Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2009-10 Rating Period

GENERAL INFORMATION

LEA Name:
Academy CS

AUN Number:
102020003

Address:
900 Agnew Rd Pittsburgh, PA 15227

Name Superintendent or Chief School Administrator:
William Styche

For Information Contact:
Kristen Harpster

Email:
harpsterk@theacademysystem.com

Phone:
412-885-5200

TEACHER INFORMATION

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

Our charter school uses PDE-426 and PDE-428 forms to evaluate our teachers. This is based on the work done by Charlotte Danielson. Her book, Enhancing Professional Practice, is used throughout our Teacher Induction Course. All teachers, regardless of years teaching, get formally observed four times a year. Twice a year, teachers with 1-3 years of experience or who have not received their Level II certifications have a PDE-426 completed on them, using information from their observations (formal, informal, and learning walks) and have a meeting to discuss the form and ratings. Once a year, teachers with 3 or more years of experience and who have received their Level II certification, have a PDE-428 completed on them using information from their observations (formal, informal, and learning walks) and have a meeting to discuss the form and ratings as well. Annually, teachers are involved in at least ten days of in-service training, and complete a teacher induction course on-site and through the AIU3.

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

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After each semester, PDE-426/428 evaluations are reviewed by administration in order to determine professional development. If there are several common areas for professional development, the team will develop professional development sessions to address.

b. Teacher Compensation?
   Yes

c. Teacher Promotions?
   No

d. Teacher Retention and Removal?
   Yes

Initially, if a teacher is struggling in a domain area, they are placed on a Teacher Improvement Plan. A time frame is determined at the meeting, with the teacher, to demonstrate improvement in this area. At this time, strategies are developed with the

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)?
   More than twice a year

b. Experienced Teachers (More than 3 Years)?
   More than twice a year

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
   NA

LEA Teacher Evaluations Summary:

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>26</td>
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<tr>
<td>Number Not Rated</td>
<td></td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>26</td>
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</table>
LEA Teacher Evaluations Detail:

Standard Evaluation System:

<table>
<thead>
<tr>
<th>Building</th>
<th>Total Employed</th>
<th>Not Rated</th>
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<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
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<td>26 100 %</td>
<td>0 0 %</td>
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<tr>
<td>Totals</td>
<td>26</td>
<td>0</td>
<td>26 100 %</td>
<td>0 0 %</td>
</tr>
</tbody>
</table>

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:
NA

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

- a. Principal Development? NA
- b. Principal Compensation? NA
- c. Principal Promotions? NA
- d. Principal Retention and Removal? NA

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

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

How often does the LEA formally evaluate:
a. New Principals (Less than 3 Years)? Other
b. Experienced Principals (More than 3 Years)? Other

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. NA

Does the LEA publicly report principal evaluation data by school?

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

LEA Principal Evaluations Summary:

<table>
<thead>
<tr>
<th>Rating System</th>
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<tbody>
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</tr>
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<td>Number Not Rated</td>
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</tr>
<tr>
<td>Total Number Employed</td>
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## LEA Principal Evaluation Detail:

<table>
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<th>Rating Title</th>
<th>Total Employed (Denominator)</th>
<th>Not Rated (Numerator) %</th>
<th>Level 1 (Numerator) %</th>
<th>Level 2 (Numerator) %</th>
<th>Level 3 (Numerator) %</th>
<th>Level 4 (Numerator) %</th>
<th>Level 5 (Numerator) %</th>
<th>Level 6 (Numerator) %</th>
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<tbody>
<tr>
<td>Unsatisfactory/Satisfactory</td>
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<td>* * %</td>
</tr>
</tbody>
</table>

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*