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

The Bucks County Intermediate Unit #22 utilized Evaluation Forms PDE-426 and 428 to evaluate our teachers.

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

a. Teacher Development?  Yes
   Areas of weakness are addressed more often through professional development offered and strengths are used to match mentors with other teachers.
b. Teacher Compensation?  No
c. Teacher Promotions? Yes
   If a teacher is not performing well, that would not make them the best qualified applicant for positions that may open for coordinators or other higher level positions.
d. Teacher Retention and Removal? Yes
   If a teacher is rated unsatisfactory more than once meetings and discussion are held regarding continuing employment and creating a plan to move forward.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:
   a. Student Achievement Outcomes? No
   b. Student Growth Data? No
      Not officially yet. This will be incorporated through the new Teacher Effectiveness evaluation process more officially.

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:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>500</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td>27</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>527</td>
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</table>

LEA Teacher Evaluations Detail:
<table>
<thead>
<tr>
<th>Total Employed</th>
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<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Bucks County IU 22</td>
<td>527</td>
<td>27 5.1 %</td>
<td>2 0.4 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>498 94.5 %</td>
</tr>
<tr>
<td>Totals</td>
<td>527</td>
<td>27 5.1 %</td>
<td>2 0.4 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>498 94.5 %</td>
</tr>
</tbody>
</table>

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 cannot 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 Bucks County Intermediate Unit #22 utilized Evaluation Forms PDE-426 and 428 to evaluate our one principal.

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

- **Principal Development?**
  - Yes
  - Any weaknesses would be assessed in the Professional Development offered to Principals.
- **Principal Compensation?**
  - No
- **Principal Promotions?**
  - Yes
  - If the performance was not satisfactory, they would not be the best qualified applicant to receive a higher position if it became available.
- **Principal Retention and Removal?**
  - No

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

- **Student Achievement Outcomes?**
  - No
- **Student Growth Data?**
  - No

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

- **New Principals (Less than 3 Years)?**
  - Annually
- **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 Standardized Principal Evaluation System?  No

LEA Principal Evaluations Summary:

<table>
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<tr>
<th>Number Rated</th>
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</tr>
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LEA Principal Evaluation Detail:

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<tr>
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<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
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<tr>
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<td>Unsatisfactory</td>
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<tr>
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<td>*</td>
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</tbody>
</table>

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