

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:

Intermediate Unit 1

AUN Number:

101000000

Address of LEA or Charter School:

One Intermediate Unit Drive Coal Center, PA 15423

Name Superintendent or Chief School Administrator:

Charles F Mahoney III

For Information Contact:

Don Martin

Email:

don.martin@iu1.org

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724-938-3241 - 429

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?

When teachers need professional development it is written into an improvement plan or suggested by a supervisor as needed. Teachers are allotted 5 resource days in addition to the inservice days.

b. Teacher Compensation?

Compensation and salary step movement is in accordance with the Collective Bargaining Agreement

c. Teacher Advancement/Promotions?

Any advancement or promotions of staff are in accordance with Board Policy and Collective Bargaining Agreement.

d. Teacher Retention and Removal?

Any retention or removal of staff are in accordance with Board Policy and Collective Bargaining Agreement

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. Teporary Professionals (Less than 3 Years)? Twice a year

b. Professionals (More than 3 Years)? Annually

LEA Teacher Evaluations Summary:

Number Rated	164
Number Not Rated	7
Total Number Employed	<u>171</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) %
Intermediate Unit 1	171	7 4.1%	0 0%	2 1.2%	159 93%	3 1.8%	1 0.6%	163 95.3%
Totals	171	7 4.1%	0 0%	2 1.2%	159 93%	3 1.8%	1 0.6%	163 95.3%

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:

The Intermediate Unit 1 evaluates our Principals annually, using a variety of assessment tools to gauge principal effectiveness. These tools include but are not limited to, both formal and informal observations as well as walkthroughs. A performance evaluation on the IU Web Portal reflects the yearly progress of the building Principals based on the primary function in their job description. Annual goals, mutually agreed upon by the Principal, are also part of the Principal's evaluation. Monthly meetings are held with the principals that focus on the agreed upon goals and primary job requirements as a barometer to measure principal effectiveness. These meetings also serve as a effective means of professional development collaboration and reflection led by the Principal. Feedback and dialogue are encouraged by the Principal that provides suggestions and guidance for future professional development. The activities are reflected on the annual evaluation form and summarized in a letter to the Principal.

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

a. Principal Development?

Monthly meetings serve as a means of professional development and reflection. Feedback and dialogue are encouraged by the Principals that provides guidance for collaboration and future professional development.

b. Principal Compensation?

If you do not use performance evaluations to make informed principal Compensation decisions, please describe your criteria and process below. ((D)(2)(iv)(b))

c. Principal Promotions?

All advancements are in accordance with Board Polcy

d. Principal Retention and Removal?

Principals are evaluated every year. If someone receives an unsatisfactory they will be given an improvement plan. After four months, the principal will be evaluated again. If another unsatisfactory is given the administration will make decisions about employment.

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

a. Student Achievement Outcomes?

Yes

b. Student Growth Data? Yes

The IU measures student achievement by comparing various student assessment scores in a principal's building (e.g. PSSA/Keystone, grades, behavior assessments, SWIS reports, progress monitoring data) at the beginning of the year to the same measures at the end of the year. Monthly meetings with the Principals include discussions regarding student achievement.

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 at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	3
Number Not Rated	0
Total Number Employed	3

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	Satisfactory	Satisfactory	Satisfactory	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**

