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

GENERAL INFORMATION

LEA Name: Bucks County Montessori CS

AUN Number: 122093460

Address: 219 Tyburn Rd Fairless Hills, PA 19030

Name Superintendent or Chief School Administrator: Brian P. Long

For Information Contact: Brian P. Long

Email: blong@bcmcs.com

Phone: 215-428-6700

TEACHER INFORMATION

Describe the LEA's system used to evaluate the performance of your teachers:
Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

a. Teacher Development? Yes

Bucks County Montessori CS’s essential goals in education lies in its pursuit of improving student education, while creating, in each student, an enduring love and passion for learning and the learning process. For this to manifest as outlined in our school’s mission and vision statements, attention to our Professional Education Plan [PEP], in conjunction with the Teacher Evaluation process, is paramount. Our school’s PEP is appraised on an annual basis for performance, organizational effectiveness, and the overall success that it has on each student. Our intention is that every associated goal be achieved by a well-designed evaluation plan for determining its effectiveness; and our goal is to have access to an expanding body of knowledge in regard to our PEP which is meaningful, engaging and for the students. Our ultimate effort centers inside of the classroom, as it relates to our unique Montessori pedagogy, which requires teachers to not only update their skills for such, but to continually review their own understanding and version of the pedagogy. Therefore, much of our professional development helps teachers learn new roles and teaching strategies universal to the Montessori pedagogy supported through the teacher evaluations and evaluative processes. During the summative teacher evaluation processes, three levels of reflection provide educators with feedback, organizational changes, and student outcomes. After the summative evaluation to the entire PEP has been completed, we immediately plan an evaluation considering how the data will be used. It is our ultimate goal for this data to be used to inform and adjust for future Professional Development planning needs.

b. Teacher Compensation? Yes

Yes, as teachers and teaching staff are required to receive at least a ‘Satisfactory’ mark in order to qualify for any BDT mandated increase(s) in pay.

c. Teacher Promotions? No

NA

d. Teacher Retention and Removal? Yes

First and foremost at Bucks County Montessori CS, before future teacher retention can be assessed, it is explained in detail with the teachers, so as to ensure true and accurate analysis. Once the procedure is explained and understood, emailed input from meetings [monthly staff or weekly note from Principal] or impromptu visits are provided to aid in documentation. Teachers are given a complete list of expectations via the school’s Provisional Policy 2.6 for aforementioned reference at any time. If teachers cannot demonstrate proficiency or expertise during this basic explanation/evaluation process, then mutual agreement is reached between the teacher and the coordinator [the Principal/CAO] for a different course of study. Our innate school design contains a built-in, inherent mentoring structure for all teachers, as every class at BCMCS has a tandem team setup including a lead teacher and an assistant/assistant/intern teacher. Lead teachers fulfill the role of the Montessori facilitator; with the assistant’s role varying, as they too can hold Montessori credentials, and/or Special Education degrees, and/or something of the like. All members are situated within a system of familiarity, in essence, each acting as a pseudo-mentor. As the pseudo-mentors do not evaluate each other, they do provide feedback and act as a resource when questions arise in regard to the evaluation process. In addition, Bucks County Montessori CS has created positions [i.e. Montessori Team Leader, Department Leads and Literacy Coordinators] to provide support to staff members, both new and veteran, and keep the approach of working with the staff informal, private and professional. The BCMCS Board of Trustees ensures that roles are coordinated and collaborative, on an as needed basis prompted by the member. Again, however, opinions are provided to the evaluator [Principal/CAO] for resource purposes. BCMCS remains committed to finding and keeping the most
productive and quantifiable staff constituents. The school is committed to hiring and retaining only highly qualified teachers, and looks at the evaluation and evaluation processes as data tools in assisting decisions based on teacher retention and/or dismissal.

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)? Other
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
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:

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<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Number Rated</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Number Not Rated</td>
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<td></td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>16</td>
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LEA Teacher Evaluations Detail:

<table>
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<tr>
<th>Standard Evaluation System:</th>
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<tbody>
<tr>
<td>Building</td>
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</tbody>
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Describe the LEA’s system used to evaluate the performance of your Principals:

With the/a Principal’s contract or written agreement for employment with BCMCS, the role of the Principal will be outlined with a ‘Job Description’ demarking the Standard Qualifications & Basic Requirements that he/she is being hired to perform. The Job Description includes the duties and expectations of the job as well as the ‘Performance Standards’ which will serve as the basis for his/her Performance Evaluation. The Job Description for all administrative staff members who report to the BOT President will be prepared and presented by the BOT President or his/her designate with the approval of the HR Committee of the Board of Trustees. Job Descriptions including Standard Qualifications and Basic Requirements, Duties & Expectations, and Performance Standards may be modified or changed by the Principal and/or BOT President at the discretion of the Board of Trustees, based on the needs of the school, provided that ample written notice is provided to those staff members affected by the modification or change. Such modifications and/or changes will not be typical practice, but is reserved to satisfy needs of the school.

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

a. Principal Development? No
b. Principal Compensation? No
c. Principal Promotions? No
d. Principal Retention and Removal? NA

Does the LEA principal 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 Principals (Less 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

Rating Classifications:
   1 – Failed To Achieve Standard: Performance showed limited evidence of progress toward meeting the standard.
   2 - Approaching Standard: Occasionally, but does not consistently meet the standard. 3 - Meets Standard: Regularly meets the standards as required. 4 – Exceeds Standard: Consistently meets and at times exceeds the standard.

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>
<th>Standard</th>
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<tbody>
<tr>
<td>Number Rated</td>
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<td>Number Not Rated</td>
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<tr>
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</tr>
<tr>
<td>Total Employed</td>
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<tr>
<td>---------------</td>
<td>-----------</td>
</tr>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
</tr>
<tr>
<td>Totals</td>
<td>*</td>
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</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 cannot 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.