

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

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**GENERAL INFORMATION**

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**LEA Name:**

Capital Area IU 15

**AUN Number:**

115000000

**Address:**

55 Miller St Enola, PA 17025-1640

**Name Superintendent or Chief School Administrator:**

Dr. Mary Jane Gales

**For Information Contact:**

Theresa Kinsinger

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717-732-8452

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**TEACHER INFORMATION**

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

CAIU's teacher evaluation system consists of an evaluation form (PDEP) and a rubric. Using the C. Danielson model, CAIU has developed nine rubrics, each customized to meet the needs of each job-alike groups' professional's responsibilities. During an evaluation, a teacher can earn one of four ratings - Unsatisfactory, Basic, Proficient, or Distinguished - in one of four categories: Planning and Preparation, Environment, Professional Performance, and Professional Responsibilities, each of which consists of several components. In all, the teacher is rated on 34 components. Teachers receiving two or more unsatisfactory performance ratings in the component areas receive an overall rating of unsatisfactory. If a non-tenured teacher receives an overall unsatisfactory rating, the CAIU can move for termination, as per the PA School Code. If a tenured teacher receives an overall unsatisfactory rating, he/she will be placed on an Growth Plan. Receiving two consecutive unsatisfactory ratings is grounds for dismissal of a tenured teacher, per the School Code. Teachers receiving one or fewer unsatisfactory ratings receive an overall final rating of satisfactory. Tenured professionals are formally evaluated once per year. Non-tenured professionals receive two evaluations each school year, as required by School Code. Teachers are evaluated by their supervisor. This eval. system was developed to assist teachers identify areas for growth, set goals, and plan for professional development.

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

a. Teacher Development? Yes

Supervisors determine needs on an individual and/or programmatic basis at time of evaluation to determine professional development required to meet goals for the following year.

b. Teacher Compensation? No

N/A

c. Teacher Promotions? No

N/A

d. Teacher Retention and Removal? Yes

If a non-tenured teacher receive's an overall unsatisfactory rating, we will move for his/her dismissal. If a tenured teacher receives an overall unsatisfactory rating, he/she will be placed on an Individualized Growth/Action Plan. If the teacher then receives a second overall unsatisfactory rating, the CAIU will move for his/her dismissal.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

N/A

**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

The CAIU's rubrics are designed using the research of the Charlotte Danielson model. We then customized the rubrics to meet the needs of the various groups of professionals (teacher, consultant, social worker, etc.) by having job-alike groups tailor the descriptors to better meet the needs of staff being evaluated.

**Does the LEA publicly report teacher evaluation data by school?**

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

N/A

**LEA Teacher Evaluations Summary:**

Number Rated 228

Number Not Rated 16

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Total Number Employed

244

**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	Satisfactory			Satisfactory
Capital Area IU 15	244	16 6.6 %	2 0.8 %	2 0.8 %	167 68.4 %	0 0 %	0 0 %	57 23.4 %
<b>Totals</b>	<b>244</b>	<b>16 6.6 %</b>	<b>2 0.8 %</b>	<b>2 0.8 %</b>	<b>167 68.4 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>57 23.4 %</b>

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:**

The evaluation used to evaluate the principal at the Loysville Youth Development Center is the same evaluation used to evaluate all administrators at the CAIU. The development of the CAIU's administrator evaluation was based on the CAIU's mission: The Capital Area Intermediate Unit will achieve educational excellence with families, schools and communities through leadership, partnership and innovation. In defining excellence, the CAIU recognizes seven standards of organizational excellence and three standards of exemplary practice. The Standards of Organizational Excellence are Expertise, Collaboration, Efficiency, Accountability, Resources (both utilization and conservation), Communication, and Professionalism. The Standards for Exemplary Practice are Leadership; Partnership; Innovation; and Achievement of Individual Goals, which are set at the end of each school year for attainment the following year. If an administrator exhibits distinguished or proficient efforts, his/her actions will contribute to the accomplishment of the mission statement.

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

a. Principal Development? Yes

Professional development is one of the resources assessed during the evaluation process. Plans for the following year are developed at the end-of-year evaluation.

b. Principal Compensation? No

N/A

c. Principal Promotions? NA

N/A

d. Principal Retention and Removal? Yes

If an administrator receives two (2) or more "needs improvements", he/she will be placed on an Action Plan. If the administrator has not met his/her Action Plan at the end of the set time, he/she will receive an overall rating of unsatisfactory, and the CAIU may move for his/her 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

N/A

**How often does the LEA formally evaluate:**

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

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

N/A

**Does the LEA publicly report principal evaluation data by school?**

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

N/A

**Does your LEA have at least one Principal position?** Yes

**Does your LEA have at Standardized Principal Evaluation System?** Yes

**LEA Principal Evaluations Summary:**

Number Rated	1
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>1</u></u>

**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
Unsatisfactory/Satisfactory			Unsatisfactory	Unsatisfactory	Satisfactory			Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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