



Austintown Local Schools  
Vincent Colaluca  
Superintendent  
700 S Raccoon Road  
Austintown, Ohio 44515  
330-797-3900 Ext. 1510  
330-550-2966 (Cell)  
vcolaluca@austintownschoools.org

"We provide an inspiring education that strengthens and prepares our students for unlimited future opportunities."

March 29, 2018

*Via Certified Mail, Return Receipt Requested and Hand-Delivery*

Tim Kelty

**Re: Notice of Paid Administrative Leave of Absence**

Dear Mr. Kelty:

Effective immediately and continuing until further notice, you are being placed on a paid administrative leave of absence pending an investigation into potential misconduct including potential misconduct involving alleged inappropriate comments and/or conduct regarding students; alleged inappropriate comments/conduct involving staff members, and alleged inappropriate conduct involving handling of student discipline. You will be on home assignment during your regularly-scheduled work hours. During these hours, you must make yourself available to meet with the Board or administration should the need arise. If you are contacted by me during work hours, you are expected to answer the call or promptly respond to any text or email.

While you are on home assignment, you are not to conduct any business on behalf of Austintown Local Schools unless specifically directed by me to do so. In addition, you are not to have any contact or communication with staff, students or parents unless specifically authorized by me. These prohibitions apply to communications in electronic format and any form of remote access. Finally, you are not to be on school district property at any point without my permission.

Failure to abide by these directives will be considered insubordination and could lead to disciplinary action including termination. Finally, you are reminded of the District's anti-retaliation provisions.

Tim Kelty

1. IEP
2. Sexual Gift at party - unprofessional
3. Top off - unprofessional
4. '██████ not so ██████' comment to a student
5. General uses of profanity

**SCHOOL DISTRICT, DD BOARD & COMMUNITY SCHOOL  
EDUCATOR MISCONDUCT REPORTING FORM**

Ohio Revised Code 3319.313 and 5126.253 requires public and non-public schools, including county DD boards and community schools, to report to the Superintendent of Public Instruction the name and a factual statement of any license holder who engages in professional misconduct.

**A. Please select the type of education entity you are:**

- School District
- Educational Service Center
- Community School
- DD Board
- Other \_\_\_\_\_

School District Name

Address

Contact Person (Name and Title)

Telephone Number

Fax Number

Email Address

**B. Educator's Information**

Name

State ID

Date of Birth

Most Recent Position

Current Employment Status

Educator's Home Telephone Number

Educator's Home Address

\* Ohio Revised Code 3319.313 requires that the social security number of the employee be provided. If the Office of Professional Conduct requires an employee's social security number, you will be contacted to provide it. Should you submit a PDF of this form via email, due to security concerns, please do not include the employee's social security number in either the form or the email.

**C. Why are you reporting this educator? (Check all that apply)**

- The employee has plead guilty to, has been found guilty of, or has been convicted of an offense in Ohio Revised Code 3319.31 or 3319.39, and/or
- The employee has been terminated or non-renewed or you have initiated termination or non-renewal proceedings because the educator has engaged in "conduct unbecoming" the profession or has committed an offense under Ohio Revised Code 3319.31 or 3319.39, and/or
- The employee has resigned under threat of termination or non-renewal, and or
- The employee resigned because of, or in the course of, an investigation regarding an act unbecoming the teaching profession or an offense described in Ohio Revised Code 3319.31 or 3319.39, and or
- The employee has engaged or may have engaged in conduct unbecoming to the teaching profession.

**D. Please provide information concerning the incident involving the educator (i.e., the type, date, and place of the conviction or conduct that may be deemed "conduct unbecoming"; describe what prompted disciplinary action by you; describe what you were investigating that lead to resignation or non-renewal, etc.)**

Please feel free to attach any information that you consider important (i.e., court records, investigation reports, complaints, witness statements, etc.).

The Superintendent received multiple complaints of about a Principal at Austintown Elementary, Mr. Timothy Kelty, Attached are the teachers logs that were turned into the administration.

Attached Documents

1. March 27 - ABS Guidance Counselor Penny Callahan notes about Mr. Kelty and his inappropriate behavior.
2. March 29 - Superintendent Colaluca interview notes of some of the witnesses (response in blue)
3. March 29 - Letter to Mr. Kelty from Superintendent Colaluca placing Mr. Kelty on administrative leave for investigation.
4. March 30 - Email from ABS/AIS Assistant Principal Melissa Malone about Mr. Kelty.
5. April 2 - ABS Guidance Counselor Kelly Mills Notes
6. April 3rd - BOE Special Board meeting (Executive Session) to inform board of the situation with Principal Kelty. BOE removed Superintendent as investigator and hired an outside firm through the District's Attorney, Walter and Haverfield (Eric Johnson)
7. April 10 & April 12 - Outside investigator interviewed staff about the allegations with regards to Principal Kelty
8. April 26 - BOE Board meeting (Executive Session with Attorney Johnson & Investigator)
9. April 30 - Principal Kelty reinstated by Board of Education (Superintendent Colaluca did not agree to bring Mr. Kelty back to work)
10. April 30 - Letter from Penny Callahan, ABS Guidance Councilor, one of the staff that documented major issues. Mrs. Callahan asked Superintendent Colaluca for a transfer because of a hostile work environment.
11. March 1 - Letter from Superintendent Colaluca to Counselor Callahan granting a reassignment.



# Principal Improvement Plan

2017-2018

Kelty, Timothy S (OH1161303)

LEA: Austintown Local Schools (048298)  
Building(s): Austintown Elementary School (039867)  
Evaluator: Lenton, Thomas L (YU1008233)  
Status: Completed

The educator completed this form on 12/22/2017 2:18:57 PM.  
The evaluator completed this form on 12/22/2017 2:17:06 PM.

## 1. Improvement Statement

List specific areas for improvement as related to the Ohio Standards for the Principals. Attach documentation.

### 1.1 Performance standard(s) addressed in this plan:

Standards 1, 2, 3, 4, & 5

### 1.2 Date(s) improvement area or concern observed:

I work daily with Mr. Kelty. I observe him in all facets of daily operations at Austintown Elementary School.

### 1.3 Specific statement of the concern: Areas of Improvement:

The following area's of refinement were cited on Mr. Kelty's 2016-2017 OPES evaluation by his evaluator Ms. Polish :

1. Mr. Kelty is highly encouraged to become more involved in the continuous improvement efforts at the building and district level in the future.
2. Mr. Kelty should not only continue to create a nurturing learning environment that addresses the needs of all children, but more importantly, model the professional conduct through actions and words that we expect our teachers to have as well.
3. Mr. Kelty is highly encouraged to not only attend collaborative meetings in the future, but actively participate and share out ideas he may have that would benefit the system, students and/or staff. Limiting cell phone use unless pertaining to meeting at hand is highly recommended. Being involved in the creation of a master schedule that enables teacher collaboration time is critical to building a professional learning community. Also please make sure instructional coach meetings are established at the start of the school year and meet regularly without prompting from directors or supervisors. The expectations are set and reviewed at the beginning of the school year.
4. Mr. Kelty is highly encouraged to develop some partnerships that are aimed at improving student achievement.
5. Mr. Kelty is highly encouraged to be present at all building community/family engagement functions.

## 2. Desired Level of Performance

List specific measurable goals to improve performance. Indicate what will be measured for each goal.



# Principal Improvement Plan

2017-2018

Kelty, Timothy S (OH1161303)

---

## 2.1 List Goals:

See 1.3 - Specific statement of the concern: Areas of Improvement listed above.

1. Attendance and participation at TBT, BLT and DLT meetings.
2. Observations of professional interactions with students, staff, families and community members.
3. Informal and formal observations.
4. Partnerships will be documented.
5. Informal and formal observations of engagement at events. Also discussions of attendance of these events.

## 2.2 Level of Performance:

1. Attendance and participation at TBT, BLT and DLT meetings.
2. Observations of professional interactions with students, staff, families and community members.
3. Informal and formal observations.
4. Partnerships will be documented.
5. Informal and formal observations of engagement at events. Also discussions of attendance of these events.

## 2.3 Beginning Dates:

I received the Final Summative Rating of Principal Effectiveness from Mr. Kelly's evaluator during the 2016-2017 school year on October 9, 2017.

## 2.4 Ending Dates:

The ending date of the OPES will be in compliance with the ODE.

## 3. Specific Plan of Action

Describe in detail specific plans of action that must be taken by the Principal to improve his/her performance. Indicate the sources of evidence that will be used to document the completion of the improvement Plan.

### 3.1 Actions to be taken:

Note all information listed above.

### 3.2 Sources of Evidence:



## Principal Improvement Plan

2017-2018

Kelty, Timothy S (OH1161303)

---

Note all information listed above.

### 4. Assistance and Professional Development

---

#### 4.1 Professional Development Details:

Mr. Kelty will have access to his administrative colleagues in Principal Leadership Team meetings for mentorship. He also will be granted access to professional development opportunities to support his ongoing professional growth by attending any designated professional development or PD of his choice.

### 5. Dates

---

#### 5.1 Date of Improvement Plan conference:

10/20/2017

#### 5.2 Date for this Improvement Plan to be evaluated:

12/22/2017



# Final Summative Rating of Principal Effectiveness

2016-2017

**Kelty, Timothy S (OH1161303)**

LEA: Austintown Local Schools (048298)  
 Building(s): Austintown Elementary School (039867)  
 Evaluator: Polish, Janet (YU1012595)  
 Admin: Polish, Janet (YU1012595)  
 Status: **Completed**

*The educator completed this form on 6/13/2017 2:08:16 PM.  
 The administrator completed this form on 6/13/2017 2:08:01 PM.*

## 1. Proficiency on Standards/Educator Performance

	Ineffective	Developing	Skilled	Accomplished
Principal Performance Rating Rubric Standard 1 Overall		X		
Principal Performance Rating Rubric Standard 2 Overall		X		
Principal Performance Rating Rubric Standard 3 Overall		X		
Principal Performance Rating Rubric Standard 4 Overall		X		
Principal Performance Rating Rubric Standard 5 Overall		X		
Cumulative Performance Rating (Holistic Rating using Performance Rubric)		X		

## 2. Student Growth Data

	Least Eff.	Approaching Avg.	Average	Above	Most Eff.
Student Growth Measure of Effectiveness					X





# Final Summative Rating of Principal Effectiveness

2016-2017

Kelty, Timothy S (OH1161303)

---

## 3. Final Summative (Overall) Rating



# Final Summative Rating of Principal Effectiveness

2016-2017

Kelty, Timothy S (OH1161303)

## Areas of reinforcement:

Mr. Kelly is highly encouraged to continue to attend PD opportunities that focus on instruction, especially on the K-5 Balanced Literacy Framework and Bridges, so he can support staff in planning and implementing research-based instructional best practices.

Mr. Kelly is highly encouraged to continue to maintain a safe school environment through daily school operations.

Mr. Kelly is highly encouraged to continue to reach out to potential incoming kindergarten students' parents to promote the Austintown Local Schools and try to recruit students back. Also, continue the professional relationship we have with our PTA.



# Final Summative Rating of Principal Effectiveness

2016-2017

Kelty, Timothy S (OH1161303)

Areas of refinement:	<p>Mr. Kelly is highly encouraged to become more involved in the continuous improvement efforts at the building and district level in the future.</p> <p>Mr. Kelly should not only continue to create a nurturing learning environment that addresses the needs of all children, but more importantly, model the professional conduct through actions and words that we expect our teachers to have as well.</p> <p>Mr. Kelly is highly encouraged to not only attend collaborative meetings in the future, but actively participate and share out ideas he may have that would benefit the system, students and/or staff. Limiting cell phone use unless pertaining to meeting at hand is highly recommended. Being involved in the creation of a master schedule that enables teacher collaboration time is critical to building a professional learning community. Also please make sure instructional coach meetings are established at the start of the school year and meet regularly without prompting from directors or supervisors. The expectations are set and reviewed at the beginning of the school year.</p> <p>Mr. Kelly is highly encourage to develop some partnerships that are aimed at improving student achievement.</p> <p>Mr. Kelly is highly encourage to be present at all building community/family engagement functions.</p>
----------------------	--

	Ineffective	Developing	Skilled	Accomplished
Final Summative (Overall) Rating			X	
Improvement plan initiated by District	Yes			
Improvement plan required due to ineffective final summative rating.	No			
Improvement plan required due to SGM rating	No			