFORMATION

Describe the LEA's system used to evaluate the performance of your teachers:

Our IU uses PDE forms 426 and 428 to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. Our classroom observation form is also based on Danielson's work. We have developed a rubric to help guide our administrators as they perform classroom observations of our teachers. All evaluations are supported by at least one classroom observation and in the case of performance concerns multiple observations will be conducted. Teachers identified as needing improvement will be placed on an improvement plan that will be developed in conjunction with the teacher, and monitored at regular agreed upon intervals. Our administrative team meets on an occasional basis to review procedures. Our IU does not use the evaluation system to inform salary decisions; however, unsatisfactory evaluations can lead to dismissal.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

- a. Teacher Development? No
- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Our district follows PA Code and may dismiss teachers who have accumulated 2 consecutive unsatisfactory evaluations.

Does the LEA teacher 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 Teachers (Less than 3 Years)? Twice a year
- b. Experienced Teachers (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?

- a. Yes or No? If Yes, describe background and process. Yes

The Rubric is a tool aligned with PDE's required and recommended procedures for evaluation. There are 23 components, and these components are aligned with the PDE 426, and 428. The Rubric is based on Charlotte Danielsons work

Does the LEA publicly report teacher evaluation data by school?

- a. Yes or No? (Web link provided if applicable.) No

LEA Teacher Evaluations Summary:

Number Rated	295
Number Not Rated	0
Total Number Employed	295

LEA Teacher Evaluations 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
Colonial IU 20	295	0 0 %	4 1.4 %	0 0 %	0 0 %	0 0 %	0 0 %	291 98.6 %
Totals	295	0 0 %	4 1.4 %	0 0 %	0 0 %	0 0 %	0 0 %	291 98.6 %

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:

Colonial Intermediate Unit 20 evaluates its Principal annually. We use a system which incorporates the Principal's standards of performance. Each Standard of Performance has a specific value assigned. The total value assigned to all Standards of Performance shall equal 100. Each item listed under the standard of performance shall be rated as: 1) inadequate; 2) moderate success; or 3) expected standard. Each rating is assigned a weighted value, inadequate = 0 points; moderate success = 5 points and expected standard = 10 points. Multiply each item rated by the corresponding weighted value to obtain the points achieved for the standard of performance. Divide the Points Achieved by the Points Available (number of items multiplied by 10) and then multiply this number by its value assigned to the Standard of Performance. This results in the actual points achieved for the Standard of Performance. This system is done in an informal mid year review, and if warranted an improvement plan would be implemented. The Principal completes a self evaluation on his/her Performance Standards, including any and all supporting evidential materials. The Evaluator then completes his/her own evaluation of the principal an a meeting is scheduled and the self-evaluation and the evaluator's observations will be included in the meetings discussion.

Does the LEA use the results of the principal evaluation system described above in decisions regarding:

a. Principal Development? Yes

If the principal falls below 94% on their annual evaluation, a staff improvement pain will be outlined

b. Principal Compensation? Yes

We use a modified PSBA Salary Adjustment matrix/Performance Evaluation Model to provide for salary increases/ pay raises.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Principals receiving an evaluation score of 94 or below will be required to be placed on an improvement plan. If adequate progress is not achieved the administrator can be recommended for termination.

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 the LEA publicly report principal evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? No

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>1</u></u>

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(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**