

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:

Capital Area IU 15

AUN Number:

115000000

Address of LEA or Charter School:

55 Miller St Enola, PA 17025

Name Superintendent or Chief School Administrator:

Cindy Mortzfeldt

For Information Contact:

Theresa Kinsinger

Email:

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Phone:

717-732-8400 - 8452

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?

N/A

b. Teacher Compensation?

Compensation is based on years of service and education level as per the local Collective Bargaining Agreement (CBA) in effect 2013-2016.

c. Teacher Advancement/Promotions?

Teachers are considered professionals, as per the School Code; there is no advancement/promotion to a level above professional, as per the local CBA.

d. Teacher Retention and Removal?

N/A

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	116
Number Not Rated	8
Total Number Employed	<u>124</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) %
Capital Area IU 15	124	8 6.5%	0 0%	0 0%	76 61.3 %	40 32.3 %	0 0%	116 93.5 %
Totals	124	8 6.5 %	0 0%	0 0%	76 61.3 %	40 32.3 %	0 0%	116 93.5 %

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 evaluation used to evaluate the principal at the Loysville Youth Development Center (LYDC) is the same evaluation used to evaluate all administrators at the CAIU. The development of the CAIU's administrator evaluation was based on the CAIU's mission: The Capital Area Intermediate Unit will achieve educational excellence with families, schools and communities through leadership, partnership and innovation. In defining excellence, the CAIU recognizes seven standards of organizational excellence and three standards of exemplary practice. The Standards of Organizational Excellence are Expertise, Collaboration, Efficiency, Accountability, Resources (both utilization and conservation), Communication, and Professionalism. The Standards for Exemplary Practice are Leadership; Partnership; Innovation; and Achievement of Individual Goals, which are set at the end of each school year for attainment the following year. If an administrator exhibits distinguished or proficient efforts, his/her actions will contribute to the accomplishment of the mission statement. An area rated as "Needs Improvement" will be addressed in an Individualized Professional Growth Plan and two or more areas rated "Needs Improvements" will lead to an overall rating of Unsatisfactory.

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

a. Principal Development?

N/A

b. Principal Compensation?

Compensation is based on years of service as an administrator as per the local Act 93 Administrator Agreement.

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

N/A

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

N/A

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	1
Number Not Rated	0
Total Number Employed	<u>1</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	Unsatisfactory			Satisfactory	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**

