

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

GENERAL INFORMATION

LEA Name:

Career Institute of Technology

AUN Number:

120483007

Address:

5335 Kesslersville Road Easton, PA 18040

Name Superintendent or Chief School Administrator:

Dr. Frank DeFelice

For Information Contact:

Dr. Ronald Roth

Email:

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Phone:

6102582857

TEACHER INFORMATION

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

During 2012-13 we used the standard PDE forms: 426 and 428. The director and supervisor of career and technical education both evaluate all teachers. Non-tenured teachers are evaluated twice each year. Tenured teachers are evaluated annually. We use a combination of formal observations and informal walk-throughs throughout the school year to inform decisions and evaluation results.

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

- a. Teacher Development? Yes

Annual professional development plans are determined through a combination of staff survey and the results of performance evaluations.

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

An unsatisfactory performance evaluation will result in the implementatin of an improvement plan. A second consecutive unsatisfactory performance evaluation may result in a recommendation to terminate the employee.

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 (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:

Our school uses board approved forms to evaluate the performance of principals. The forms include general leadership and management skills and attributes. Principals are also rated on annual goals that are determined as important to the effective operations of the school. The administrative director evaluates the vice-principal annually. The school board and sending school district superintendents evaluate the administrative director annually. Any areas that indicate a need for improvement are indicated during the evaluation process and plans are put in place to make improvements to the performance areas that are not adequate.

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 need of improvement as a result of a performance evaluation, specific professional development plans will be created.

b. Principal Compensation? Yes

A performance evaluation rating below 80% results in a lower than planned compensation increase.

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

An unsatisfactory performance evaluation will result in the implementation of an improvement plan. Consecutive unsatisfactory performance evaluation ratings may result in termination.

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. Yes

The evaluation tool includes two sections: general leadership and administrative skills; and specific annual goals.

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? Yes

LEA Principal Evaluations Summary:

Number Rated	2
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>2</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

