Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2009-10 Rating Period

GENERAL INFORMATION

LEA Name:  
Allegheny IU 3

AUN Number:  
103000000

Address:  
475 East Waterfront Drive Homestead, PA 15120-1144

Name Superintendent or Chief School Administrator:  
Dr. Linda Hippert

For Information Contact:  
Mary Beth Colvill

Email:  
marybeth.colvill@aiu3.net

Phone:  
412-394-5995

TEACHER INFORMATION

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

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? Yes
Through observations and process of observing and conferring with teachers, Administrators gain awareness of teachers who have the capacity for promotional opportunities.

d. Teacher Retention and Removal? Yes
An unsatisfactory rating must be accompanied by supportive documentation indicating that a teacher's performance is unacceptable. Prior to the initiation of an improvement plan, appropriate training, support, and assistance will be provided. If additional supportive documentation indicates continued unacceptable performance, an improvement plan(s) will be developed by the employee, the immediate supervisor, and an Association representative. Failure to meet the objective of the improvement plan will result in an unsatisfactory rating for the employee.

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. No

Does the LEA publicly report teacher evaluation data by school?

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

LEA Teacher Evaluations Summary:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>499</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td>5</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>504</td>
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</tbody>
</table>

LEA Teacher Evaluations Detail:
Describe the LEA’s system used to evaluate the performance of your Principals:

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

a. Principal Development? No
   NA
b. Principal Compensation? No
   NA
c. Principal Promotions? No
d. Principal Retention and Removal? No
   NA

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

LEA Principal Evaluations Summary:

<table>
<thead>
<tr>
<th>Rating System</th>
<th>Standard</th>
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<tbody>
<tr>
<td>Number Rated</td>
<td>9</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td></td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>9</td>
</tr>
</tbody>
</table>
### LEA Principal Evaluation Detail:

<table>
<thead>
<tr>
<th>Rating/Title</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>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Goals</td>
<td>Job Accountabilities</td>
<td>Performance Appraisal</td>
<td>Performance Appraisal - continued</td>
<td>Performance Appraisal - continued</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Totals</td>
<td>9</td>
<td>0 %</td>
<td>0 %</td>
<td>0 %</td>
<td>0 %</td>
<td>0 %</td>
<td>0 %</td>
<td>9100 %</td>
</tr>
</tbody>
</table>

**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 cannot 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*