

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

GENERAL INFORMATION

LEA Name:

Appalachia IU 8

AUN Number:

108000000

Address:

4500 6th Avenue Altoona, PA 16602

Name Superintendent or Chief School Administrator:

Dr. Joseph E. Macharola

For Information Contact:

Brian R. Myers

Email:

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Phone:

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TEACHER INFORMATION

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

Our Intermediate Unit uses an alternate assessment form that was approved by PDE in 2003-a modified version of PDE forms 426, 427, and 428. It was adapted to reflect the nature of our educational mission, which is working with students with special needs. Instructional II teachers are evaluated on an annual basis; Instructional I teachers are evaluated on a semi-annual basis. Evaluations are conducted by Directors, Assistant Directors, Supervisors, and Principals. Evaluators were trained on the assessment process when the forms were approved nine years ago, and subsequent and/or follow-up training is provided on an as-needed basis. Because our form is a modified version of PDE forms 426, 427, and 428, our teachers are rated as satisfactory or unsatisfactory by domain. However, each domain is further broken down into subcategories relating to reaching proficiency. If a teacher is rated not proficient in one of those subcategories, or is rated unsatisfactory in any of the larger domains, he or she is subject to a corrective action plan and/or professional development plan related to that area. Additionally, if an individual is rated unsatisfactory overall, that person may be subject to discharge.

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

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

Areas of concern or areas where improvement is needed are used to aide and guide in the development of subsequent professional development plans.

Unsatisfactory job performance is grounds for discharge under Section 1122 of the School Code. In the case of professional employees two unsatisfactory evaluations are grounds for us to pursue discharge. In the case of temporary professional employees, one unsatisfactory evaluation is grounds for us to pursue discharge.

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	181
Number Not Rated	5
Total Number Employed	<hr/> 186 <hr/> <hr/>

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
Appalachia IU 8	186	5 2.7 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	181 97.3 %
Totals	186	5 2.7 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	181 97.3 %

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:

Our Intermediate Unit uses an alternate assessment form that was approved by PDE in 2003-a modified version of PDE forms 426, 427, and 428. It was adapted to reflect the nature of our educational mission, which is working with students with special needs. Evaluators were trained on the assessment process when the forms were approved nine years ago and subsequent and/or follow-up training is provided on an as-needed basis. Presently, IU 8 employs one principal who is evaluated by our Director and/or Assistant Director of Educational Programs and Services. As the current principal is an experienced administrator this evaluation is conducted on an annual basis. Principal ratings are either satisfactory or unsatisfactory by domain. However, each domain is further broken down into subcategories relating to proficiency. If a principal is rated not proficient in one of those subcategories, or is rated unsatisfactory in any of the larger domains, he or she is subject to a corrective action plan and/or professional development plan related to that area. Additionally, if an individual is rated unsatisfactory overall, that person may be subject to discharge.

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

a. Principal Development? Yes

Areas of concern or where improvement is needed are used to aide and guide in subsequent professional development.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Unsatisfactory job performance is grounds for discharge under Section 1122 of the School Code. In the case of professional employees two unsatisfactory evaluations are grounds for us to purse discharge.

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)? Twice a year

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.) No

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System?

LEA Principal Evaluations Summary:

Number Rated 1

Number Not Rated 0

Total Number Employed 1

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LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
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