

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

GENERAL INFORMATION

LEA Name:

Central IU 10

AUN Number:

110000000

Address:

345 Link Rd West Decatur, PA 16878-9757

Name Superintendent or Chief School Administrator:

Dr. J. Hugh Dwyer

For Information Contact:

W. Edd Brady

Email:

ebrady@ciu10.org

Phone:

(814) 342-0884

TEACHER INFORMATION

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

CIU # 10 uses several of our administrators to evaluate teacher performance. In most instances the IU will have the direct supervisor, if properly certified, construct and administer the teacher's evaluation. Our supervising staff attend professional development trainings offered in and out of our IU. IU training sessions are conducted by using professional development agencies and utilizing internal staff. Internal trainings are usually conducted by our Continuous School Improvement department that are offered to our servicing districts as well. Our PDE approved evaluation tool (2006) evaluates our teachers on four different categories (planning & preparation, instructional environment, instructional delivery, and professionalism). Teachers receive their evaluation feedback on a schedule that meets both the standards of Pennsylvania Department of Education and our Tri-County Education Association bargaining unit contract.

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

a. Teacher Development? Yes

While there is not a formal process for utilizing teacher performance evaluations to inform professional development, the Professional Education Committee frequently seeks input from the direct supervisors regarding employee needs. In addition the direct supervisor must give prior approval for all employee requests for professional development.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Performance evaluations may be referenced for consideration if a professional has the qualifications for advancement opportunities that are not part of the bargaining unit (i.e. CIU # 10 Act 93 contract).

d. Teacher Retention and Removal? Yes

CIU # 10 dismisses teachers based on unsatisfactory performance based on the guidelines by Pennsylvania School Code.

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	50
Number Not Rated	5
Total Number Employed	<u>55</u>

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
Central IU 10	55	5 9.1 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	50 90.9 %
Totals	55	5 9.1 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	50 90.9 %

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

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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 (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