

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:**

Tuscarora IU 11

**AUN Number:**

111000000

**Address:**

2527 US Highway 522 S Mc Veytown, PA 17051-9434

**Name Superintendent or Chief School Administrator:**

Richard D. Daubert

**For Information Contact:**

Kathy McCool

**Email:**

kmccool@tiu11.org

**Phone:**

814-542-2501

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TEACHER INFORMATION

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

In the 2011-2012 school year, Tuscarora Intermediate Unit 11 utilized the PA Department of Education approved evaluation forms(PDE-426 and PDE-428) as well as a PDE approved alternative evaluation form for teachers. The Director for Corrections and Alternative Education Programs or the Assistant Principal rated the teachers employed in the Corrections Education Programs. Two Supervisors of Special Education rated the teachers in the Early Intervention and School Age Programs. New teachers are evaluated twice per year, in January and June, utilizing PDE-426 or the PDE approved alternative evaluation form. Experienced teachers are rated annually, in June, utilizing PDE-428 or the PDE approved alternative evaluation form. A teacher can receive an overall satisfactory rating while receiving an unsatisfactory rating in one category. An improvement performance plan is developed for any categories rated as unsatisfactory.

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

a. Teacher Development? Yes

An improvement performance plan is developed for any categories that are rated as unsatisfactory.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Based upon evaluations and corrective action plans following school code, decisions are made to retain or remove a teacher.

**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	46
Number Not Rated	1
Total Number Employed	<hr/> 47 <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	NA	NA	NA	NA	Satisfactory
Tuscarora IU 11	47	1 2.1 %	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %	46 97.9 %
<b>Totals</b>	<b>47</b>	<b>1 2.1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>46 97.9 %</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 Executive Director, Assistant Executive Director, or the Director for Corrections and Alternative Education rate the principals utilizing PDE-5501. Principals are rated on an annual basis. If a principal is rated as unsatisfactory in any category, a performance improvement plan is developed and implemented. A principal who is rated unsatisfactory overall and does not complete a satisfactory improvement plan will not be retained, in compliance with the public school code.

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

a. Principal Development? Yes

An improvement performance plan is developed for any categories rated as unsatisfactory.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Based upon evaluations and corrective action plans following the school code, decisions are made to retain or remove a principal.

### Does the LEA principal 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 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	3
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>3</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	NA	NA	NA	NA	Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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