

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

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GENERAL INFORMATION

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**LEA Name:**

Belmont Academy Charter School

**AUN Number:**

126513070

**Address:**

907 N 41st St Philadelphia, PA 19104

**Name Superintendent or Chief School Administrator:**

Jennifer Faustman

**For Information Contact:**

Katie Simpson

**Email:**

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(215) 790-1294 x 4

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TEACHER INFORMATION

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

The teacher evaluation rubric is the tool used to assess teacher performance in the following categories: learning environment, planning and instruction, and professionalism. All categories are weighted evenly in final evaluations. Student data and performance is used as a supplemental tool for teacher and school goal-setting. Evaluations are completed by school administrators twice annually. All evaluations include a self-evaluation, a classroom observation and post observation meeting.

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

a. Teacher Development?

Yes

Yes, trends and individual grade level weaknesses are taken into account when planning PD sessions. For example, if a grade is showing a weakness in problem solving then a professional development plan is put into place. Additionally, the evaluation rubric allows for supplemental teacher input based on teacher goals and professional development is organized to support teacher specific goals.

b. Teacher Compensation? No

NA

c. Teacher Promotions? Yes

Evaluations may prohibit or advance a teachers movement through the organization.

d. Teacher Retention and Removal? Yes

Poor evaluations may result in a teachers termination or nonrenewal of contract.

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

a. Student Achievement Outcomes? No

b. Student Growth Data? No

NA, please see comments above.

**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

Rubric was developed with regards to research done for the Boise Idaho School District. We modified and then adopted our current rubric in 2003 based on these findings. The only student progress data included in reviews is supplemental and outside of the rubric. It is used by teachers and administration for self-evaluation and goal setting.

**Does the LEA publicly report teacher evaluation data by school?**

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

N/A

**LEA Teacher Evaluations Summary:**

Number Rated 19

Number Not Rated

Total Number Employed 19

**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			Lacks Proficiency	Gaining Proficiency	Gaining Proficiency	Gaining Proficiency	Gaining Proficiency	Proficient
Unsatisfactory/Satisfactory			Unsatisfactory	Unsatisfactory	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory
Belmont Academy Charter Sch	19	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	19 100%
<b>Totals</b>	<b>19</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>19 100%</b>

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:**

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

a. Principal Development? NA

Principals are sent to trainings based on needs as shown in the rubric.

bPrincipal Compensation? NA

Raises and continued employment are based on the strength of the evaluations.

c. Principal Promotions? NA

See comments above.

d. Principal Retention and Removal? NA

Poor evaluations influence the decision to remove or promote principals.

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

a. Student Achievement Outcomes? NA

b. Student Growth Data? NA

Student data growth trends reflect positively through the rubric.

**How often does the LEA formally evaluate:**

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

b. Experienced Principals (More than 3 Years)? Other

**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

Evenly weighted rubric

**Does the LEA publicly report principal evaluation data by school?**

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

**LEA Principal Evaluations Summary:**

Rating System \_\_\_\_\_ No

Number Rated \_\_\_\_\_

Number Not Rated \_\_\_\_\_

Total Number Employed \_\_\_\_\_  
\_\_\_\_\_

**LEA Principal Evaluation Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
RatingTitle								
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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