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

The CAYBCS principal conducts informal and formal observations at least once a year for all instructional staff. Instructional staff members may require more formal observations as points of growth are reviewed. Each instructional staff member received a PDE 5501 evaluation for the 2010-11 academic year.

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

a. Teacher Development? Yes

Due to CAYBCS having only seven teachers, small group and individualized Professional Development activities and strategies are a reflection performance evaluations.
b. Teacher Compensation? Yes
   In the form of rendering a decision to further employ the teacher.

c. Teacher Promotions? Yes
   In the form of rendering a decision to further employ the teacher.

d. Teacher Retention and Removal? Yes
   We are an at will hiring Charter School. Thus if a teacher does show growth, they may be released at any point.

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

- Student Achievement Outcomes? No
- Student Growth Data? No

How often does the LEA formally evaluate:

- New Teachers (Less than 3 Years)? More than twice a year
- 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? No

Does the LEA publicly report teacher evaluation data by school? No

LEA Teacher Evaluations Summary:

| Number Rated 7 |
| Number Not Rated 0 |
| Total Number Employed 7 |

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>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
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<td></td>
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<tr>
<td>Crispus Attucks Youthbuild CS</td>
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<td>0 %</td>
<td>2</td>
<td>28.6 %</td>
<td>0</td>
<td>0 %</td>
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<tr>
<td>Totals</td>
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<td>28.6 %</td>
<td>0</td>
<td>0 %</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)
- 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

**PRINCIPAL INFORMATION**

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

The CEO of CAYBCS completes a PDE 5501 document as an evaluation tool.

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

does the LEA use weighting formula(e) and/or rubric(s) to guide principal evaluators?

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

Does your LEA have at least one Principal position? Yes

Does your LEA have a Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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</thead>
<tbody>
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<td>Number Not Rated</td>
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<tr>
<td>Total Number Employed</td>
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### LEA Principal Evaluation Detail:

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<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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</thead>
<tbody>
<tr>
<td>(Denominator)</td>
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<tr>
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<td>*</td>
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<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 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.