

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2012-13 Rating Period

GENERAL INFORMATION

LEA Name:

21st Century Cyber CS

AUN Number:

124150002

Address:

805 Springdale Dr. Exton, PA 19341

Name Superintendent or Chief School Administrator:

JON MARSH

For Information Contact:

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484-875-5400

TEACHER INFORMATION

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

Currently teachers are evaluated twice a year by the principal, and can earn up to nine percent (9%) merit using an evaluation tool that looks at five key performance areas: Curriculum & Planning, Instruction, Assessment, Professional Growth & Professionalism, Student Achievement, Attendance & Communication. The development of the existing evaluation tool is based on iNACOL (International Association for K-12 Online Learning) standards and aligned to research conducted by Charlotte Danielson on teacher effectiveness. Per Board directive, the school has analyzed the evaluation tool to ensure compatibility with the new PDE teacher effectiveness model for the 2013-14 school year. A teacher's overall evaluation is calculated on a maximum possible score of 71 points, each performance area weighted as follows: Curriculum & Planning (12), Instruction (24), Assessment (12), Professional Growth & Professionalism (20), Student Achievement, Attendance, Communication (20). Teachers can earn up to three percent (3%) merit for successful completion of goals. Goals are discussed and agreed upon with school Administration, involve additional work outside the regular work schedule, and may be aligned to Board goals. Overall performance ratings are calculated as follows: Unsatisfactory 0-20 pts; Making Progress 21-31 pts; Meets Expectations 32-46 pts; Exceeds Expectations 47-60 pts; Distinguished 61-71 pts. Following Board approval in March 2013, salary advancement is directly related to performance measures. There is no annual salary increase for an Unsatisfactory or Making Progress rating. For a Meets Expectation rating or above, the teacher will receive an increase based on the annual published Act I Base Index. Additionally, to advance in the pay grade, a teacher must receive an Exceeds rating to advance one (1) step, there will be a two (2) step advance for a Distinguished rating.

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

- a. Teacher Development? Yes

Overall evaluation scores are analyzed for areas of weakness and professional development is provided. Example, C2. Evidence of differentiated instruction and assessment (Part C instruction) was low one year, so the following semester special education staff designed professional development to increase scores.

- b. Teacher Compensation? Yes

A new, performance-based compensation plan was approved 2012-13. To achieve any step advancement a teacher must first achieve an "Exceeds" or "Distinguished" rating on their evaluation. There is no step advancement for a "Meets" expectation / lower rating on evaluation. Teachers are eligible for up to 9% merit based on scores of the evaluation.

- c. Teacher Promotions? Yes

Teachers that do not achieve the "Meets Expectation" level of performance will not be recommended for level II to the State. As of 2011-12, a teacher must achieve "Exceeds Expectations" or above for the previous two semesters in order for a teacher to move into a lead position.

- d. Teacher Retention and Removal? Yes

Teachers that do not achieve the "Meets Expectation" level of performance will not be recommended for level II to the State.

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

- a. Student Achievement Outcomes? Yes

- b. Student Growth Data? Yes

Student achievement is measured in student performance on benchmark testing and demonstrated improvement, student achievement of mastery level grades (80% or higher) in their courses, and pass rates on standardized testing.

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. Yes

Our teachers are evaluated in five categories, the weighting for each category is noted in parentheses: Curriculum & Planning (12), Instruction (24), Assessment (12), Professional Growth & Professionalism (20), Student Achievement, Attendance, Communication (20). The maximum evaluation score attainable is 71. Overall performance ratings are calculated as follows: Unsatisfactory 0-20 pts; Making Progress 21-31 pts; Meets Expectations 32-46 pts; Exceeds Expectations 47-60 pts; Distinguished 61-71 pts

Does the LEA publicly report teacher evaluation data by school?

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

LEA Teacher Evaluations Summary:

Number Rated

43

Number Not Rated	0
Total Number Employed	43

LEA Teacher Evaluations 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) %
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory		Satisfactory
21st Century Cyber CS	43	0 0 %	0 0 %	0 0 %	21 48.8 %	19 44.2 %	0 0 %	3 7 %
Totals	43	0 0 %	0 0 %	0 0 %	21 48.8 %	19 44.2 %	0 0 %	3 7 %

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- 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

PRINCIPAL INFORMATION

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

The 21CCCS Principal Evaluation tool was revised for the 2012-13 school year to incorporate the new core and corollary leadership standards within the principal effectiveness rubric designed by PDE. A Principal's overall evaluation is calculated on a maximum possible score of 114 points over the four (4) PDE-defined domains and weighted as follows: Strategic/Cultural Leadership (30), Systems Leadership (36), Leadership for Learning (30) and Professional & Community Leadership (18). Overall performance ratings are calculated as follows: Unsatisfactory 0-30 pts; Making Progress 31-45 pts; Meets Expectations 50-75 pts; Exceeds Expectations 76-100 pts; Distinguished 101-114 pts.

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

- a. Principal Development? No
- b. Principal Compensation? Yes
The Principal is eligible for up to 6% merit based on performance.
- c. Principal Promotions? NA
- d. Principal Retention and Removal? Yes

Yes - Low score can be grounds for an employee action plan, or reasoning for not inviting the principal back the following year.

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)? Twice a year
- b. Experienced Principals (More than 3 Years)? Twice a year

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

Supervision, one of the seven categories, has a 50% added weight because of the number of items in the rubric that fall under that category

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 at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	1
Number Not Rated	0
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) %
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	NA	Satisfactory
Totals	*	* %	* %	* %	* %	* %	* %	* %

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

