

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

GENERAL INFORMATION

LEA Name:

Intermediate Unit 1

AUN Number:

101000000

Address:

One Intermediate Unit Drive Coal Center, PA 15423-9642

Name Superintendent or Chief School Administrator:

Mr. Charles Mahoney, III

For Information Contact:

Thomas E. Tano

Email:

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Phone:

724-938-3241

TEACHER INFORMATION

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

Intermediate Unit 1 uses PDE forms 426, 427, 428 and 5501 (per IU1 policy and Collective Bargaining Agreement) to evaluate our teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. We use the indicators on these forms to help our Principals/Supervisors/Directors as they evaluate the teachers during walkthroughs, conferences and annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are provided an improvement plan and are observed, both formally and informally by the Supervisor and other administrative staff, with intense monitoring between observations. Special attention is focused on those indicators related to teachers' use of differentiated instruction, student engagement, integration of technology, lesson pacing, etc. The previously mentioned skills areas are offered as workshops and course for professional development. Additional individual professional development (e.g. visiting exemplary teachers, reading research-based materials, developing portfolios, viewing webinars, etc.) is available for teachers who are found to need improvement in various areas through the walkthrough/observation process. This training heavily emphasizes how teachers can use student achievement to drive instruction.

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

a. Teacher Development? Yes

The Administration recommends professional development activities and courses to their teachers based on the results of the yearly evaluation.

b. Teacher Compensation? No

N/A

c. Teacher Promotions? No

N/A

d. Teacher Retention and Removal? Yes

If the teacher receives an unsatisfactory evaluation, an improvement plan is developed and the teacher is evaluated after a 4-month period. If a second unsatisfactory evaluation is issued, dismissal is considered.

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. No

N/A

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	158
Number Not Rated	7
Total Number Employed	<hr/> 165

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
Intermediate Unit 1	165	7 4.2 %	3 1.8 %	0 0 %	0 0 %	0 0 %	0 0 %	155 93.9 %
Totals	165	7 4.2 %	3 1.8 %	0 0 %	0 0 %	0 0 %	0 0 %	155 93.9 %

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:

Intermediate Unit 1 evaluates its Principals annually using a variety of assessment tools to gauge principal effectiveness. These tools include but are not limited to, both formal and informal observations as well as walkthroughs. A performance evaluation on the IU Web Portal reflects the yearly progress of the building Principals based on the primary function in their job description. Annual goals, mutually agreed upon by the Supervisor and the Principal, are also part of the Principal's evaluation. Monthly meetings are held with the principals that focus on the agreed upon goals and primary job requirements as a barometer to measure principal effectiveness. These meetings also serve as a effective means of professional development collaboration and reflection led by the Supervisor. Feedback and dialogue are encouraged by the Supervisor that provides suggestions and guidance for future professional development. The activities are reflected on the annual evaluation form and summarized in a letter to the Principal.

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

a. Principal Development? Yes

The monthly meetings serve as a means of professional development and reflection. Feedback and dialogue are encouraged by the Supervisor that provides guidance for collaboration and future professional development.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

If the Principal receives an unsatisfactory evaluation an improvement plan is developed and the Principal is evaluated after a 4 month period. If a second Unsatisfactory is received then dismissal is considered.

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

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

The IU measures student achievement by comparing various student assessment scores in a principal's building (e.g. 4Sight scores, grades, behavior assessments, SWIS reports, progress monitoring data) at the beginning of the year to the same measures at the end of the year. Monthly meetings between the Supervisor and Principal include discussions regarding student achievement.

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

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 Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	4
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>4</u></u>

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	Satisfactory	Satisfactory	Satisfactory	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