Name of LEQ or Charter School:
Chester County IU 24

AUN Number:
124000000

Address of LEA or Charter School:
455 Boot Rd Downingtown, PA 19335

Name Superintendent or Chief School Administrator:
Joseph O'Brien, Ed.D.

For Information Contact:
Danielle Schoeninger, Ed.D.

Email:
daniellesc@cciu.org

Phone:
484-237-5037

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?
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:

<table>
<thead>
<tr>
<th></th>
<th>Number Rated</th>
<th>Number Not Rated</th>
<th>Total Number Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>416</td>
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<td>416</td>
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LEA Teacher Evaluations Detail:

<table>
<thead>
<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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</thead>
<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
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<tr>
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<td>0%</td>
<td>0.2%</td>
<td>0.7%</td>
<td>59.1%</td>
<td>39.9%</td>
<td>0.2%</td>
<td>99.8%</td>
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Describe the LEA's system used to evaluate the performance of your Principals:

The Chester County Intermediate Unit (CCIU) Administrator Evaluation tool is the product of a comprehensive study of several models of evaluation. The criteria selected for the CCIU tool were carefully matched to the organization's mission to provide quality, innovative, and cost-effective programs to enhance the lives of students and members of our communities. The evaluation tool is comprised of four core job responsibilities and seven areas of performance competence. The principal and his/her supervisor select the specific job responsibilities to include in the evaluation based on individual and building needs. These account for thirty-five percent of the final score. Performance areas, which account for sixty-five percent of the final score, include: Communication; Supervision; Problem-Solving; Accountability and Responsibility; Collaboration and Teamwork; Continuing Professional Development, and; Initiative. A descriptive rubric accompanies each performance area to clarify expectations. The summative evaluation score is converted to Unsatisfactory, Needs Improvement, Meets Expectations, Exceeds Expectations, or Distinguished. The Administrator Evaluation is used to determine merit-based bonuses and to identify individuals for career advancement.

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

- Principal Development?
- Principal Compensation?
- Principal Promotions?
- Principal Retention and Removal?

Does the LEA principal evaluation system described above include the following as evaluation criterion:

- Student Achievement Outcomes? No
- Student Growth Data? No

How often does the LEA formally evaluate:

- New Principals (Less than 3 Years)? Twice a year
- Experienced Principals (More than 3 Years)? Twice a year

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

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

The CCIU uses a weighted system to evaluate administrators. The seven components of performance assessment are equally weighted and comprise sixty-five percent of the final score. The four areas of job responsibility comprise thirty-five percent of the final score.
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 4
Number Not Rated 0
Total Number Employed 4

<table>
<thead>
<tr>
<th>Level</th>
<th>Total Employed (Denominator)</th>
<th>Not Rated (Numerator)</th>
<th>Level 1 %</th>
<th>Level 2 %</th>
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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.