

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 Rating Period

GENERAL INFORMATION

LEA Name:

ARIN IU 28

AUN Number:

128000000

Address:

2895 W Pike Rd Indiana, PA 15701-9769

Name Superintendent or Chief School Administrator:

Robert H. Coad, Jr. Ed.D., Executive Director

For Information Contact:

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TEACHER INFORMATION

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

To confirm good performance and inform teacher improvement, each experienced teacher is observed formally in an instructional setting at least one time per academic year. New teachers are observed formally at least twice per academic year. The formal observation includes a pre and post conference and written feedback from the supervisor addressing aspects of preparation and planning, instructional/service delivery environment, delivery of instruction/services, and conduct of professional responsibilities. At the time of the post-observation conference, the teacher's progress in his or her professional growth goal is reviewed by the teacher and supervisor, and the goal and activities are adjusted as needed. Informal observations by supervisors take place throughout the academic year, in settings such as IEP meetings, or collaboration with general education teachers in addition to classroom/instructional settings. The annual (or semi-annual) PDE-5501 rating is supported by an expanded checklist of twenty-two (22) performance items that are rated by the supervisor as "satisfactory"; "needs improvement"; or "unsatisfactory" rating on any one performance item. At that time, the teacher's professional growth goal is evaluated using evidence of achievement prepared and shared by the teacher, and a new or revised professional growth goal is developed for the next academic year. The number and type of satisfactory and unsatisfactory ratings on the 22 performance items contribute to the teacher's overall rating of satisfactory or unsatisfactory on the PDE-5501. An unsatisfactory rating on the PDE-5501 can lead to dismissal. The supervisors/administrators who conduct teacher evaluations participate in staff meetings monthly, during which teacher evaluation is a topic of discussion. This includes clarification of the meaning of each performance item, and examples of satisfactory, needs improvement, and unsatisfactory performance to support inter-rater reliability. Each teacher evaluation (two per academic year for new teachers; one per academic year for experienced teachers) is reviewed (with comments to the evaluator, as appropriate) and signed by the IU Executive Director.

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

a. Teacher Development? Yes

As part of their annual (or semi-annual) performance evaluation each teacher with his or her supervisor develops a professional growth goal and plan. Areas that are assessed by the supervisor and teacher as needing to be developed or improved inform the professional growth goal and plan.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

A performance evaluation that concludes with a teacher rating of "satisfactory" leads to retention based on performance. A performance evaluation that concludes with a teacher rating of "unsatisfactory" leads to removal for a temporary professional employee, and to an improvement plan for a professional employee. A second rating of "unsatisfactory" for a professional employee following failure to improve to a specified standard of performance within a specified time frame results in removal.

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 | | 63 |
| Number Not Rated | | 0 |
| Total Number Employed | | 63 |
| | | |

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 |
| ARIN IU 28 | 63 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 63 100% |
| Totals | 63 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 63 100% |

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 Standarized Principal Evaluation System?

LEA Principal Evaluations Summary:

Number Rated

Number Not Rated

Total Number Employed

_____0

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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