

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 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:

6102582857

TEACHER INFORMATION

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

All teachers in this school are evaluated at least once per school year. This evaluation includes data and input collected from formal observations and informal, short walk-throughs. Teachers in their first three years are evaluated at least twice per year. Teachers with more than three years of experience are evaluated at least once per school year.

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

a. Teacher Development? Yes

Professional development needs are determined, in part, from information related to the teacher evaluation process.

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

An unsatisfactory teacher evaluation results in an improvement plan. A second consecutive unsatisfactory evaluation may lead to the termination of a teacher.

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	25
Number Not Rated	0
Total Number Employed	25

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	25	0 0%	1 4%	0 0%	0 0%	0 0%	0 0%	24 96%
Totals	25	0 0%	1 4%	0 0%	0 0%	0 0%	0 0%	24 96%

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 evaluated by the five district superintendents and the nine school board (Joint Operating Committee) members. The director is evaluated in the general categories of Board Relations, Communications, General Management, Fiscal Management, and Personnel. Each of the 25 competency areas within these categories is rated in the following terms: NI (no information available); 5 = Outstanding, 4= Expected Performance; 3 = Average Performance, 2 = below average performance, 1 = poor performance, 0 = unsatisfactory.

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

a. Principal Development? Yes

An area of weakness on the part of the principal (director) may impact specific needs for professional development.

b. Principal Compensation? Yes

The final results of the performance evaluation may impact the compensation the principal (director) receives for the following year. Higher scores may result in larger salary increases.

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

Unsatisfactory performance evaluations may result in a principal's (director's) failure to be retained.

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)? 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. No

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>1</u></u>

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
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