

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

GENERAL INFORMATION

LEA Name:

Westmoreland IU 7

AUN Number:

107000000

Address:

102 Equity Dr Greensburg, PA 15601

Name Superintendent or Chief School Administrator:

Dr. Luanne Matta

For Information Contact:

Christina Monroe

Email:

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Phone:

724-836-2460

TEACHER INFORMATION

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

Westmoreland Intermediate Unit currently uses PDE Form 426 quarterly per year to evaluate teachers that have an Instructional Level 1 teaching certification. This form is based on the Danielson model of effective teaching, and is used to evaluate teachers as satisfactory or unsatisfactory in the area of planning and preparation, classroom environment, instruction, and professionalism. As required by the State of Pennsylvania, teachers transitioning from an Instructional Level I to Level II certification are evaluated using the PDE Form 427. Teachers that have obtained an Instructional II teaching certification are evaluated annually using PDE Form 5501. This form gives due consideration to personality, preparation, technique and pupil reaction, and provides a score of up to 20 points in each area, with a final determination of satisfactory or unsatisfactory. Teachers identified as needing improvement and/or receive an unsatisfactory rating on either the PDE 426, PDE 427, or PDE 5501 receive a written plan that outlines necessary actions for improvement. Those teachers receive regular observations, and are informed of available support and professional development. Teachers that are in the process of obtaining a Level II certification are enrolled in an intensive induction program that focuses on educational strategies for improving student achievement in the 21st century. All teachers and supervisors employed by the Intermediate Unit are provided multiple opportunities through PaTTAN and the IU to participate in Act 48–approved professional development, including differentiated teaching, differentiated supervision, co-teaching, standards-aligned systems in Pennsylvania, effective instructional delivery, and classroom management. Supervisors of Special Education are responsible for the evaluation of the teaching staff. Our IU does not use the evaluation system to inform salary decisions, however unsatisfactory evaluations can lead to dismissal.

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

a. Teacher Development? Yes

If teachers need improvement in any area they may be asked to attend specific workshops and/or receive individual coaching in that area. If there is a significant lack of performance the teacher is placed on an Improvement Plan. Act 48 surveys also inform the areas of need for specific professional development.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

Our Intermediate Unit follows the PA Code. If teachers earn an unsatisfactory rating they are placed on an improvement plan. If the teacher does not improve to a satisfactory rating and earns another unsatisfactory rating they are recommended for termination. If the teacher is not tenured and receives an unsatisfactory rating their tenure is not granted and they are placed on an improvement plan. If they do not improve to a satisfactory rating they are dismissed.

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	239
Number Not Rated	15
Total Number Employed	<u>254</u>

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Westmoreland IU 7	254	8	3.1 %	245	96.5 %	1	0.4 %
Totals	254	8	3.1 %	245	96.5 %	1	0.4 %

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)? Other

b. Experienced Principals (More than 3 Years)? Other

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

Number Not Rated 1

Total Number Employed 1

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 (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