

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2009-10 Rating Period

GENERAL INFORMATION

LEA Name:

Agora Cyber CS

AUN Number:

126510020

Address:

995 Old Eagle School Rd Suite 315 Wayne, PA 19087

Name Superintendent or Chief School Administrator:

Sharon Williams, Head of School

For Information Contact:

Christna Rivera

Email:

crivera@agora.org

Phone:

610-230-0775

TEACHER INFORMATION

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

Our Professional Growth Plan (PGP) was created by a team of administrators and teachers after review of Agora's goals, mission and PDE's forms 428 and 426. The evaluation reviews evidence to determine if a teacher has met requirements in five categories identified as characteristics of a successful and effective academic professional. Each of the five categories are rated as (1) = Does not meet Requirement, (3) = Approaching Requirement, and (5) Meets Requirement. The evaluation also includes employee reflections, employee goals and professional development goals. Academic Directors conduct an evaluation with each teacher twice a year. The evaluation is completed by the teacher and submitted to the Elementary, Middle School or High School Director who rates the overall evaluation and provides comments. The evaluation is then reviewed with the teacher during an over the phone or face to face conference. At that time the teacher can provide additional feedback. Teachers sign the evaluation confirming that the review was discussed in detail with the evaluator. Signing this form does not indicate agreement with the evaluation. The Director and Agora's Head of School sign each Plan. The completed Plans are maintained in the personnel file. The information gathered from the evaluations is used to assist with employment decisions such as promotions, transfers, decisions for continuing employment agreements for the new school year, and identifying if Improvement Plans are required to assist a teacher meet goals. Teacher suggestions and feedback on the evaluations are used to assist with planning of professional development and teacher trainings. The goal is to provide our students with an instructor who can identify and effectively address instructional needs, maximize our students' strengths, and ultimately provide our students with the tools to be academically successful.

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

a. Teacher Development? Yes

During the evaluation process professional development goals and how they relate to the criteria for effective teaching are reviewed. Teachers provide suggestions for professional development activities to assist in accomplishing their goals.

b. Teacher Compensation? Yes

The Professional Growth Plans are used by Administration during consideration of a teacher's employment agreement for the new school year as well as a tool for calculating end of year bonus.

c. Teacher Promotions? Yes

The Professional Growth Plan reflects qualities that will assist an educational leader. A teacher who has met all requirements has demonstrated a strong understanding of Agora's educational model and goals. This information is taken into consideration when a teacher applies for a position on the Leadership Team.

d. Teacher Retention and Removal? Yes

The Professional Growth Plans are used by Administration during consideration of a teacher's employment agreement at the end of the school year. During the school year a poor rating may result in the implementation of an Improvement Plan which will be reviewed within 30 days. Failure to meet improvement goals may lead to termination of employment.

Does the LEA teacher 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 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 Cyber Charter School has established a Professional Growth Plan (PGP). The following 5 categories are reviewed:

- Identity -Instructional Competence and Teacher
- Affirm dignity and respect for individuals (students and families) -Develop as a critical reflective educator who connects practical and theoretical knowledge
- opportunities -Support broad areas of student growth by providing varied and constructive learning
- Create a positive community with colleagues. The review is based on evidence and rated as follows: (1) = Does

not meet Requirements, (3) = Approaching Requirement, and (5) Meets Requirement. The highest score is 25 and demonstrates that a teacher has met all requirements.

Does the LEA publicly report teacher evaluation data by school?

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

NA

LEA Teacher Evaluations Summary:

Number Rated	7
Number Not Rated	186
Total Number Employed	193

LEA Teacher Evaluations Detail:

Alternate Approved Evaluation System:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
RatingTitle			Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Unsatisfactory/Satisfactory			Unsatisfactory	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Agora Cyber CS	193	7 3.6 %	3 1.6 %	0 0 %	0 0 %	0 0 %	0 0 %	183 94.8 %
Totals	193	7 3.6 %	3 1.6 %	0 0 %	0 0 %	0 0 %	0 0 %	183 94.8 %

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 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:

Agora's Principals are supervised by K12, Inc with oversight by the School Board. Principals are reviewed annually by their K12 Regional Vice president. The K12 Employee Performance Review Form is on a 5 point scale. Included in the review are ratings of Job Knowledge, Quality of Work, Efficiency of Work, Communication Skills, Initiative, Execution, Innovation and Compliance to PA regulatory guidelines and best practices. During the review Principals provide information on accomplishments and potential areas of improvement as well as developmental goals for the coming school year. The overall rating is subject to the manager's discretion with a suggested weighting provided. Employee and their Manager sign and date the Performance Review Form.

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

- a. Principal Development? Yes
Developmental Goals are reviewed for the school year.
- b. Principal Compensation? Yes
- c. Principal Promotions? Yes
- d. Principal Retention and Removal? Yes

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)? 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. Yes

Agora is managed by K12, Inc. The k12 Employee Performance Review Form is used to evaluate our Principals. It is on a five point scale from 0 to 4. They are as follows:
0 = START DATE AT K12 AFTER 3/31/101 = NEEDS ADDITIONAL DEVELOPMENT to be functional in position or requires coaching in order to be a positive contributor to organizational culture.
2 = MEETS SOME EXPECTATIONS. Functional in position some of the time, keeps commitments and makes a positive contribution to organizational culture.
3 = MEETS ALL EXPECTATIONS. Functional in position all of the time, keeps commitments, makes a positive contribution to organizational culture, and contributes to business solutions.
4 = EXCEEDS ALL EXPECTATIONS. Functional in position all of the time, keeps commitments, makes a positive contribution to organizational culture, contributes to business solutions, is a leader in his/her discipline and is always cross-functionally well regarded (General Guideline = 10% of employees)
All weightings are subject to manager's discretion with suggested weighting of the overall rating as follows:
Section 1: FY2010 Accomplishments and Potential Areas of Improvement – 50%
and Core Values – 10%
Section 2: Skills & Competencies – 40%

Does the LEA publicly report principal evaluation data by school?

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

NA

LEA Principal Evaluations Summary:

Rating System	Standard
Number Rated	2
Number Not Rated	_____
Total Number Employed	<u>2</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) %
RatingTitle			Level 1	Level 2				Level 4
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory		Satisfactory

Totals	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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**