

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

GENERAL INFORMATION

LEA Name:

Belmont Charter School

AUN Number:

126510010

Address:

4030 Brown St Philadelphia, PA 19104

Name Superintendent or Chief School Administrator:

Jennifer Faustman

For Information Contact:

Katie Simpson

Email:

katie.simpson@cea-philly.org

Phone:

(215) 790-1294 x 4

TEACHER INFORMATION

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 a 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 weakness 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. Professional development is further organized to teachers' specific goals.

b. Teacher Compensation? No

n/a

c. Teacher Promotions? Yes

Evaluations may prohibit or advance a teacher's movement in the organization.

d. Teacher Retention and Removal? Yes

Poor evaluations may result in a teacher's 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

n/a 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. 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 41

Number Not Rated

Total Number Employed 41

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				Proficient
Unsatisfactory/Satisfactory			Unsatisfactory	Unsatisfactory	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory
Belmont Charter School	41	0 0%	2 4.9%	3 7.3%	0 0%	0 0%	0 0%	36 87.8%
Totals	41	0 0%	2 4.9%	3 7.3%	0 0%	0 0%	0 0%	36 87.8%

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:

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 evaluation rubric.

bPrincipal Compensation? NA

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

c. Principal Promotions? NA

d. Principal Retention and Removal? NA

Poor evaluations influence the decision to retain, 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.) No

LEA Principal Evaluations Summary:

Rating System	No
Number Rated	
Number Not Rated	_____
Total Number Employed	=====

LEA Principal Evaluation Detail:

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