

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2013-14 Rating Period

GENERAL INFORMATION

Name of LEQ or Charter School:

Berks CTC

AUN Number:

114060557

Address of LEA or Charter School:

1057 County Welfare Road Leesport, PA 19533

Name Superintendent or Chief School Administrator:

Robert E. Lees

For Information Contact:

Michalene A. Berg

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Phone:

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TEACHER INFORMATION

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?

Performance evaluations are used to make informed professional development decisions. Teachers are encouraged to address performance deficiencies by engaging in appropriate professional development activities.

b. Teacher Compensation?

Performance evaluations are used to make informed teacher compensation decisions. A salary matrix schedule is part of our Collective Bargaining Agreement. In order to be eligible for movement on the salary schedule, a teacher must receive a satisfactory rating.

c. Teacher Advancement/Promotions?

Performance evaluations are used to make informed teacher advancement/promotion decisions. Teachers with a satisfactory rating would be considered for a lead teacher position.

d. Teacher Retention and Removal?

Performance evaluations are used to make informed teacher retention/removal decisions. The Center follows the PA Code and dismisses teachers who have accumulated two (2) consecutive unsatisfactory evaluations.

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?(Charter Schools Only)

a. Yes or No? If Yes, describe background and process.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:(Charter Schools Only)

a. Student Achievement Outcomes?

b. Student Growth Data?

How often does the LEA formally evaluate:

a. Temporary Professionals (Less than 3 Years)? Twice a year

b. Professionals (More than 3 Years)? Annually

LEA Teacher Evaluations Summary:

Number Rated	62
Number Not Rated	0
Total Number Employed	<u>62</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Berks CTC-East Campus	30	0 0%	1 3.3%	0 0%	25 83.3%	0 0%	1 3.3%	29 96.7%
Berks CTC-West Campus	32	0 0%	1 3.1%	0 0%	21 65.6%	5 15.6%	1 3.1%	31 96.9%
Totals	62	0 0%	2 3.2%	0 0%	46 74.2%	5 8.1%	2 3.2%	60 96.8%

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:

The Berks Career and Technology Center evaluates its principals annually using an Administrative Performance Assessment (HR-082). This assessment measures principals' effectiveness in the following categories: planning and administration; leadership and motivation; problem solving and decision-making; communications and interpersonal relations; supervision and staff development and annual performance objective assignments. The results are interpreted against performance criteria ranging from "unsatisfactory performance" to "outstanding." When the individual principal's assessment is prepared, the Administrative Director meets with each principal to discuss his or her assessment and assist in the development of an individual development plan.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

Each principal is expected to develop an individual professional development plan based on the results of their annual performance evaluation.

b. Principal Compensation?

BCTC principals that receive an annual satisfactory evaluation will receive a percentage increase rate. Unsatisfactory ratings do not receive an annual percentage increase.

c. Principal Promotions?

BCTC uses the results of principal performance evaluations to inform decisions when considering promotions.

d. Principal Retention and Removal?

The focus of the Berks Career and Technology Center is to improve the performance of principals. Principals receiving an unsatisfactory rating will receive intensive professional development and a specific performance plan for the following year. A second unsatisfactory rating will result in dismissal.

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

a. Student Achievement Outcomes?

Yes

b. Student Growth Data? Yes

NOCTI and Industry Certification data.

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 Berks Career and Technology Center (BCTC) evaluates its principals annually using an Administrative Performance Assessment. This assessment measures principals' effectiveness in the areas of planning and administration; leadership and motivation; problem solving and decision making; communications and interpersonal relations; supervision and staff development and annual performance objectives for the current school year. The results are interpreted against a set of performance standards ranging from "unsatisfactory performance" to "outstanding".

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	0
Total Number Employed	<u>2</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	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

