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:
Amy Abraham

Email:
abrahama@theacademysystem.com

Phone:
412-885-5200

TEACHER INFORMATION

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

Certified in Administrators will conduct monthly formal observations of all teachers. Observations will lead to evaluations and the completion of PDE 426, 427, and 428 forms. Certified administrators utilize a clinical supervision model (pre-observation conference, observation, collect data, analyze, provide feedback in individual teacher conference, provide opportunity for teacher reflection and growth, revisit). • Learning Walks provide “snapshots” of teacher performance and classroom climate with feedback provided to teachers visited. • Administrators conduct informal visitations to classrooms. Formal observations are conducted at least 4 times per year. • Teachers engage in “peer coaching” and mentoring. • Observations, conferences, teacher reflection, needs assessments, data review, and classroom visitation provide information for completion of the PDE 426,427, and 428 employee evaluation form. A local University provides professional development in instruction, accommodations, and compliance issues with regards to Special Education students and “resistant learners.” Training is also provided to help the Family/School counselors meet the students’ and parents’ needs to support students’ success.
Does the LEA use the results of the teacher evaluation system described above in decisions regarding:

a. Teacher Development? Yes
   Teacher performance evaluations are used to help administration plan Professional Development plans for teacher. Administration conducts a Professional Development Needs Survey Yearly that the teachers complete with their top three Professional Development Needs. Administration also reviews teacher evaluations for the year and determines the needs of the teachers as a whole.

b. Teacher Compensation? No

   no

c. Teacher Promotions? No

   No, However leadership positions often become available and teachers that perform well are first looked at for these positions.

d. Teacher Retention and Removal? Yes

   Yes each year administration reviews teachers performance to determine the retention or removal of a teacher. If a teacher receives all satisfactory ratings they are considered a candidate for retention.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

The Results Weighted Assessment (RWA) model is a teacher accountability system that will place a proportionate weight on student outcomes as well as teacher input. The model incorporates a monitoring system where teachers meet on an individual basis with administrators for a regular scheduled monthly data review session. Teacher/Administrator team will note areas where students/classes have not met the identified benchmark/anchor/objective. The teacher will plan instruction to re-teach/revisit that benchmark/anchor/objective. Weekly lesson plans will note the area being re-taught and serve as an indication that the teacher is using assessment data and other measures to drive instruction.

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

LEA Teacher Evaluations Summary:

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>29</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td>0</td>
</tr>
</tbody>
</table>
## LEA Teacher Evaluations Detail:

<table>
<thead>
<tr>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Satisfactory</td>
</tr>
<tr>
<td>Academy CS</td>
<td>29 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>29 100 %</td>
</tr>
<tr>
<td>Totals</td>
<td>29 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>29 100 %</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).

*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.

## PRINCIPAL INFORMATION

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

Evaluations are required every year of employment, but additional evaluations may be conducted at the discretion of the Principal’s Supervisor or at the request of the Principal. The required evaluation process uses the PA state forms as a basis for defining performance expectations for Principals. At the beginning of employment and continuing on a regular basis throughout the school year, the Principal and Supervisor should discuss each competency area and work toward a common understanding of the Supervisor’s expectations for the Principal’s performance on each competency. Principals are ultimately responsible for the accomplishment of school goals as stated in the school’s Educational Plan for Student Success. The Principal and the Supervisor should hold continuous discussions about district and school goals for supporting student success. Overall, the discussion should focus on the Principal’s capacity to meet the performance expectations related to the accomplishment of the school’s goals. All Principals at The Academy Charter School are required to be proficient in four broad domains: Instructional Leadership, Communication, Professional Development, and Operations Management. Proficiency in Domain Five – Scope of Responsibility in Secondary Schools, is required of secondary principals.

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? No
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)? More than twice a year
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? Yes
   If Yes, describe background and process.
   The Academy Charter School has adopted a highly objective uniform statewide standard of evaluation, which includes data sources linked to student achievement and an educational plan for student success progress. The system is also linked to the leaders' level of responsibility at each school level, along with rules for the implementation of the evaluation system. In accordance with this law, Evaluation for Principals and Assistant Principals was developed over a two-year period. The evaluation system represents the work of many dedicated stakeholders familiar with the unique context of The Academy Charter School. All those involved in the design of the evaluation system expected that the system would be a reflection of the most recent research and knowledge about school leaders and leadership performance evaluation. Evaluations are required every year of employment, but additional evaluations may be conducted at the discretion of the Principal’s Supervisor or at the request of the Principal. The required evaluation process uses the PA state forms as a basis for defining performance expectations for Principals. At the beginning of employment and continuing on a regular basis throughout the school year, the Principal and Supervisor should discuss each competency area and work toward a common understanding of the Supervisor's expectations for the Principal's performance on each competency. Principals are ultimately responsible for the accomplishment of school goals as stated in the school’s Educational Plan for Student Success. The Principal and the Supervisor should hold continuous discussions about district and school goals for supporting student success. Overall, the discussion should focus on the Principal’s capacity to meet the performance expectations related to the accomplishment of the school’s goals.

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>2</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td>0</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>2</td>
</tr>
</tbody>
</table>
### LEA Principal Evaluation Detail:

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