

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

GENERAL INFORMATION

LEA Name:

Career Institute of Technology

AUN Number:

120483007

Address:

5335 Kesslersville Road Easton, PA 18040-6799

Name Superintendent or Chief School Administrator:

Ronald Roth

For Information Contact:

Ronald Roth

Email:

roth@citvt.com

Phone:

610 258 2857

TEACHER INFORMATION

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

Our school uses PDE Forms 426 and 427 to evaluate teachers. We use the indicators on these forms to help our administrative director and supervisor of career and technical education as they annually evaluate teachers with more than 3 years of experience and semi-annually evaluate teachers with 0-3 years of experience. Teachers who are identified as needing improvement or who receive a rating of unsatisfactory are observed regularly and are provided with coaching conferences and/or appropriate professional development opportunities.

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

a. Teacher Development?

Yes

Annual professional development goals and activities are derived from staff input, administrative directive, and the results of staff performance evaluations.

b. Teacher Compensation? No

na

c. Teacher Promotions? No

na

d. Teacher Retention and Removal? Yes

Teachers who are rated unsatisfactory are provided with an improvement plan and an opportunity to make improvements in any specific areas in which they were so rated. A teacher who does not make adequate improvements within a reasonable period of time and receives a second unsatisfactory rating is recommended for termination.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

na

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

na

Does the LEA publicly report teacher evaluation data by school?

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

na

LEA Teacher Evaluations Summary:

Number Rated 25

Number Not Rated

Total Number Employed 25

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LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Career Institute of Technology	25	0	0 %	24	96 %	1	4 %
Totals	25	0	0 %	24	96 %	1	4 %

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 administrative director is formally evaluated annually using an evaluation instrument that was developed by the school. He/she is rated on 25 specific criteria within the general categories of Board Relations, Communications, General Management, Fiscal Management, and Personnel Management. Five superintendents and nine operating committee members (school board members) from the participating five school districts participate in the performance evaluation system.

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

a. Principal Development? Yes

If there are areas in which the administrative director needs to make improvements, and there are professional development opportunities that will be of assistance to that employee, he/she will be recommended to participate in such professional development activities.

bPrincipal Compensation? Yes

The Compensation Plan for the Administrative Director provides for annual salary increases based upon the results of the performance evaluation.

c. Principal Promotions? NA

na

d. Principal Retention and Removal? Yes

If the administrative director receives an unsatisfactory rating on the annual performance evaluation he/she will be provided with an improvement plan including a description of performance indicators on which improvements are required. If upon a reasonable amount of time the performance does not show improvement, a second unsatisfactory rating can occur. Upon a second consecutive unsatisfactory rating, a recommendation to terminate may occur.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

na

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

Career Institute of Technology uses an Evaluation Instrument to evaluate the Administrative Director. The instrument is described in # 67 - # 70 in this report. In addition to the specific criteria that are rated, there are sections available for evaluators to provide comments regarding Personal Strengths and Improvement Needs of the Administrative Director.

Does the LEA publicly report principal evaluation data by school?

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

na

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	1
Number Not Rated	<hr/>
Total Number Employed	<hr/> <hr/> 1

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
RatingTitle			0 or 1	2	3	4	5	na
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**