

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

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**GENERAL INFORMATION**

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**LEA Name:**

Westmoreland IU 7

**AUN Number:**

107000000

**Address:**

102 Equity Dr Greensburg, PA 15601

**Name Superintendent or Chief School Administrator:**

Luanne Matta

**For Information Contact:**

Christina Monroe

**Email:**

cmonroe@wiu.k12.pa.us

**Phone:**

724-836-2460

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**TEACHER INFORMATION**

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

Westmoreland Intermediate Unit currently uses PDE Form 426 twice per year to evaluate teachers that have an Instructional Level 1 teaching certification. This form is based on the Danielson model of effective teaching, and is used to evaluate teachers as satisfactory or unsatisfactory in the area of planning and preparation, classroom environment, instruction, and professionalism. As required by the State of Pennsylvania, teachers transitioning from an Instructional Level I to Level II certification are evaluated using the PDE Form 427. Teachers who have obtained an Instructional II teaching certification are evaluated annually using PDE Form 5501. This form gives due consideration to personality, preparation, technique and pupil reaction, and provides a score of up to 20 points in each area, with a final determination of satisfactory or unsatisfactory. Teachers identified as needing improvement and/or receive an unsatisfactory rating on either the PDE 426, PDE 427, or PDE 5501 receive a written plan that outlines necessary actions for improvement. Those teachers receive regular observations, and are informed of available support and professional development. Teachers that are in the process of obtaining a Level II certification are enrolled in an intensive induction program that focuses on educational strategies for improving student achievement in the 21st century. All teachers and supervisors employed by the Intermediate Unit are provided multiple opportunities through PaTTAN and the IU to participate in Act 48-approved professional development, including differentiated teaching, differentiated supervision, co-teaching, standards-aligned systems in Pennsylvania, effective instructional delivery, and classroom management. Supervisors of Special Education are responsible for the evaluation of the teaching staff. Our IU does not use the evaluation system to inform salary decisions, however unsatisfactory evaluations can lead to dismissal.

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

a. Teacher Development? Yes

If teachers are not performing satisfactorily in any area they are placed on an Improvement Plan. This plan includes professional development for the teacher.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Our Intermediate Unit follows the PA Code. If teachers earn an unsatisfactory rating they are placed on an improvement plan. If the teacher does not improve to a satisfactory rating and earns another unsatisfactory rating they are recommended for termination. If the teacher is not tenured and receives an unsatisfactory rating their tenure is not granted and they are placed on an improvement plan. If they do not improve to a satisfactory rating they are dismissed.

**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	2
Total Number Employed	167

**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
Westmoreland IU 7	167	2 1.2 %	4 2.4 %	0 0 %	0 0 %	0 0 %	0 0 %	161 96.4 %
<b>Totals</b>	<b>167</b>	<b>2 1.2 %</b>	<b>4 2.4 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>161 96.4 %</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**

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## PRINCIPAL INFORMATION

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

During the 2011-2012 school year the Westmoreland Intermediate Unit did not have a formal Principal Evaluation System. However, the new PDE Multi-Measure Principal Evaluation Tool will be utilized in the future. The rubric will be used this year to begin determining areas of strength and areas of growth in each domain and component. Training on use of the tool will occur this school year.

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

- a. Principal Development? NA
- b. Principal Compensation? NA
- c. Principal Promotions? No
- d. Principal Retention and Removal? No

### 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)? Other
- b. Experienced Principals (More than 3 Years)? Other

**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:**

Number Rated  
 Number Not Rated \_\_\_\_\_ 1  
 Total Number Employed \_\_\_\_\_ 1  
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**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
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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**

