

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

GENERAL INFORMATION

LEA Name:

Midwestern IU 4

AUN Number:

104000000

Address:

453 Maple St Grove City, PA 16127

Name Superintendent or Chief School Administrator:

Dr. Wayde Killmeyer

For Information Contact:

Brenda A. Marino

Email:

brenda.marino@miu4.org

Phone:

724-458-6700

TEACHER INFORMATION

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

MIU IV used PDE forms 426 and 428 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 directors, supervisors and principal as they evaluate teachers during annual observations of Instructional II teachers and semi-annual observations of Instructional I teachers. Teachers who are identified as needing improvement are placed on an improvement plan and are carefully monitored by a team which includes the administrator and Director of Human Resources, and the Executive Director, if needed. Supports, including professional development, are offered to a teacher on an improvement plan. MIU IV does not use the evaluation system to determine salary adjustments; however, unsatisfactory evaluations may lead to dismissal.

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

a. Teacher Development?

Yes

Current evaluators utilizing PDE 426/427/428 forms in Category IV (Professionalism) evaluate each staff members' strengths and needs in the area of professional development based on observations and evaluations. Subsequent plans for professional development are aligned with the identified needs.

- b. Teacher Compensation? No
NA
- c. Teacher Promotions? No
NA
- d. Teacher Retention and Removal? Yes

MIU IV follows PA School Code and dismisses teachers who have accumulated two (2) consecutive unsatisfactory evaluations.

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

- a. Student Achievement Outcomes? No
- b. Student Growth Data? No
NA

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
NA

Does the LEA publicly report teacher evaluation data by school?

- a. Yes or No? (Web link provided if applicable.) No
NA

LEA Teacher Evaluations Summary:

Number Rated	147
Number Not Rated	0
Total Number Employed	147

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
Midwestern IU 4	147	0 0%	2 1.4%	0 0%	0 0%	0 0%	0 0%	145 98.6%
Totals	147	0 0%	2 1.4%	0 0%	0 0%	0 0%	0 0%	145 98.6%

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:

The current principal evaluation system begins with an annual plan for each administrator. Annual plans include survey data for current year and for three years out. The administrators also provide monthly updates through management team meetings and individual sessions as needed. Each staff member identifies professional development needs and participates in job alike sessions at the local, regional, and state level. Professional association memberships and participation are strongly encouraged. All administrators participated in the State Inspired Leadership Program.

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

a. Principal Development? Yes

Subsequent plans for professional development are aligned with the identified needs.

b. Principal Compensation? Yes

If a Principal receives an unsatisfactory rating, a raise increase will not be granted.

c. Principal Promotions? No

NA

d. Principal Retention and Removal? Yes

The focus of MIU IV is to improve the performance of principals. Principals receiving an unsatisfactory rating will be placed on an improvement plan for the following year. A second unsatisfactory rating will result in dismissal.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

