

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

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GENERAL INFORMATION

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**LEA Name:**

Ad Prima CS

**AUN Number:**

126510015

**Address:**

124 Bryn Mawr Ave Bala Cynwyd, PA 19004

**Name Superintendent or Chief School Administrator:**

Mrs. Meghan Allshouse

**For Information Contact:**

Mrs. Meghan Allshouse

**Email:**

adprimasch@aol.com

**Phone:**

610-617-9121

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TEACHER INFORMATION

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

Our charter school has hired outside evaluators to perform teacher observations. These master teachers use PDE forms 426 and 428 to evaluate teachers. All teachers receive two evaluations during each academic year. Teachers who perform poorly on an evaluation are monitored more frequently. In addition, school administrators use classroom walkthrough checklists and other informal observations to evaluate teachers. Feedback from evaluations is used to create professional development sessions that address areas of weakness. Teachers who consistently perform poorly on evaluations despite intervention by the administration are terminated from employment.

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

a. Teacher Development? Yes

Administrators review evaluations to determine areas of weakness. Professional development sessions are created to address these weaknesses.

b. Teacher Compensation? No

c. Teacher Promotions?

d. Teacher Retention and Removal? Yes

Teachers who receive consistently poor ratings despite intervention by the administration are terminated.

**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)?

b. Experienced Teachers (More than 3 Years)? 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

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**LEA Teacher Evaluations Summary:**

Number Rated 40

Number Not Rated

Total Number Employed 40

**LEA Teacher Evaluations Detail:**

**Standard Evaluation System:**

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Ad Prima CS	41	0	0 %	39	95.1 %	2	4.9 %
<b>Totals</b>	<b>41</b>	<b>0</b>	<b>0 %</b>	<b>39</b>	<b>95.1 %</b>	<b>2</b>	<b>4.9 %</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**

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## PRINCIPAL INFORMATION

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

Principal evaluations are completed annually using an evaluation form. They are rated in each category as: 1. Area needing improvement, 2. Satisfactory, 3. Area of strength. Any category for which a 1 is received requires a plan of action and reevaluation. Principals who continue to perform poorly and who have not responded to an established program for improvement are dismissed.

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

a. Principal Development? Yes

Evaluations are assessed; improvement plans are developed; and necessary training is provided whether it be in house or through an alternate service provider.

bPrincipal Compensation? No

Using evaluations for compensation is currently being considered.

c. Principal Promotions? Yes

Exemplary principals have been moved into positions in

d. Principal Retention and Removal? Yes

Principals whose work is unsatisfactory and who has not responded to an established program for improvement are dismissed.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes



**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) %
RatingTitle			Area needing improvement (plan of action needed)	Satisfactory	Area of strength			
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