

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2010-11 Rating Period

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**GENERAL INFORMATION**

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**LEA Name:**

ARISE Academy Charter High School

**AUN Number:**

168518013

**Address:**

1207 Chestnut Street Suite 700 Philadelphia, PA 19107

**Name Superintendent or Chief School Administrator:**

Gabriel Kuriloff

**For Information Contact:**

Julie Stapleton Carroll

**Email:**

jscarroll@foundationsinc.org

**Phone:**

215-828-5176

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**TEACHER INFORMATION**

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

Arise Academy Charter High School has created its own teacher observation form. It rates teachers in the following categories: Instructional Preparation and Delivery, Classroom Management and Culture, as well as "Other Professional Responsibilities." Each category features multiple indicators that are ranked on a "1 to 3" scale: 1 = Not yet implementing best practices, 2 = Working to implement best practices; 3 = Consistently implements best practices. The observation document further identifies Evidence/Comments/ Professional Development Notations/and Needs as identified by the observer during the lesson. Teachers are observed by an instructional coach, who meets to provide each teacher with critical feedback and coaching suggestions for improved practice. Research for this coaching is grounded in Charlotte Danielson's Enhancing Professional Practice (A Framework for Teaching) and Robert Marzano's (Classroom Instruction that Works). After the initial coaching observation (formative assessment), teachers are observed by the Instructional Advisor for a more formal observation. Once again, teachers are provided with verbal and written feedback. If practice is unsatisfactory, coaching is once again, prescribed for the teacher. Teachers who are in danger of being rated unsatisfactory are observed at least three times, with coaching and written feedback. Recommendations for the formal rating are done by the Instructional Advisor in collaboration with the Interim Leader, who also observed any teachers in danger of an unsatisfactory rating. Teachers receiving an "unsatisfactory" rating are not offered employment contracts for the following semester.

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

a. Teacher Development? Yes

Evaluations are reviewed to discover common skill development needs and as well as strenths. Professional development is crafted and scheduled to address those needs.

b. Teacher Compensation? Yes

An unsatisfactory observation will prohibit growth on a proscribed salary schedule. In addition there were opportunities for bonuses. Five teachers were eligible for bonuses in 2010-11.

c. Teacher Promotions? Yes

Based on evaluation and performance two teachers have been given seats on the school's leadership team to help guide and shape the school's direction.

d. Teacher Retention and Removal? Yes

Over the past year, two staff were dismissed midyear due to unsatisfactory performance. In addition an instructional advisor and classroom teacher were not offered contracts for the 2011-12 academic year based on prior performance and evaluation.

**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)? Annually

**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. No

**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	17
Number Not Rated	1
Total Number Employed	<hr/> 18 <hr/> <hr/>

## 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
ARISE Academy Charter High	18	1 5.6 %	2 11.1 %	0 0 %	0 0 %	0 0 %	0 0 %	15 83.3 %
<b>Totals</b>	<b>18</b>	<b>1 5.6 %</b>	<b>2 11.1 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>15 83.3 %</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:

Arise Academy Charter High School is beginning its third year of operation. The Board of Directors is in the process of developing the principal/CEO evaluation process. Prior to 2011-2012 academic year, the school was led by an interim executive contracted through Foundations Inc. The interim has extensive leadership experience. Below is a draft of a proposed Principal/CEO evaluation to be considered by the Board of Directors. CEO/Principal EVALUATIONRECOMMENDED PROCEDURES1. Share Evaluation Protocol with CEO/Principal prior to beginning process.2. Conduct interviews with the following: CEO /Principal Teachers/staff Parents Students External partners Note: Interviews should always be conducted by at least two BOT members, to ensure accuracy and avoid personal bias. Interviews should be conducted privately, with confidentiality assured. Individual interviews work best, as people tend to be more honest without the influence of others. Some group interviews may be necessary, but the numbers included should be very small (no larger than 2 or 3). Large groups tend to be dominated by a few individuals. The entire BOT may choose to interview the CEO/Principal. The CEO/Principal Evaluation Protocol should serve as the basis for interview questions for all groups. Questions should be predetermined by the BOT prior to interviews. 3. Observe the CEO/PrincipalAt least two BOT members should commit to spending a minimum of two dayshadowing and observing the CEO/Principal, from the beginning of school (i.e., when he/she usually arrives) to the end of the day (whenever the CEO/Principal leaves). The observation team should work together and observe together, to avoid misinterpretation and/or bias. The CEO/Principal Evaluation Protocol should serve as the basis for the observations.4. Involve the entire BOT. While interviews and observations should be conducted in teams of two (except for the CEO/Principal interview), all BOT members should participate in some phase of the process.5. Prepare a written evaluation, using the Protocol, and permit the CEO/Principal to make comments in response to results.6. Use the evaluation process as the means of determining whether or not the CEO/Principal will be rehired. If rehiring is agreed upon, use the evaluation as a means of setting a standard for performance in the future, establishing goals for the next school year, enhancing the CEO/Principal's performance, and negotiating a new contract.

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

- a. Principal Development? NA
- b. Principal Compensation? NA
- c. Principal Promotions? NA

d. Principal Retention and Removal? NA

**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)? 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. No

**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?** No

**LEA Principal Evaluations Summary:**

Number Rated

Number Not Rated 1

Total Number Employed 1

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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
<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