

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

GENERAL INFORMATION

LEA Name:

Luzerne IU 18

AUN Number:

118000000

Address:

368 Tioga Avenue Kingston, PA 18704

Name Superintendent or Chief School Administrator:

Hal Bloss

For Information Contact:

Anthony Grieco

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Phone:

570-718-4609

TEACHER INFORMATION

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

Evaluation is a continuing process in which the professional employee and supervisor cooperatively identify strengths and weaknesses in the individual's effectiveness as a professional educator. The objectives of evaluation are to assess and improve performance, encourage professional growth, promote positive behavior, and facilitate attainment of intermediate unit goals and objectives in order to benefit the students.

The forms used at the Luzerne Intermediate Unit include the Temporary Professional Employee/Professional Employee Rating Form (PDE-5501), the Instructional I to Instructional II Assessment Form (PDE 427), the Semi-Annual Employee Evaluation Form for Instructional I Teachers (PDE 426), and the Annual Employee Evaluation Form for Instructional II Teachers (PDE 428). The PDE 426 and 427 look at four categories and aspects of teaching: I. Planning and Preparation, II. Classroom Environment, III. Instructional Delivery, and IV. Professionalism.

The evaluation forms are based off of Charlotte Danielson's framework for teaching. Evaluations are completed by special education supervisors, director of special education, and director of federal and nonpublic services. In the event of an unsatisfactory teacher evaluation, an improvement plan is established to identify areas of needed improvement, provide professional development, and set completion deadlines.

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

a. Teacher Development? Yes

If teachers are found to be in need of improvement or unsatisfactory, the administration meets with the teacher and the union and develops a personal improvement plan that is benchmarked throughout the next couple of months prior to the next evaluation.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? No

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

NA

LEA Teacher Evaluations Summary:

Number Rated 176

Number Not Rated 1

Total Number Employed 177

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Luzerne IU 18	177	0	0 %	176	99.4 %	1	0.6 %
Totals	177	0	0 %	176	99.4 %	1	0.6 %

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 LIU Administrative Staff Performance Evaluation is comprised of three parts: I. Job Performance; II. Equity within Classification and III. Merit. Job Performance is rated in one of four rankings based upon the annual review of their performance on three professional goals the administrator submits to the Executive Office prior to the start of the school year. Equity within Classification is purely a mathematical computation whereby the highest salaried administrator within a given classification receives the lowest percentage while the lowest administrative salaried administrator receives the highest. There are three additional percentages; median high; median and median low in which administrators maybe placed based upon their respective salary. The final and most important part of the evaluation is the Merit. A Rubric for Merit is used to rank what the respective administrator has done above and beyond the scope of their responsibilities to enhance both their respective assignment and the organization as a whole. There are five categories within this rubric and each warrants a given percentage. Administrators are required to submit artifacts compiled throughout the school year to support their meritorious service. The ranking chosen is based upon a review of these artifacts and a discussion as to how they relate to the rubric. All three components of the evaluation are completed with a series of meetings at the end of the school year. At the final meeting the administrator is given their respective evaluation and professional goals are reviewed for the upcoming school year. The evaluation process then repeats itself.

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

a. Principal Development? Yes

bPrincipal Compensation? Yes

The final and most important part of the evaluation is the Merit. A Rubric for Merit is used to rank what the respective administrator has done above and beyond the scope of their responsibilities to enhance both their respective assignment and the organization as a whole. There are five categories within this rubric and each warrants a given percentage. Administrators are required to submit artifacts compiled throughout the school year to support their meritorious service. The ranking chosen is based upon a review of these artifacts and a discussion as to how they relate to the rubric.

c. Principal Promotions? No

N/A

d. Principal Retention and Removal? No

N/A

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. Yes

N/A

Does the LEA publicly report principal evaluation data by school?

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

N/A

LEA Principal Evaluations Summary:

Rating System	No
Number Rated	1
Number Not Rated	<hr/>
Total Number Employed	<hr/> <hr/> 1

LEA Principal Evaluation Detail:

	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			Serious Problem Exists	Needs Improvement			Expected Area of Performance	Highest Possible Standard
Unsatisfactory/Satisfactory			Unsatisfactory	UNSATISFACTORY			Satisfactory	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**