

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

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GENERAL INFORMATION

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**Name of LEQ or Charter School:**

Chester County IU 24

**AUN Number:**

124000000

**Address of LEA or Charter School:**

455 Boot Rd Downingtown, PA 19335

**Name Superintendent or Chief School Administrator:**

Joseph O'Brien, Ed.D.

**For Information Contact:**

Danielle Schoeninger, Ed.D.

**Email:**

daniellec@cciu.org

**Phone:**

484-237-5037

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TEACHER INFORMATION

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

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- a. Professional Development?
- b. Teacher Compensation?
- c. Teacher Advancement/Promotions?

d. Teacher Retention and Removal?

**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.

**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	416
Number Not Rated	0
Total Number Employed	416

**LEA Teacher Evaluations Detail:**

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %					
Chester County IU 24	416	0 0%	1 0.2%	3 0.7%	246 59.1%	166 39.9%	1 0.2%	415 99.8%

<b>Totals</b>	<b>416</b>	<b>0 0%</b>	<b>1 0.2%</b>	<b>3 0.7%</b>	<b>246 59.1%</b>	<b>166 39.9%</b>	<b>1 0.2%</b>	<b>415 99.8%</b>
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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 Chester County Intermediate Unit (CCIU) Administrator Evaluation tool is the product of a comprehensive study of several models of evaluation. The criteria selected for the CCIU tool were carefully matched to the organization's mission to provide quality, innovative, and cost-effective programs to enhance the lives of students and members of our communities. The evaluation tool is comprised of four core job responsibilities and seven areas of performance competence. The principal and his/her supervisor select the specific job responsibilities to include in the evaluation based on individual and building needs. These account for thirty five percent of the final score. Performance areas, which account for sixty-five percent of the final score, include: Communication; Supervision; Problem-Solving; Accountability and Responsibility; Collaboration and Teamwork; Continuing Professional Development, and; Initiative. A descriptive rubric accompanies each performance area to clarify expectations. The summative evaluation score is converted to Unsatisfactory, Needs Improvement, Meets Expectations, Exceeds Expectations, or Distinguished. The Administrator Evaluation is used to determine merit-based bonuses and to identify individuals for career advancement.

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

- a. Principal Development?
- 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)? Twice a year
- b. Experienced Principals (More than 3 Years)? Twice a year

### 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. Yes

The CCIU uses a weighted system to evaluate administrators. The seven components of performance assessment are equally weighted and comprise sixty-five percent of the final score. The four areas of job responsibility comprise thirty-five percent of the final score.

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	4
Number Not Rated	0
Total Number Employed	4

**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
<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