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 

**LEA Teacher Evaluations Summary:**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>40</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td></td>
</tr>
<tr>
<td>Total Number Employed</td>
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**LEA Teacher Evaluations Detail:**
Standard Evaluation System:

<table>
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<tr>
<th>Building</th>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Satisfactory</th>
<th>Unsatisfactory</th>
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<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Ad Prima CS</td>
<td>41</td>
<td>0</td>
<td>0 %</td>
<td>39</td>
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<td>41</td>
<td>0</td>
<td>0 %</td>
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</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

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**PRINCIPAL INFORMATION**

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.

- b. Principal 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
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. No

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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<tr>
<td>Totals</td>
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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