Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2011-12 Rating Period

GENERAL INFORMATION

LEA Name:
Birney Preparatory Academy

AUN Number:
126519476

Address:
900 W. Lindley Avenue  Philadelphia, PA, 19141

Name Superintendent or Chief School Administrator:
Dr. Bernard X. James, Sr.

For Information Contact:
Jade Lovelace

Email:
jlovelace@birnmeyprepacademy.org

Phone:
215-456-5686

TEACHER INFORMATION

Describe the LEA's system used to evaluate the performance of your teachers:
Our charter school uses the Mosaica Instructional Staff Performance Evaluation to evaluate our teachers. This form is based upon the Daniel model of effective teaching and supporting research. Indicators are used on these forms to help the CAO evaluate teachers during semi and annual evaluations. Teachers who are observed as needing improvement are observed monthly with intense coaching between observations. Our entire staff receives training on differentiated instruction. Teachers are rated on three levels: Exceeds, Meets, or Below Standards.

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

a. Teacher Development?  Yes
Evaluations are used to help set the agenda for professional development activities. Areas that require improvement, as well as, areas that are satisfactory are discussed during professional development workshops throughout the school year.

b. Teacher Compensation? Yes
   Bonuses are available to teachers who increase math and reading proficiency percentage.

c. Teacher Promotions? Yes
   Teachers who are stellar in performance may be eligible for consideration of a promotion.

d. Teacher Retention and Removal? Yes
   Yes. Low performing teachers may be removed.

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

a. Student Achievement Outcomes? Yes
b. Student Growth Data? Yes

Our School measures Student Achievement is on of the eight categories used in our rubric for Teacher evaluations.

How often does the LEA formally evaluate:

a. New Teachers (Less than 3 Years)? Twice a year
b. Experienced Teachers (More than 3 Years)? Other

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. Yes

   Our Charter School uses a rubric based on eight categories, Knowledge of Subject Matter, Instructional Skills, Assessment Skills, Student Achievement, Parent Satisfaction, Classroom/Behavior Management, Professionalism, Service to School. The rating scale used is as follows: Exceeds Standards, Meets Standards, and Below Standard.

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>Number Rated</th>
<th>41</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Not Rated</td>
<td>0</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>41</td>
</tr>
</tbody>
</table>
## LEA Teacher Evaluations 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>
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<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
<td>37 90.2%</td>
<td>2 4.9%</td>
</tr>
<tr>
<td>Birney Preparatory Academy</td>
<td>41</td>
<td>0 0%</td>
<td>2 4.9%</td>
<td>0 0%</td>
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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 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:

Our charter school evaluates the CAO annually using the Mosaica School Leadership Performance Evaluation. This assessment measures the CAO's effectiveness using feedback from the regional vice-president and the Board of Directors. This evaluation tools focuses on learning centered leadership behaviors that influence teacher, staff, and student achievement.

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

a. Principal Development? Yes
   Principal coaching is birthed out of the evaluations.

b. Principal Compensation? Yes
   Yes, bonuses are eligible based upon 1.25 student achievement and growth, attendance, parent satisfaction, PSSA scores.

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes
   Performance effects the tenure of the principal.

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

a. Student Achievement Outcomes? Yes
b. Student Growth Data? Yes

   PSSA and Ed Performance Data are Utilized

How often does the LEA formally evaluate:

a. New Principals (Less than 3 Years)? Other
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. NA

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standarized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

| Number Rated | 1 |
| Number Not Rated | 0 |
| Total Number Employed | 1 |
LEA Principal Evaluation Detail:

<table>
<thead>
<tr>
<th>Total Employed</th>
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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 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.