

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2013-14 Rating Period

GENERAL INFORMATION

Name of LEQ or Charter School:

ASPIRA Bilingual Cyber Charter School

AUN Number:

181519176

Address of LEA or Charter School:

4322 N 5th Street, 3rd Floor Philadelphia, PA 19140

Name Superintendent or Chief School Administrator:

Dr. Lucila Paramo

For Information Contact:

Lisette Agosto Cintron

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Phone:

215-455-1300 - 126

TEACHER INFORMATION

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?

b. Teacher Compensation?

Compensation is based on years of service and number of degrees and/or credits post graduation.

c. Teacher Advancement/Promotions?

ASPIRA Bilingual Cyber Charte	9	0 0%	0 0%	0 0%	9 100%	0 0%	0 0%	9 100%
Totals	9	0 0%	0 0%	0 0%	9 100%	0 0%	0 0%	9 100%

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:

Principals are evaluated by the Chief Academic Officer twice per year. Assistant Principals are evaluated by the Principal also twice per year. Evaluators received training on the form and the rubric used. Those Principals who do not achieve a satisfactory rating must follow an action plan until the next evaluation (usually 90 days). Below is a sample of how the evaluation tool works. Directions: All categories in this form must be assessed as well as all sources of evidence. Place a check mark in the column that best describes the principal's performance as it relates to each indicator ("Significantly Above Expectation (SE)", "Above Expectation (AE)", "Meets Expectation (ME)", or "Below Expectation (BE)") there are points associated with each level of performance (see below). At the end of each category, add the number of check marks in each column and multiply the total number by the points assigned to the performance level. An Improvement Plan must be developed to address area(s) identified as Below Expectation. Evaluator must complete an overall assessment, which must clearly indicate the principal's performance standing. Example: PRINCIPAL'S PERFORMANCE DEMONSTRATES: SE AE ME BE 1 Knowledge of content and pedagogy 2 Knowledge of Pennsylvania's Academic Standards 3 Knowledge of students and how to use this knowledge to inform instruction 4 Clear and appropriate instructional goals that reflect content standards and high expectations for students Score: SE(4points) x 2 = 8, AE(3points) x 1 = 3, ME(2points) x 1 = 2, BE(1point) x 1 = 1 Total = 14 DEFINITION Significantly Above Expectation [SE] 4 points The candidate extensively demonstrates indicators of performance. Above Expectation [AE] 3 points The candidate consistently demonstrates indicators of performance. Meets Expectation [ME] 2 points The candidate adequately demonstrates indicators of performance. Below Expectation [BE] 1 point The candidate rarely demonstrates indicators of performance.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

b. Principal Compensation?

Principals are compensated like teachers. It is based on experience and amount of education.

c. Principal Promotions?

Those assistant principals who consistently score 'above expectations' are the first to be considered for any open principal position or director position at the district level.

d. Principal Retention and Removal?

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

Principals are rated in six categories: Instructional Leadership & Management, Organizational Climate & Morale, Personnel Management, Student & Community Relationships, Personal/Professional Development, and Professional Behavior & Ethics. The rubric's ratings are calculated as follows: Significantly Above Expectation [SE] 4 points, Above Expectation [AE] 3points, Meets Expectation [ME] 2 points, and Below Expectation [BE] 1 point. A minimum of 80 points must be earned to be considered a satisfactory rating. The rubric is made to match the teacher evaluation tool which is based on the Charlotte Danielson model.

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	<u>1</u>

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**