

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2012-13 Rating Period

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**GENERAL INFORMATION**

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**LEA Name:**

Carbon Career & Technical Institute

**AUN Number:**

121131507

**Address:**

150 West 13th Street Jim Thorpe, PA 18229

**Name Superintendent or Chief School Administrator:**

David Reinbold

**For Information Contact:**

David Reinbold

**Email:**

dreinbold@carboncti.org

**Phone:**

1-570-325-3682

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**TEACHER INFORMATION**

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

The Carbon Career & Technical Institute uses PDE form 5501 to evaluate its teachers. The Principal and Administrative Director use the criteria of personality, preparation, technique, and pupil reaction as listed on the form. Tenured teachers are observed a minimum of once a year and non-tenured a minimum of twice per year. Training to evaluators is provided by our IU and is ongoing. Conferences, written feedback, teacher improvement plans (if necessary) and formal letters are used to inform teacher improvement and employment decisions.

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

a. Teacher Development?

Yes

Teacher evaluation results drive our future professional development programs to help teachers toward improving their instructional strategies and delivering critical content. In addition, individualized professional development opportunities are recommended based on yearly evaluations.

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

Unsatisfactory ratings could result in termination.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? Yes

These domains are looked at: Maintaining Accurate Records-Power School Using Assessment in Instruction Demonstrating Knowledge of Content Demonstrating Knowledge of Students Setting Instructional Outcomes Demonstrating Knowledge of Resources Designing Coherent Instruction Designing Student Assessments

**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. Yes

The Danielson Framework with its four domains is used. The teachers are well aware of the levels of performance. Administrators observe and note the sources of evidence for each component and element. They then meet with the teacher. The administrator-teacher conversations are conducted around a common understanding of good teaching and around evidence of that teaching which needs growth.

**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	32
Number Not Rated	0
Total Number Employed	32

**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
Carbon Career & Technical Inst	32	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	32 100%
<b>Totals</b>	<b>32</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>32 100%</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 Carbon Career & Technical Institute uses a summative narrative including commendations and recommendations to evaluate its principal. The Administrative Director evaluates the principal annually. Improvement recommendations/plans are written in the evaluation. The Administrative Director meets with the principal to discuss the evaluation and determine goals for the next year.

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

- a. Principal Development? No
- b. Principal Compensation? No
- c. Principal Promotions? No
- d. Principal Retention and Removal? Yes

An unsatisfactory evaluation could result in removal.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? Yes

The prinipal is given recommendations based on the performance evaluation.

### How often does the LEA formally evaluate:

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

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 Standardized Principal Evaluation System?**                      No

**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
<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**

