

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

GENERAL INFORMATION

LEA Name:

Alliance for Progress CS

AUN Number:

126512990

Address:

1821-39 Cecil B Moore Ave Philadelphia, PA 19121

Name Superintendent or Chief School Administrator:

Maria A. Snipe

For Information Contact:

Maria A. Snipe

Email:

msnipe@afpcs.org

Phone:

215-232-4892

TEACHER INFORMATION

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

AFPCS's teacher evaluation system includes both informal and formal observations, using PDE-426 and PDE-428 state evaluation forms . The observation schedule is as follows:• All teachers receive an informal observation between September and October. • All teachers receive one announced formal observation before January and one unannounced formal observation before May. • All para-educators receive one announced informal observation before January and one unannounced formal observation before May. Informal observations are announced and are conducted by the Instructional Director. Formal observations are conducted by certificated administrators and the Instructional Director. All certified teachers receive a completed AFPCS Observation Report and a Semi Annual Employee Evaluation Form for Instructional I Teachers. Pre-conferences and post-conferences are conducted to review all formal observation reports. Post-conferences are conducted to review all unannounced formal observation reports. All announced observations and conferences are scheduled and dates are given to staff members in August. Our Instructional Director, Jeana Grace, completes all informal and formal teacher and para-educator evaluations. She is a certified (Instructional II) Elementary Education teacher in Pennsylvania and a certified TAP evaluator. Ms. Grace was previously a Master and Mentor Teacher as part of the Teacher Advancement Program, which requires extensive teacher observation training, and teacher support.

Any instructional observation that is deemed unsatisfactory, with more instructional components to refine, rather than to reinforce, an Individual Growth Plan will be created to provide you with further support and teaching resources (see Instructional Support Document for guidelines).All staff receive employee evaluations mid-year and at the end of the school year. An evaluation meeting takes place to review the report and discuss professional goals for each individual.Our CEO, Maria Snipe, completes the evaluations. She has Principal K-12 (Administrative I) and Elementary Principal (Administrative II) Certification. She is also a certified teacher in Pennsylvania mentally and/or physically handicapped (Instructional II). Ms. Snipe has extensive experience as an evaluator, as the principal of Discovery Charter School. At that time, Discovery was part of the Teacher Advancement Program, which requires extensive teacher observations. AFPCS Instructional Support System Each teacher will be assigned a Mentor Teacher for the school year. Mentor teachers are expected to be actively involved in enhancing and supporting teachers' instructional experience. Mentor teachers are able to provide material resources, ideas, and suggestions for achieving instructional success and Individual Growth Plan goals. In the case that any instructional observation is deemed unsatisfactory, with more instructional components to refine, rather than to reinforce, an Individual Growth Plan will be created to provide you with further support and teaching resources. The goal is to improve teacher instruction in order to improve student academic achievement. We want every teacher to feel as though they have access to instructional resources and the support necessary to implement these resources in the classroom.An Individual Growth Plan will focus on 1-2 instructional component(s) at a time to strengthen with the support of the Instructional Director, Curriculum Specialist and your Mentor Teacher. Once an Individual Growth Plan has been created, the teacher will: Meet at least weekly with the Instructional Director to discuss progress, student achievement, express concerns, review lesson plans, and ask questions. Receive a model lesson by either the Instructional Director or the Curriculum Specialist. Participate in co-teaching opportunities as needed. Self-reflect about instruction in writing to track progress and discuss self-reflection at weekly meetings.

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

a. Teacher Development? Yes

As per our Teacher Support System, any teacher who is struggling to deliver satisfactory instruction in the classroom is placed on an Individual Growth Plan. Our Support System document is given to teachers at the start of the school year and states that any teacher who receives an unsatisfactory observation will be part of an Individual Growth Plan. Once on an Individual Growth Plan, teachers meet with the Instructional Director weekly and receive weekly in class support until professional development goals (chosen from the observation report) are attained and a satisfactory instructional observation is complete.

b. Teacher Compensation? No

NA

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

All observation reports state that 2 or more unsatisfactory observations may result in termination of a teaching position at AFPCS. Teachers who receive unsatisfactory observations are offered weekly support by the Instructional Director to improve instruction throughout the year. A teacher has the opportunity to be formally observed again to receive a satisfactory observation to enhance their performance evaluation to continue employment.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA

How often does the LEA formally evaluate:

- a. New Teachers (Less than 3 Years)? Twice a year
- 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
NA

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:

Number Rated	17	
Number Not Rated		
Total Number Employed	17	

LEA Teacher Evaluations Detail:

Standard Evaluation System:

Building	Total Employed	Not Rated		Satisfactory		Unsatisfactory	
	(Denominator)	(Numerator)	%	(Numerator)	%	(Numerator)	%
Alliance for Progress CS	17	0	0 %	14	82.4 %	3	17.6 %
Totals	17	0	0 %	14	82.4 %	3	17.6 %

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 AFPCS Principal/CEO evaluation system is comprised of 10 sections. They are school environment, job knowledge, leadership, human relations & personnel management, management and administration, curriculum and program assessment, integration of technology, professional conduct, communication and reporting & board relations. Each section is evaluated using a key, as mentioned before. The key or rating scale goes from 5 being the highest rating to 1 which stands for "does not meet expectations. The principal/ceo is evaluated annually by the board of trustees. The evaluation tool is in the process of being revised as the school is going through restructuring changes. The rubric and criteria will be revised for the 2011-2012 school year.

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

- | | |
|-------------------------------------|-----|
| a. Principal Development? | No |
| b. Principal Compensation? | Yes |
| c. Principal Promotions? | No |
| d. Principal Retention and Removal? | Yes |

The principal must at least score a satisfactory rating in order to maintain employment

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

- | | |
|----------------------------------|----|
| a. Student Achievement Outcomes? | No |
| b. Student Growth Data? | No |

NA

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 Principal/CEO evaluation tool simply has a key rating system going from 5 constantly exceeds expectations to 1 which represents does not meet expectations

Does the LEA publicly report principal evaluation data by school?

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

na

LEA Principal Evaluations Summary:

Rating System

Standard

Number Rated	1
Number Not Rated	_____
Total Number Employed	1

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								
Unsatisfactory/Satisfactory			Unsatisfactory	NA	Satisfactory	Satisfactory	NA	Satisfactory

Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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**