

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2012-13 Rating Period

GENERAL INFORMATION

LEA Name:

Intermediate Unit 1

AUN Number:

101000000

Address:

One Intermediate Unit Drive Coal Center, PA 15423

Name Superintendent or Chief School Administrator:

Charles F. Mahoney III

For Information Contact:

Don Martin

Email:

don.martin@iu1.org

Phone:

724-938-3298

TEACHER INFORMATION

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

IU1 uses PDE forms 426 and 427 for all non-tenured teachers. We use the DEBE 5501 or PDE 428 for our tenured teachers employed prior to July 1, 2007. IU1 campus principals complete the evaluations for our teachers in our campus schools. Our special education supervisors complete the evaluations for our special education teachers located in district classrooms operated by IU1 and also IU1 operated classrooms. We do walkthroughs at least twice a month for our classroom teachers. This information is used to help complete a final evaluation at the end of the school year. The non-tenured teachers are evaluated twice a year, once each semester. Our tenured staff are evaluated once a year. After an evaluation is completed the administration meets with the staff to review the final evaluation. If there are areas of "weakness," the administrator creates an improvement plan or recommends trainings to attend. If the teacher is unsatisfactory in areas, then an improvement plan is created with dates of when each expectation needs to be completed. The teacher is then evaluated again after a 4 month time period. If the teacher is still unsatisfactory we may move to dismissal.

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

a. Teacher Development? Yes

When individual teachers need professional development it is written into an improvement plan or suggested by a supervisor as needed. Teacher are allotted 5 resource days in addition to yearly inservice days.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

If the teacher receives an unsatisfactory an improvement plan is deveolped. The teacher is evaluated again after 4 months. If another unsatisfactory is given 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

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 165

Number Not Rated 4

Total Number Employed 169

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
Intermediate Unit 1	169	4 2.4 %	1 0.6 %	0 0 %	0 0 %	0 0 %	0 0 %	164 97 %
Totals	169	4 2.4 %	1 0.6 %	0 0 %	0 0 %	0 0 %	0 0 %	164 97 %

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/Principal that provides guidance for collaboration and future professional development.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

The supervisors/principals are evaluated every year. If someone receives an unsatisfactory they will be given an improvement plan. After four months and the improvement has been implemented the supervisor/principal will be evaluated again. If another unsatisfactory is given the administration will make decisions about employment.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

