

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

GENERAL INFORMATION

LEA Name:

Capital Area IU 15

AUN Number:

115000000

Address:

55 Miller St Enola, PA 17025-1640

Name Superintendent or Chief School Administrator:

Cindy Mortzfeldt, Acting Executive Director

For Information Contact:

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(717) 732-8452

TEACHER INFORMATION

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

CAIU's teacher evaluation system consists of an evaluation form (PDEP), as well as a customized rubric. Using the Charlotte Danielson model, CAIU has developed nine customized rubrics tailored to meet the needs of job-alike groups depending upon the professional's responsibilities. During an evaluation, a teacher can earn one of four ratings - Unsatisfactory, Basic, Proficient, or Distinguished - in one of four categories - Planning and Preparation, The Environment, Professional Performance, and Professional Responsibilities - each of which consists of several components. In all, the teacher is rated on 34 components. Teachers receiving two or more unsatisfactory performance ratings in the component areas receive an overall rating of unsatisfactory. If a non-tenured teacher receives an overall unsatisfactory rating, the CAIU can move for his/her termination, as per the PA School Code. If a tenured teacher receives an overall unsatisfactory rating, he/she will be placed on an Action Plan. Receiving two consecutive unsatisfactory ratings is grounds for dismissal of a tenured teacher, as per the School Code. Teachers receiving one or fewer unsatisfactory ratings receive an overall final rating of satisfactory. Tenured professionals are formally evaluated once per year; usually in the spring. Non-tenured professionals receive two evaluations each school year, as required by School Code. Teachers are evaluated by their supervisor or assistant supervisor. CAIU's evaluation system was developed to assist teachers identify areas for growth, set goals, and determine needs for professional development.

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

a. Teacher Development? Yes

Supervisors determine needs on an individual and/or programmatic level at time of evaluation to set goals for the following year.

b. Teacher Compensation? No

N/A

c. Teacher Promotions? No

N/A

d. Teacher Retention and Removal? Yes

If a non-tenured teacher receive's an overall unsatisfactory rating, we will move for his/her dismissal. If a tenured teacher receives an overall unsatisfactory rating, he/she will be placed on an Action Plan. If the teacher then receives a second overall unsatisfactory rating, the CAIU will move for his/her dismissal.

Does the LEA teacher 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 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. Yes

The CAIU's rubrics are designed using the research of the Charlotte Danielson model. We then customized the rubrics to meet the needs of the various groups of professionals (teacher, consultant, social worker, etc.) by having job-alike groups tailor the descriptors to better meet the needs of staff being evaluated.

Does the LEA publicly report teacher evaluation data by school?

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

N/A

LEA Teacher Evaluations Summary:

Number Rated 309

Number Not Rated 12

Total Number Employed

321

LEA Teacher Evaluations Detail:

Alternate Approved Evaluation System:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
RatingTitle			Unsatisfactory	Basic	Proficient	N/A	N/A	Distinguished
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory			Satisfactory
Capital Area IU 15	321	27 8.4 %	3 0.9 %	2 0.6 %	222 69.2 %	0 0 %	0 0 %	67 20.9 %
Totals	321	27 8.4 %	3 0.9 %	2 0.6 %	222 69.2 %	0 0 %	0 0 %	67 20.9 %

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 CAIU did not have any principals in 2009/2010.

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

a. Principal Development?

bPrincipal Compensation?

c. Principal Promotions?

d. Principal Retention and Removal?

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

- a. Student Achievement Outcomes?
- b. Student Growth Data?

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)?
- b. Experienced Principals (More than 3 Years)?

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.

Does the LEA publicly report principal evaluation data by school?

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

LEA Principal Evaluations Summary:

Rating System		No
Number Rated		
Number Not Rated	_____	
Total Number Employed	=====	

LEA Principal Evaluation Detail:

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