

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

GENERAL INFORMATION

LEA Name:

Ad Prima CS

AUN Number:

126510015

Address:

124 Bryn Mawr Ave Bala Cynwyd, PA 19004

Name Superintendent or Chief School Administrator:

Meghan Allshouse

For Information Contact:

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Email:

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Phone:

610-617-9121

TEACHER INFORMATION

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

We at the Ad Prima Charter School understand that Teacher evaluation is meant to improve the quality of teaching and help teachers refine their teaching skills. As a result, the Peer Assistance to help new hires, as well as experienced teachers with instructional deficiencies. Peer Assistance has two major roles. First, through an apprentice component, it assists teachers in their first year in the classroom by helping them refine their teaching skills and orienting them to the school, including its goals, curriculum and structure. Through this component, each teacher is evaluated and assisted by a consulting teacher. Second, through an intervention component, the program assists experienced teachers who exhibit serious instructional deficiencies. When a principal/evaluator has concerns about his/her performance, or when a teacher has not met the expected performance standards, the teacher can be referred for intervention. A panel of teachers and administrators reviews the referrals and assigns teachers to work with those teachers to improve their instructional skills and to improve the teachers' levels of performance. In cases where improvement does not occur, the panel may recommend a second year of intervention or the non-renewal of a teacher's contract.

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

a. Teacher Development? Yes

Teacher evaluations guide staff development in two ways. The first is if there is a trend of concerns in either pedagogy or the way students interpret lessons; a staff development curriculum is implemented to address those concerns as a group. Secondly, if it just involves a select few teachers they are paired with senior staff members who can guide them to the desired approach/application.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

If teacher evaluations are consistently in the highest tier of rankings among their peers, they are the first considered for appropriate promotions in their field of expertise.

d. Teacher Retention and Removal? Yes

After performance deficiencies are identified; appropriate corrective action plans are developed and modeled to address the deficiency. Based on the responses to those plans; employment tracks can be halted/diverted.

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. 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 | 39 |
| Number Not Rated | 0 |
| Total Number Employed | <u>39</u> |

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 |
| Ad Prima CS | 39 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 39 100% |
| Totals | 39 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 39 100% |

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?
- b. Principal Compensation?
- c. Principal Promotions?
- d. Principal Retention and Removal?

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

- a. Student Achievement Outcomes?
- b. Student Growth Data?

How often does the LEA formally evaluate:

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

b. Experienced Principals (More than 3 Years)?

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.

Does the LEA publicly report principal evaluation data by school?

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

Does your LEA have at least one Principal position?

No

Does your LEA have at Standardized Principal Evaluation System?

LEA Principal Evaluations Summary:

Number Rated

Number Not Rated

0

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) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % | (Numerator) % |
| 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