

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:**

Midwestern IU 4

**AUN Number:**

104000000

**Address:**

453 Maple St Grove City, PA 16127-2399

**Name Superintendent or Chief School Administrator:**

Cecelia H. Yauger, Executive Director

**For Information Contact:**

Cecelia H. Yauger

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**Phone:**

724-458-6700 extension 1201

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TEACHER INFORMATION

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

MIU IV uses PDE forms 426 and 428 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 directors, supervisors and principals 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 placed on an improvement plan and are carefully monitored by a team which includes the administrator and the executive director, if needed, with the director of human resources. Supports, including professional development, are offered to a teacher on an improvement plan. MIU IV does not use the evaluation system to determine salary adjustments; however, unsatisfactory evaluations may lead to dismissal.

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

a. Teacher Development? Yes

Current evaluators utilizing PDE 426/427/428 document in Category IV: Professionalism each staff members' strengths and needs in the area of professional development based on the observations and evaluations. Subsequent plans for professional development are aligned with the identified needs.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

MIU IV follows the PA Code and dismisses teachers who have accumulated 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 215

Number Not Rated

Total Number Employed 215

## LEA Teacher Evaluations Detail:

### Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Midwestern IU 4	215	0	0 %	212	98.6 %	3	1.4 %
<b>Totals</b>	<b>215</b>	<b>0</b>	<b>0 %</b>	<b>212</b>	<b>98.6 %</b>	<b>3</b>	<b>1.4 %</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 current principal evaluation system begins with an annual plan for each administrator. Annual plans include survey data for current year and for three years out. The administrators also provide monthly updates through management team meetings and individuals sessions as needed. Each staff member identifies professional development needs and participates in job alike sessions at the local, regional, and state level. Professional association memberships and participation are strongly encouraged. All administrators had participated in the State Inspired Leadership Program (PIL).

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

a. Principal Development? Yes

Subsequent plans for professional development are aligned with the identified needs.

bPrincipal Compensation? No

NA

c. Principal Promotions? No

NA

d. Principal Retention and Removal? Yes

The focus of MIU IV is to improve the performance of principals. Principals receiving an unsatisfactory rating will receive an improvement plan for the following year. A second unsatisfactory rating will result in dismissal.

**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)? 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. 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	No
Number Rated	2
Number Not Rated	_____
Total Number Employed	2
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**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>						
RatingTitle								
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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