

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

GENERAL INFORMATION

LEA Name:

Carbon-Lehigh IU 21

AUN Number:

121000000

Address:

4210 Independence Dr Schnecksville, PA 18078-2580

Name Superintendent or Chief School Administrator:

Dr. Elaine Eib

For Information Contact:

Michele Heller

Email:

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610-769-4111 ext 1060

TEACHER INFORMATION

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

The standard form of evaluation used is the PA Dept of Education form 5501. The 5501 is used for tenured and non-tenured teachers. Additionally a rubric is used for both non-tenured and tenured teachers. The rubric uses 59 indicators in the categories of Personality, Preparation, Technique, and Pupil Reaction for non-tenured teachers. The rubric uses 27 indicators for tenured teachers. The evaluation process requires observations by the supervisor. Each teacher is evaluated by his/her supervisor and based on the teachers's tenure or non-tenured status the evaluation is done either bi-annually or annually at a minimum. Upon employment of a new supervisor a training is done on the evaluation system. Should a teacher receive an unsatisfactory or needs improvement evaluation an action plan is issued by the supervisor and reviewed with the teacher at intervals during the course of a school year.

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

a. Teacher Development? Yes

Evaluation rating of needs improvement or unsatisfactory must be supported with an action plan as well as to provide directives for development to the teacher.

b. Teacher Compensation? Yes

If an educator receives an unsatisfactory evaluation, they do not receive a salary increase for the following year.

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

If a teacher receives an unsatisfactory evaluation and is non-tenured or if a teacher receives two unsatisfactory evaluations four months apart and is tenured then the teacher will likely be recommended for disciplinary action in accordance with applicable laws.

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. Yes

A rubric is used for non-tenured teachers which provides the evaluator 54 indicators in the categories of personality, preparation, technique and pupil reaction resulting in detailed feedback and assessment of the teacher.
A rubric is used for tenured teachers which provides 27 indicators regarding a teacher's performance.

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	242
Number Not Rated	0
Total Number Employed	<hr/> 242 <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
Carbon-Lehigh IU 21	242	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	242 100%
Totals	242	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	242 100%

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:

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

- a. Principal Development?
- b. Principal Compensation?
- c. Principal Promotions?
- d. Principal Retention and Removal?

Does the LEA principal evaluation system described above include the following as evaluation criterion:

- a. Student Achievement Outcomes?
- b. Student Growth Data?

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)?

b. Experienced Principals (More than 3 Years)?

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.

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position?

No

Does your LEA have at Standardized Principal Evaluation System?

LEA Principal Evaluations Summary:

Number Rated

Number Not Rated

0

Total Number Employed

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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) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(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