

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

GENERAL INFORMATION

LEA Name:

Berks County IU 14

AUN Number:

114000000

Address:

PO Box 16050 Reading, PA 19612-6050

Name Superintendent or Chief School Administrator:

Dr. John J. George, Executive Director

For Information Contact:

Dr. Jill M. Hackman

Email:

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Phone:

610-987-8511

TEACHER INFORMATION

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

BCIU14 uses PDE-5501 to evaluate teachers. The PDE-5501 is the official rating card developed by the Pennsylvania Department of Education in accordance with 24 PS § 11-1123, which is used to rate professional employees for dismissal on the grounds of incompetency or unsatisfactory teaching performance as provided in 24 PS § 11-1122(a) and to rate the services of a temporary professional employee. The PDE-5501 gives due consideration to personality, preparation, technique, and pupil reaction. The standards for the use of the PDE-5501 are incorporated into the official rating card and additional standards are published in 22 PA Code § 351.22. See BEC 24 PS Section 11-1123 and its attachment, Employee Rating Form, 24 PS Section 11-1123. The PDE-5501 constitutes § 351.21 of 22 PA Code. A temporary professional employee must be notified as to the quality of service at least twice a year. No such employee shall be dismissed unless rated as unsatisfactory and notified in writing of such unsatisfactory rating within 10 days after the unsatisfactory rating. A temporary professional employee whose work has been certified by the intermediate unit executive director during the last (4) four months of the third year of such service, as being satisfactory shall thereafter be a professional employee within the meaning of this article. Professional employees are formally evaluated on an annual basis. Training related to the PDE-5501 and evaluation process is provided annually to all supervisors. In addition, the Human Resources Office provides consultation and technical assistance throughout the school year as it relates to the evaluation process. Any teacher who does not meet with satisfactory performance, is supported via a Performance Improvement Plan.

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

a. Teacher Development? Yes

Administrators plan professional development activities based on needs identified during formal and informal teacher observations. Program Administrators and staff members utilize the PDE required Professional Development Plan as a framework for long-term training areas. In addition, program level administrators collaborate with the Office of Professional Development and Curriculum at the IU.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Teacher performance evaluation results are one component of decision-making related to continued employment.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA

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

NA

Does the LEA publicly report teacher evaluation data by school?

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

NA

LEA Teacher Evaluations Summary:

Number Rated 175

Number Not Rated 3

Total Number Employed

178

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Berks County IU 14	178	3	1.7 %	173	97.2 %	2	1.1 %
Totals	178	3	1.7 %	173	97.2 %	2	1.1 %

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 following is a description of the process related to principal evaluations at the Berks County IU: 1. It has been determined that the needs of the Berks County Intermediate Unit are best served if performance evaluations are done throughout the fiscal year to better reflect the unique and varied nature of our many programs. At least one (1) evaluation must be completed for each employee during his/her normal work year; i.e., 10 or 12 months. By April 1 of each fiscal year, the Office of Human Resources will forward to each Director and Assistant Director the names of those employees who must be evaluated by June 15 of the following year. [Although the deadline for completing and submitting evaluations to the Office of Human Resources is June 15, the Assistant Director/Human Resources must be apprised of the name of any employee, whose evaluation will reveal an overall rating of "unsatisfactory" no later than May 1.] Once the evaluator determines the approximate evaluation timetable for each employee he/she supervises, he/she should communicate that information to the respective employee. 2. Importantly, the performance evaluation document reflects three (3) ratings -- "Meeting Expectations", "Partially Meeting Expectations", and "Not Meeting Expectations." When a rating of "Meeting Expectations" is issued, employees should know that they have satisfactorily met the very high expectations of the BCIU, its Executive Director, and its Board of Directors. Exceptional performance should be noted under the section titled "Comments," while a rating of "Partially Meeting Expectations" or "Not Meeting Expectations" must be explained in this section. When an overall performance rating of "Marginal" or "Unsatisfactory -- Not Meeting Job Expectations" is issued, the evaluator must work with the Director of Human Resources and Public Relations and the employee in developing a Performance Improvement Plan -- such plan to become a part of the evaluation document in which these ratings were issued. 3. When the individual being evaluated is in a position requiring a Pennsylvania supervisory or administrative certificate, the evaluator must also complete Form PDE-5501 reflecting either a rating of "Satisfactory" or "Unsatisfactory." This "Supervisory Personnel Performance Evaluation" form will then be attached to Form PDE-5501 and serve as the anecdotal records for the same. 4. As part of this evaluation process, the evaluator will meet with the employee being evaluated during which this document will be discussed and the employee will have an opportunity to discuss, among other work-related issues, any general or specific concerns he/she may have in meeting the expectations of his/her immediate supervisor and the BCIU. It is expected that the evaluator will schedule a specific time for the performance evaluation meeting, assuring privacy without interruption, and that issues such as areas of achievement, opportunities for improvement, and goals for the upcoming year will be discussed. 5. Employees are informed of their right to submit written rebuttals to the performance evaluation. Notwithstanding any objection to the evaluation as issued, however, employees must sign the form and return the original to the evaluator. The employee's signature serves as an acknowledgment that he/she received the evaluation document and had an opportunity to discuss the same with the evaluator. Notably, written rebuttals are to be submitted within 30 days of securing the employee's signature on the evaluation document.

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

a. Principal Development? Yes

Office Directors plan professional development activities based on needs identified during formal and information principal observations. Office Directors utilize the PDE required Professional Development Plan as a framework for long-term training areas. In addition, Office Directors collaborate with the Office of Professional Development and Curriculum at the IU.

bPrincipal Compensation? No

NA

c. Principal Promotions? Yes

Exceptional principal performance can directly lead to career advancement when central office administrative vacancies occur.

d. Principal Retention and Removal? Yes

Principal performance evaluation results are one component of decision-making related to continued employment.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA

How often does the LEA formally evaluate:

a. New Principals (Less than 3 Years)? Twice a year

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

NA

Does the LEA publicly report principal evaluation data by school?

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

NA

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	1
Number Not Rated	_____
Total Number Employed	1

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
RatingTitle			Unsatisfactory	Marginal	Satisfactory			
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**