

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:

Berks County IU 14

AUN Number:

114000000

Address of LEA or Charter School:

PO Box 16050 Reading, PA 19612

Name Superintendent or Chief School Administrator:

Dr. Jill M. Hackman

For Information Contact:

Cheri L. Woyurka

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Phone:

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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?

Administrators plan professional development activities based on needs identified during formal and informal teacher observations. Program Administrators and staff members utilize the PDE required Professional Development Plan as a framework for long-term training areas. In addition, program level administrators collaborate with the Office of Professional Development and Curriculum at the IU.

b. Teacher Compensation?

Collective Bargaining Agreements

c. Teacher Advancement/Promotions?

Satisfactory evaluations move a teacher toward tenure.

d. Teacher Retention and Removal?

Teacher performance evaluation results are one component of decision-making related to continued employment.

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?(Charter Schools Only)

- a. Yes or No? If Yes, describe background and process. Not Applicable!
-

Does the LEA teacher evaluation system described above include the following as evaluation criterion:(Charter Schools Only)

- a. Student Achievement Outcomes?
b. Student Growth Data?
-

How often does the LEA formally evaluate:

- a. Temporary Professionals (Less than 3 Years)? Twice a year
b. Professionals (More than 3 Years)? Annually
-

LEA Teacher Evaluations Summary:

Number Rated	150
Number Not Rated	2
Total Number Employed	<u>152</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Berks County IU 14	152	2 1.3%	0 0%	0 0%	89 58.6 %	9 5.9 %	0 0%	150 98.7 %
Totals	152	2 1.3 %	0 0%	0 0%	89 58.6 %	9 5.9%	0 0%	150 98.7 %

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:

The following is a description of the process related to principal evaluations at the Berks County IU:

1. It has been determined that the needs of the Berks County Intermediate Unit are best served if performance evaluations are done throughout the fiscal year to better reflect the unique and varied nature of our many programs. At least one (1) evaluation must be completed for each employee during his/her normal work year; e.i., 10 or 12 months. By April 1 of each fiscal year, the Office of Human Resources will forward to each Director and Assistant Director the names of those employees who must be evaluated by June 15. [Although the deadline for completing and submitting evaluations to the Office of Human Resources is June 15, the Assistant Director/Human Resources must be apprised of the name of any employee, whose evaluation will reveal an overall rating of "unsatisfactory" no later than May 1.] Once the evaluator determines the approximate evaluation timetable for each employee he/she supervises, he/she should communicate that information to the respective employee.

2. Importantly, the performance evaluation document reflects three (3) ratings -- "Meeting Expectations", "Partially Meeting Expectations", and "Not Meeting Expectations." When a rating of "Meeting Expectations" is issued, employees should know that they have satisfactorily met the very high expectations of the BCIU, the Executive Director, and the Board of Directors. Exceptional performance should be noted under the section titled "Comments," while a rating of "Partially Meeting Expectations" or "Not Meeting Expectation" must be explained in this section. When overall performance of "marginal" or "Unsatisfactory -- Not Meeting Job Expectations" is issued, the evaluator must work with the Director of Human Resources and the employee in developing a Performance Improvement Plan -- such plan to become part of the evaluation document in which ratings were issued.

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

a. Principal Development?

Office Directors plan professional development activities based on needs identified during formal and informal principal observations. Office Directors utilize the PDE required Professional Development Plan as a framework for long-term training areas. In addition, Office Directors collaborate with the Office of Professional Development and Curriculum at the IU.

b. Principal Compensation?

Collective Bargaining Agreements

c. Principal Promotions?

N/A

d. Principal Retention and Removal?

N/A

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

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

N/A

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

N/A

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	<u>1</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				NA	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**

