

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

GENERAL INFORMATION

LEA Name:

Schuylkill IU 29

AUN Number:

129000000

Address:

17 Maple Avenue PO Box 130 Mar Lin, PA 17951-0130

Name Superintendent or Chief School Administrator:

Diane M. Niederriter

For Information Contact:

Diane M. Niederriter

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TEACHER INFORMATION

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

The IU uses the state approved PDE 426 and 428 for teacher evaluations. Each new instructor is evaluated twice per calendar year for three years and each tenured instructor is evaluated once per school year. Instructors are evaluated by the Principal or Assistant Principal.

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

a. Teacher Development? Yes

If the evaluation team sees weak areas within staff; it is then addressed via PDE approved conferences or by staff development activities via in-service.

- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

If an instructor is given unsatisfactory evaluations they are then placed on an improvement plan and reassessed.

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	127
Number Not Rated	1
Total Number Employed	128

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Schuylkill IU 29	128	1	0.8 %	127	99.2 %	0	0 %
Totals	128	1	0.8 %	127	99.2 %	0	0 %

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 Schuylkill Intermediate Unit Board of Directors charged the administration with developing a formal evaluation system for employees in the Compensation Plan beginning with the 2003-2004 fiscal year. There was never a comprehensive system of evaluating Compensation Plan employees in the Schuylkill Intermediate Unit prior to 2003-2004. The evaluation system that was put in place for 2003-2004 was, in some respects, a pilot project. That evaluation system continues. We believe that an evaluation system serves multiple purposes. Ultimately, an evaluation system serves as a means for the Schuylkill Intermediate Unit to improve and expand its base of knowledge. For the individual employee, your evaluation will confirm, in writing, the success that you have achieved. Your strengths will be acknowledged. Focus areas for growth will be identified. Finally, if an employee is not contributing in a manner consistent with his fellow employees, issues affecting that employee's performance will be addressed. End-of-year evaluations must be completed prior to the Board considering and approving annual salary increases and other benefits. An employee's evaluation will be a factor in determining his/her compensation (salary and benefits). The evaluation system is divided into two sections. Section I addresses performance areas that are expected of all Compensation Plan employees. In other words, all employees in the Compensation plan will be evaluated based on Section I. Section II addresses areas that are targeted to an employee's respective position. For example, the Director of Educational Services, a micro-repair technician and a special education supervisor are evaluated using the exact form – Section I. However, there is a unique Section II form for the Director of Educational Services and a unique Section II form for a micro-repair technician and a unique Section II form for a special education supervisor. Because the evaluation system will serve as a useful tool in enhancing employee and organizational expertise, we encourage a collaborative relationship between evaluators and staff during the evaluation process.

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

a. Principal Development? Yes

If the evaluator sees weak areas within staff; it is then addressed via PDE approved conferences or by staff development activities via in-service.

b. Principal Compensation? Yes

Principals may receive an annual salary increase of : 2.5% for performance in need of improvement, or 3% for satisfactory performance, or 3.5% for exemplary performance.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

The principal would be removed from service utilizing the advice of the district solicitor.

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. No

Does the LEA publicly report principal evaluation data by school?

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

NA

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	2
Number Not Rated	_____
Total Number Employed	2

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
RatingTitle			Unsatisfactory	Needs Improvement	Satisfactory	Meets Expectations	Exceeds Expectations	
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	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