

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2013-14 Rating Period

GENERAL INFORMATION

Name of LEQ or Charter School:

Allegheny IU 3

AUN Number:

103000000

Address of LEA or Charter School:

475 East Waterfront Drive Homestead, PA 15120

Name Superintendent or Chief School Administrator:

Dr. Linda B. Hippert

For Information Contact:

Mary Beth Colvill

Email:

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Phone:

412-394-5995

TEACHER INFORMATION

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?

b. Teacher Compensation?

The AIU does not have a compensation plan that is linked to Performance Evaluations.

c. Teacher Advancement/Promotions?

Allegheny IU 3	378	8 2.1%	0 0%	3 0.8%	284 75.1%	83 22%	2 0.5%	368 97.4%
Totals	378	8 2.1%	0 0%	3 0.8%	284 75.1%	83 22%	2 0.5%	368 97.4%

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

PRINCIPAL INFORMATION

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

This EVALUATION INSTRUMENT reflects content from the evaluation tools developed by the Pennsylvania Association of School Administrators (PASA) who patterned their evaluation instrument from the Iowa Association of School Administrators, the AIU Executive Director's Evaluation instrument, and other evaluation tools available from various Intermediate Units and Associations nationally. The evaluation instrument is based upon leadership standards consistent with those required for alignment with approved Act 48 professional development credits and appropriate to the role of a leader. To implement the use of the instrument, the supervisor will review the ongoing, expected performance indicators and annually make recommendations to modify, with validation, indicators, as appropriate. I. Leadership Standards II. Overall Job Performance Evaluation Based Upon Job Description III. Annual Performance Goals Evaluation ScaleThe "Evaluation Scale" is built upon a four-point Likert Scale. Philosophically, the intent is to be "excellent" or better in all that we do. "Need for Growth and Development" demonstrates an area where "getting better" is needed but does not preclude a poor performing employee, unless all or a substantial amount of categories/indicators are "Need for Growth and Development" or "Unacceptable."

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

We do use the performance evaluations to inform Principals of Professional Development by providing them with suggestions or provide group and individual trainings.

b. Principal Compensation?

c. Principal Promotions?

d. Principal Retention and Removal?

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)? Annually

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 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	6
Number Not Rated	0
Total Number Employed	<u>6</u>

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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Totals	6	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6 100%

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