

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:

Colonial IU 20

AUN Number:

120000000

Address of LEA or Charter School:

6 Danforth Drive Easton, PA 18045

Name Superintendent or Chief School Administrator:

Dr. Charlene Brennan

For Information Contact:

Anthony Pidgeon

Email:

tpidgeon@ciu20.org

Phone:

610-515-6405

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?

Compensation is based on a Collective bargaining agreement

c. Teacher Advancement/Promotions?

Colonial IU 20	266	0 0%	1 0.4%	6 2.3%	241 90.6%	18 6.8%	1 0.4%	265 99.6%
Totals	266	0 0%	1 0.4%	6 2.3%	241 90.6%	18 6.8%	1 0.4%	265 99.6%

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:

Colonial Intermediate Unit 20 evaluates its Principal annually. We use a system which incorporates the Principal's standards of performance. Each Standard of Performance has a specific value assigned. The total value assigned to all Standards of Performance shall equal 100. Each item listed under the standard of performance shall be rated as: 1) inadequate; 2) moderate success; or 3) expected standard. Each rating is assigned a weighted value, inadequate = 0 points; moderate success = 5 points and expected standard = 10 points. Multiply each item rated by the corresponding weighted value to obtain the points achieved for the standard of performance. Divide the Points Achieved by the Points Available (number of items multpled by 10) and then multiply this number by its value assigned to the Standard of Performance. This results in the actual points achieved for the Standard of Performance. This system is done in an informal mid year review, and if warranted an improvement plan would be implemented. The Principal completes a self evaluation on his/her Performance Standards, including any and all supporting evidential materials. The Evaluator then completes his/her own evaluation of the principal an a meeting is scheduled and the self-evaluation and the evaluator's observations will be included in the meetings discussion.

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

a. Principal Development?

IF the principal fall below a 94% on their annual evaluation then a staff improvement plan will be generated.

b. Principal Compensation?

We use a modified PSBA Salary Adjustment matrix/Performance Evaluation Model to provide for salary incresses/ pay raises.

c. Principal Promotions?

d. Principal Retention and Removal?

Principals receiving an evaluation score of 94 or below will be required to be placed on an improvement plan. If adequate progress is not achieved the administrator can be recommended for termination.

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? No

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					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**