

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

GENERAL INFORMATION

LEA Name:

Lancaster-Lebanon IU 13

AUN Number:

113000000

Address:

1020 New Holland Avenue Lancaster, PA 17601

Name Superintendent or Chief School Administrator:

Cynthia S. Burkhart, D. Ed.

For Information Contact:

Deb Wiley

Email:

deb_wiley@iu13.org

Phone:

717-606-1903

TEACHER INFORMATION

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

Our PDE approved alternate evaluation tool is based on the work of Charlotte Danielson - "Enhancing Professional Practice-A Framework for Teaching." The system is based on twenty-five core competencies which define what IU 13 professional instructional staff are expected to know and demonstrate. These competencies are represented on the Core Competency Evaluation Report which is completed annually for tenured staff and twice per year for non-tenured staff by the assigned Supervisor of Special Education. Rubrics define the four levels of performance for each core competency area. A four-step rubric allows for a range of ratings: Unsatisfactory, Basic, Proficient, and Distinguished. Each professional staff member has the opportunity to participate in a summative evaluation conference with their immediate supervisor for review of the ratings. The Core Competency Evaluation Report is designed to be summative in nature, reflecting not one single observation, but an accumulation of data over time. This summative report is based on formative data that has been collected throughout the school year by the immediate supervisor, other IU administrators, the individual being evaluated (through the person's professional portfolio), school district administrative staff, artifacts such as student work, IEP's, reports, memos, and other credible input sources including parents and other professionals. The framework, which organizes the 25 competencies, is divided into four domains: Environment, Planning and Preparation, Instructional/Technical, and Professional Responsibility. These domains represent the four major areas of competence for each professional staff person. Environment is concerned with the professional's skill in establishing an environment conducive to learning, including the physical and interpersonal aspects of the environment. Planning and Preparation includes comprehensive understanding of the content to be taught, knowledge of students' backgrounds, designing instruction and assessment and competencies for planning/preparing for work responsibilities. Instructional/Technical describes skills that engage students in learning content, including the wide range of instructional strategies that enable students to learn. Also included are competencies related to providing support and technical assistance to others as appropriate. Professional Responsibility is concerned with a professional's additional responsibilities which includes engaging in self-assessment and reflection, communicating with parents, participating in on-going professional development and contributing to the school and general environment. Each of the Core Competencies is rated utilizing the rubric. Each of the four domains also has a summative rating representing the professional's overall performance in that domain. The IU supervisor has discretion to determine the value of each core competency in deriving the rating for each domain. Each of the four domain ratings (as well as the individual Core Competency ratings) shall be considered in the overall summative rating of either Unsatisfactory or Satisfactory. The Department Director will review all summative reports, i.e. the Core Competency Evaluation Report. All summative reports shall be reviewed with the professional person through a summative conference. Supervisor Induction Sessions provide new supervisors with training regarding the frequency and content of the evaluation system. In addition, time is allocated for question and answer related to the evaluation system at monthly supervisor meetings.

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

a. Teacher Development? Yes

Special Education Supervisors use teacher evaluation data to inform the planning and preparation for Act 80 Days and other professional development training.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

A nontenured teacher who receives an unsatisfactory evaluation may be placed on an Intensive Assistance Improvement Plan if appropriate or given the option to resign over being terminated. Tenured teachers who receive an unsatisfactory evaluation will be placed on an Intensive Assistance Improvement Plan. Once the plan is completed the employee's Supervisor must complete a summative evaluation within ten working days. An unsatisfactory evaluation at this point would constitute the second consecutive unsatisfactory evaluation and would be grounds for 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. 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	336
Number Not Rated	12
Total Number Employed	<u>348</u>

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			Level I	NA	NA	NA	NA	Level 6
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
Lancaster-Lebanon IU 13	348	12 3.4 %	2 0.6 %	0 0 %	0 0 %	0 0 %	0 0 %	334 96 %
Totals	348	12 3.4 %	2 0.6 %	0 0 %	0 0 %	0 0 %	0 0 %	334 96 %

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:

NA

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

a. Principal Development? NA

NA

bPrincipal Compensation? NA

NA

c. Principal Promotions? NA

NA

d. Principal Retention and Removal? NA

NA

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

a. Student Achievement Outcomes? NA

b. Student Growth Data? NA

NA

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. NA

NA

Does the LEA publicly report principal evaluation data by school?

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

NA

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 (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**