

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

GENERAL INFORMATION

LEA Name:

Schuylkill IU 29

AUN Number:

129000000

Address:

17 Maple Avenue Mar Lin, PA 17951

Name Superintendent or Chief School Administrator:

Diane M. Niederriter

For Information Contact:

Diane M. Niederriter

Email:

niedd@iu29.org

Phone:

5705449131

TEACHER INFORMATION

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

The IU uses the state approved PDE 426 and 428 for teacher evaluations. Each new instructor is evaluated twice per calendar year for three years and each tenured instructor is evaluated once per school year. Instructors are evaluated by the Principal or Assistant Principal.

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

- | | |
|--------------------------|----|
| a. Teacher Development? | No |
| b. Teacher Compensation? | No |

c. Teacher Promotions? No

d. Teacher Retention and Removal? No

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	88
Number Not Rated	0
Total Number Employed	<u>88</u>

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

Schuylkill IU 29	88	0 0%	1 1.1%	0 0%	0 0%	0 0%	0 0%	87 98.9%
Totals	88	0 0%	1 1.1%	0 0%	0 0%	0 0%	0 0%	87 98.9%

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 deducted , 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 Schuylkill Intermediate Unit Board of Directors charged the administration with developing a formal evaluation system for employees in the Compensation Plan beginning with the 2003-2004 fiscal year. The evaluation system continues with modifications completed as necessary during each subsequent contract period. We believe that an evaluation system serves multiple purposes. Ultimately, an evaluation system serves as a means for the Schuylkill Intermediate Unit to improve and expand its base of knowledge. For the individual employee, your evaluation will confirm, in writing, the success that you have achieved. Your strengths will be acknowledged. Focus areas for growth will be identified. Finally, if an employee is not contributing in a manner consistent with his fellow employees, issues affecting that employee's performance will be addressed. End-of-year evaluations must be completed prior to the Board considering and approving annual salary increases and other benefits. An employee's evaluation will be a factor in determining his/her compensation (salary and benefits). The evaluation system is divided into two sections. Section I addresses performance areas that are expected of all Compensation Plan employees. In other words, all employees in the Compensation plan will be evaluated based on Section I. Section II addresses areas that are targeted to an employee's respective position. For example, the Director of Educational Services, a micro-repair technician and a special education supervisor are evaluated using the exact form – Section I. However, there is a unique Section II form for the Director of Educational Services and a unique Section II form for a micro-repair technician and a unique Section II form for a special education supervisor. Because the evaluation system will serve as a useful tool in enhancing employee and organizational expertise, we encourage a collaborative relationship between evaluators and staff during the evaluation process.

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

a. Principal Development? Yes

If the evaluator sees weak areas within staff; it is then addressed via PDE approved conferences or by staff development activities via in-service.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Utilized with other evaluation information to determine continued employment.

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)? Twice a year

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 Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	0
Total Number Employed	1

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 (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**

