

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:**

Montgomery County IU 23

**AUN Number:**

123000000

**Address of LEA or Charter School:**

1605 W Main St Norristown, PA 19403

**Name Superintendent or Chief School Administrator:**

Dr. John J. George

**For Information Contact:**

Jack Hurd

**Email:**

jhurd@mciu.org

**Phone:**

610-755-9307

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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?

Information from teacher evaluations, as well as observations are primarily used in two ways, areas of desired capacity building may then be the focus of the next year's goals for the teacher. If areas of weakness are identified, professional development will be developed to address areas of need.

b. Teacher Compensation?

Professional agreement is used for compensation decisions. We do require satisfactory performance for movement on the salary chart.

c. Teacher Advancement/Promotions?

Professional Agreement; the agreement does require satisfactory performance for movement on the salary chart

d. Teacher Retention and Removal?

Two successive unsatisfactory evaluations will lead to dismissal. Less than satisfactory evaluations will lead to improvement plans which must be satisfied to be retained. Also, per Act 82, two "needs improvements" within 10 years is equivalent to an "unsatisfactory" rating.

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**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.

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**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?

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**How often does the LEA formally evaluate:**

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

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**LEA Teacher Evaluations Summary:**

Number Rated	174
Number Not Rated	2
Total Number Employed	<u>176</u>

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**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) %
Montgomery County IU 23	176	2 1.1%	0 0%	2 1.1%	159 90.3%	13 7.4%	0 0%	174 98.9%
<b>Totals</b>	<b>176</b>	<b>2 1.1%</b>	<b>0 0%</b>	<b>2 1.1%</b>	<b>159 90.3%</b>	<b>13 7.4%</b>	<b>0 0%</b>	<b>174 98.9%</b>

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 Principal sets goals with the Direct Supervisor which must be approved by the Assistant Executive Director of Instruction and Executive Director. The Principal is observed on an on-going basis and has an evaluative conference twice a year at minimum with the Direct Supervisor. The Principal is evaluated on overall IU administrative descriptions as well as progress on approved goals. All evaluative data is reviewed and approved by the Assistant Executive Director of Instruction and Executive Director.

### 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?

We have an administrative evaluation system that deliniates salary increases and merit bonus. In current agreement all administrators with rating of "good" or higher received a 1.5% increase, while merit bonuses varied based on rating, with mimimum of "good " required for any bonus.

- 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. 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	1
Number Not Rated	0
Total Number Employed	1

**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	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

