

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:

Midwestern IU 4

AUN Number:

104000000

Address of LEA or Charter School:

453 Maple St Grove City, PA 16127

Name Superintendent or Chief School Administrator:

Dr. Wayde Killmeyer

For Information Contact:

Brenda Marino

Email:

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Phone:

724-458-6700 - 1204

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?

MIU IV uses performance evaluation to make informed teacher professional development decisions.

b. Teacher Compensation?

Compensation is negotiated annually with PSEA. MIU IV does not have merit pay. We do recognize additional education, and the salary schedule reflects credits earned beyond Bachelor +24 for PSEA members.

c. Teacher Advancement/Promotions?

MIU IV uses performance evaluations to make informed teacher advancement/promotion decisions. Collective bargaining agreement requires MIU IV to post all vacant positions. Interviews are conducted and performance evaluations are used to score the best candidate.

d. Teacher Retention and Removal?

MIU IV uses performance evaluations to make informed teacher retention/removal decisions. MIU IV follows PA School Code and dismisses teachers who have accumulated 2 consecutive unsatisfactory ratings.

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	127
Number Not Rated	5
Total Number Employed	<u>132</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) %
Midwestern IU 4	132	5 3.8%	0 0%	7 5.3%	114 86.4%	6 4.5%	1 0.8%	126 95.5%
Totals	132	5 3.8%	0 0%	7 5.3%	114 86.4%	6 4.5%	1 0.8%	126 95.5%

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:

MIU IV's current principal evaluation system begins with an annual plan for the administrator. The administrator provides monthly updates through management team meetings and individual sessions as needed. The staff member identifies professional development needs and participates in job alike sessions at local, regional and state levels. Professional association memberships and participation are strongly encouraged. Administrators are evaluated at least once a year by the Director of Special Education. Trainings and professional development are available throughout the year.

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?

Principal are part of Act 93. All increases are the same for the entire group. There is no merit pay for MIU IV employees.

c. Principal Promotions?

MIU IV uses performance evaluations, interviews, and recommendations for all Act 93 advancements/promotions.

d. Principal Retention and Removal?

The focus of MIU IV is to improve the performance of principals. Principals receiving an ineffective rating will receive intensive professional development and will be placed on an improvement plan. Two consecutive unsatisfactory ratings will result in dismissal.

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

a. Student Achievement Outcomes?

No

b. Student Growth Data?

No

