

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2009-10 Rating Period

GENERAL INFORMATION

LEA Name:

Berks CTC

AUN Number:

114060557

Address:

1057 County Road Leesport, PA 19533-9768

Name Superintendent or Chief School Administrator:

Robert E. Lees

For Information Contact:

Michalene A. Berg

Email:

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Phone:

610-374-4073

TEACHER INFORMATION

Describe the LEA's system used to evaluate the performance of your teachers:

The Berks Career and Technology Center (BCTC) uses PDE forms 426 and 428 to evaluate teachers. The PDE forms are based on the Danielson model of effective teaching and supporting research. BCTC's evaluation process involves the collection of and analysis of all aspects of teaching over a period of time. To help our principals complete the evaluation, multiple measures of performance shall be considered including but not limited to: formal observations; informal observations and anecdotal records; planning documents and records; evidence of student effort; student achievement and satisfaction; community participation (e.g., parents, occupational advisory members); co-curricular participation; professional development and ancillary responsibilities (e.g., program planning, open house, industry and state licensing certifications etc.). Building principals monitor the instructional process by conducting informal observations on a weekly basis. In addition, building principals monitor student achievement by reviewing grades, attendance, task completion and student progress earning industry certifications. Individualized professional development and coaching is provided to continually improve the instructional process.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

a. Teacher Development? Yes

Teachers are encouraged to address performance deficiencies by engaging in appropriate professional development activities.

b. Teacher Compensation? Yes

A salary increase is not provided for an unsatisfactory rating.

c. Teacher Promotions? Yes

Teachers with an unsatisfactory rating would not be considered for a lead teacher position.

d. Teacher Retention and Removal? Yes

The center follows the PA Code and dismisses teachers who have accumulated two (2) consecutive unsatisfactory evaluations.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? No

Student achievement is measured through the administration of occupational achievement exams (NOTCI) and industry certifications.

How often does the LEA formally evaluate:

a. New Teachers (Less than 3 Years)? Twice a year

b. Experienced Teachers (More than 3 Years)? Annually

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

a. Yes or No? If Yes, describe background and process. No

N/A

Does the LEA publicly report teacher evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

N/A

LEA Teacher Evaluations Summary:

Number Rated	67
Number Not Rated	3
Total Number Employed	<hr/> 70

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Berks CTC	*	*	* %	*	* %	*	* %
Berks CTC-East Campus	37	3	8.1 %	34	91.9 %	0	0 %
Berks CTC-West Campus	33	0	0 %	33	100 %	0	0 %
Totals	70	3	4.3 %	67	95.7 %	0	0 %

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numerator) by the building total (Denominator)

- 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**

PRINCIPAL INFORMATION

Describe the LEA's system used to evaluate the performance of your Principals:

The Berks Career and Technology Center evaluates its principals annually using an Administrative Performance Assessment (HR-082). This assessment measures principals' effectiveness in the following categories: planning and administration; leadership and motivation; problem solving and decision-making; communications and interpersonal relations; supervision and staff development and annual performance objective assignments. The results are interpreted against performance criteria ranging from "unsatisfactory performance" to "outstanding." When the individual principal's assessment is prepared, the Administrative Director meets with each principal to discuss his or her assessment and assist in the development of an individual development plan.

Does the LEA use the results of the principal evaluation system described above in decisions regarding:

a. Principal Development? Yes

Each principal is expected to develop an individual professional development plan based on the results of their annual performance evaluation.

bPrincipal Compensation? Yes

BCTC principals that receive an annual satisfactory evaluation will receive a percentage increase rate. Unsatisfactory ratings do not receive an annual percentage increase.

c. Principal Promotions? Yes

BCTC uses the results of principal performance evaluations to inform decisions when considering promotions.

d. Principal Retention and Removal? Yes

The focus of the Berks Career and Technology Center is to improve the performance of principals. Principals receiving an unsatisfactory rating will receive intensive professional development and a specific performance plan for the following year. A second unsatisfactory rating will result in dismissal.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? No

NOCTI and industry certification data.

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. Yes

The Berks Career and Technology Center (BCTC) evaluates its principals annually using an Administrative Performance Assessment. This assessment measures principals' effectiveness in the areas of planning and administration; leadership and motivation; problem solving and decision making; communications and interpersonal relations; supervision and staff development and annual performance objectives for the current school year. The results are interpreted against a set of performance standards ranging from "unsatisfactory performance" to "outstanding".

Does the LEA publicly report principal evaluation data by school?

a. Yes or No? (Web link provided if applicable.) No

N/A

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	2
Number Not Rated	_____
Total Number Employed	2

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) %
RatingTitle			Unsatisfactory Performance	Needs Improvement	Expected Performance	Exceeds Expected Performance	Outstanding	N/A
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	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