

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

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**GENERAL INFORMATION**

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**LEA Name:**

Intermediate Unit 1

**AUN Number:**

101000000

**Address:**

One Intermediate Unit Drive Coal Center, PA 15423-9642

**Name Superintendent or Chief School Administrator:**

Charles F. Mahoney

**For Information Contact:**

Charles F. Mahoney

**Email:**

mahoneyc@iu1.k12.pa.us

**Phone:**

(724) 938-3241 x230

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**TEACHER INFORMATION**

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

Our Intermediate Unit uses PDE forms 426, 428 and 5501 (per IU1 policy and Collective Bargaining Agreement) to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. We use the indicators on these forms to help our principals/supervisors/directors as they evaluate the teachers during annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are provided an improvement plan and are observed, both formally and informally, with intense coaching between observations. Special attention is focused on those indicators related to teachers' use of differentiated instruction based on individual student needs. Differentiated instruction is one of our strategic goals and is a focus of professional development. Training on the use of differentiated instruction is provided to our entire staff including teachers and principals as part of our Act 48 professional development programs. Additional individual professional development is available for teachers who are found to need improvement through the observation process. This training heavily emphasizes how teachers can use student achievement to inform instruction.

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

a. Teacher Development? Yes

Inservice programs and professional development opportunities are aligned to teacher evaluations and researched-based best practices.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Our IU follows the PA Code and dismisses teachers who have received 2 consecutive unsatisfactory evaluations.

**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	222
Number Not Rated	6
Total Number Employed	<hr/> 228

## LEA Teacher Evaluations Detail:

### Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Intermediate Unit 1	228	6	2.6 %	220	96.5 %	2	0.9 %
<b>Totals</b>	<b>228</b>	<b>6</b>	<b>2.6 %</b>	<b>220</b>	<b>96.5 %</b>	<b>2</b>	<b>0.9 %</b>

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**

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## PRINCIPAL INFORMATION

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

The intermediate unit evaluates its 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. An assessment tool on the IU Web Portal reflects the yearly progress of the building principals. Included as other assessment tools are referencing the approved job description and the approved annual goals. The supervisor and principal mutually agreed upon these strategies. Monthly meetings are held with principals that focus on the above assessment tools as a barometer to measure principal effectiveness. These meetings also serve as an effective means of professional development and reflection. Feedback and dialogue are encouraged by the supervisor that provides guidance for collaboration and future professional development. The above assessment tools and monthly meetings are reflected on the annual evaluation and noted on both a rubric scale and a narrative.

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

a. Principal Development? Yes

Each principal in our intermediate unit is given an individual professional development plan based on the results of his/her annual performance evaluation in achieving goals for the current school year. All principals are provided ongoing professional development throughout the school year including but not limited to effective supervision, best practices, and other current research-based programs.

bPrincipal Compensation? No

NA

c. Principal Promotions? Yes

The intermediate unit uses the results of principal performance evaluations to inform decisions about principal promotions. Performance evaluations are always one of the factors used when considering a principal for a promotion.

d. Principal Retention and Removal? Yes

A focus of Intermediate Unit 1 is to improve the performance of principals. A principal receiving an ineffective rating will receive intensive professional development and a specific performance improvement plan. A second ineffective rating may result in dismissal proceedings.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Our intermediate unit measures student achievement by comparing various assessment scores of students in a principal's building (4 sight scores, class grades and behavior assessments) a minimum of 3 times per year.

**How often does the LEA formally evaluate:**

a. New Principals (Less than 3 Years)? More than 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	4
Number Not Rated	_____
Total Number Employed	4

**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>	<b>(Numerator) %</b>
RatingTitle			Unsatisfactory	Needs Improvement	Meets Minimum Performance	Exceeds Minimum Performance	Exemplary Performance	NA
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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**