

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2010-11 Rating Period

GENERAL INFORMATION

LEA Name:

Allegheny IU 3

AUN Number:

103000000

Address:

475 East Waterfront Drive Homestead, PA 15120-1144

Name Superintendent or Chief School Administrator:

Dr. Linda Hippert

For Information Contact:

Mary Beth Colvill

Email:

marybeth.colvill@aiu3.net

Phone:

412-394-5995

TEACHER INFORMATION

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

Attached Documentation (Word Document)

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

a. Teacher Development?

No

NA

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

Based on performance if an evaluation is unsatisfactory, an improvement plan would be created, if a second unsatisfactory evaluation was received it could lead to dismissal. Due process is followed along with the regulations of the Pennsylvania School Code including the contract language.

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

LEA Teacher Evaluations Summary:

| | |
|-----------------------|-----|
| Number Rated | 439 |
| Number Not Rated | 13 |
| Total Number Employed | 452 |

LEA Teacher Evaluations 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) % |
| Unsatisfactory/Satisfactory | | | Unsatisfactory | | | | | Satisfactory |
| Allegheny IU 3 | 452 | 13 2.9 % | 1 0.2 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 438 96.9 % |
| Totals | 452 | 13 2.9 % | 1 0.2 % | 0 0 % | 0 0 % | 0 0 % | 0 0 % | 438 96.9 % |

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

PRINCIPAL INFORMATION

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

Attached Documentation (Word Document)

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

a. Principal Development? Yes

Encourage principals to read professionally and seek to stay abreast of current trends and needs. Participate in professional development opportunities to extend and expand upon knowledge, skills, and competencies. Seeks feedback of performance from others internal and external to the organization. Is receptive and encourages new ideas regarding services and programs. Encourages staff to participate in appropriate professional development opportunities that serve to promote academic excellence within the Allegheny Intermediate Unit (AIU3). Demonstrates the ability to assist and motivate others to achieve personal, professional, and AIU3 goals. Makes consistent effort to observe and evaluate programs to assure the organization is fulfilling its mission and always working to "get better."

b. Principal Compensation? Yes

Employees who do not receive a satisfactory rating on the annual evaluation will not be eligible for a salary adjustment in the following year until they have achieved a satisfactory annual rating.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Based on performance if an evaluation is unsatisfactory, an improvement plan would be created, if a second unsatisfactory evaluation was received it could lead to 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

How often does the LEA formally evaluate:

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) % |
| Unsatisfactory/Satisfactory | | | Unsatisfactory | NA | NA | | NA | Satisfactory |
| Totals | 7 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 7 100% |

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