

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2010-11 Rating Period

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GENERAL INFORMATION

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**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:**

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**Email:**

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610 252 7619

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TEACHER INFORMATION

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

At Career Institute of Technology teachers are evaluated by the Supervisor of Career and Technical Education and the Administrative Director. Evaluations are based on formal observations of teachers, informal, walk-through observations, and compliance with school and PA Department of Education initiatives and directives. All evaluation efforts are intended to help teachers to be more effective in increasing student learning. Formal and informal discussions are held with teachers who may need assistance with any aspect of the teaching/learning process. Approved PDE forms are used to document and record the results of an entire year's evaluative processes.

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

- a. Teacher Development? Yes

Any area in which a teacher is rated as needing improvement or unsatisfactory becomes a part of his/her professional development plans and goals for the subsequent school year. Group or individual professional development activities are planned and provided based, in part, on the needs indicated in the evaluations.

- b. Teacher Compensation? No
- c. Teacher Promotions? No
- d. Teacher Retention and Removal? Yes

Teachers receiving an unsatisfactory evaluation are provided with an improvement plan and a period of time in which to make performance improvements. If no or inadequate improvements are made within a set period of time, a second unsatisfactory evaluation may be issued. Upon a second unsatisfactory evaluation, a recommendation for termination may be made by the administration.

**Does the LEA teacher 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 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

**Does the LEA publicly report teacher evaluation data by school?**

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

**LEA Teacher Evaluations Summary:**

Number Rated	26
Number Not Rated	0
Total Number Employed	<hr/> 26 <hr/> <hr/>

**LEA Teacher Evaluations 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
Career Institute of Technology	26	0 0%	1 3.8%	0 0%	0 0%	0 0%	0 0%	25 96.2%
<b>Totals</b>	<b>26</b>	<b>0 0%</b>	<b>1 3.8%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>25 96.2%</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 (administrative director) is evaluated annually by the five district superintendents and nine school board (joint operating committee) members. He/she is rated in 25 skill or knowledge areas in the following general categories: Board Relations, Communications, General Management, Fiscal Management, and PErsonnel Management. Each skill area receives a rating of 0 through 5 (0= unsatisfactory, 1= poor performance, 2= below average, 3= average, 4=expected performance, 5= outstanding , and NI - not enough information available to make a decision). A numerical average is determined and is used to calculate an overall rating. Annual salary increases are determined, in part, by the final rating of the administrator.

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

a. Principal Development? Yes

Any area in which the principal is rated less than "expected performance" will be included in an improvement plan and become part of the planned professional development plan.

b. Principal Compensation? Yes

The numerical evaluation rating for the principal is used to calculate salary increases each year. The administrator is eligible to receive up to a 3% increase in pay based upon the annual evaluation rating.

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

A principal (administrative director) may be giving an unsatisfactory rating based upon unsatisfactory performance as described in an annual evaluation. In such a case the principal would be given an improvement plan and a period of time in which to make improvements to the performance. A second unsatisfactory performance rating may lead to a recommendatino to terminate the employee.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No



**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