

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

Christina Rivera

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TEACHER INFORMATION

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

Our Evaluation Performance Review 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 three categories identified as characteristics of a successful and effective academic professional. The three areas are Instructional Practices, Teacher Metrics and Professionalism. Points are assigned if criteria is met within the two areas: Instructional Practices and Teacher Metrics. 5 points are possible in the area of Instructional Practices if all Essential Elements of Instruction are present during the final observation conducted by an Agora Administrator. 10 points are possible in the area of Teacher Metrics. 6 of the 10 are possible based on Student Achievement which included a minimum passing rate, 2 points for meeting the attendance goal of 95% for their students, and 2 points for maintaining enrollment as students who remain at Agora show academic growth. Professionalism which includes being a collaborative team member, embracing school culture and professional communication with families and staff. These are not assigned points but rather areas for discussion of possible growth and professional development. 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 Academic and 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. As a result of evaluations during the 10-11 school year, professional development in Differentiated Instruction and Co-Teaching have been build into the 11-12 school year professional development plan.

b. Teacher Compensation? Yes

The performance evaluations 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.

c. Teacher Promotions? Yes

The criteria of the performance evaluations reflect 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

Teachers are monitored and observed during the school year. A poor performance during an observation or poor student proficiency rates on assessments may result in the implementation of an Improvement Plan which will be reviewed within 30 days. During that time additional professional development and mentoring is provided. Lack of improvement may lead to removal during the school year. An employee who has a poor performance at the end of the school year will not be offered a new instructional contract for the coming school year.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

We reviewed student achievement and growth through analysis of the Scantron Performance Assessment for grades 3-12 and AimsWeb for grades K-6. The assessments were conducted upon a student's enrollment and in the spring in order to measure growth during the school year. Student Passing Rates were utilized as well. 3 of the 6 points in this criteria were based on students in grades K through 8 having a passing rate of 80% and 70% in grades 9-12.

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

The evaluation form reviewed three criteria: Instructional Practices, Teacher Metrics, and Professionalism. The Essential Elements of Instruction was the criteria used to evaluate Instructional Practices. A teacher could obtain 5 points if all elements were observed during lessons. A Teacher could obtain 10 points if all criteria was met on their metrics. The metrics reviewed Achievement, Student Attendance and meeting our goal for student's continuing their education through Agora. Data supports students who remain in a consistent educational environment improve academically. Our data reflects that trend among students who remain at Agora for more than two years. Student Achievement held the highest weight in this area with 6 of the 10 possible points. Professionalism was evaluated and not scored. These were Yes/No responses and included team collaboration, embracing school culture and professional communication with families and staff. The highest score would be 15.

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 | 262 |
| Number Not Rated | 0 |
| Total Number Employed | 262 |

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 | NA | NA | NA | Satisfactory | Satisfactory |
| Agora Cyber CS | 262 | 0 0% | 13 5% | 0 0% | 0 0% | 0 0% | 9 3.4% | 240 91.6% |
| Totals | 262 | 0 0% | 13 5% | 0 0% | 0 0% | 0 0% | 9 3.4% | 240 91.6% |

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

During the Performance Evaluation goals and strengths are reviewed. At that time professional development in specific areas for growth are planned. Principals are K12, Inc employees and receive ongoing professional development during the school year.

- b. Principal Compensation? Yes

Bonuses are impacted by performance.

- c. Principal Promotions? Yes

The criteria of the performance evaluations reflect qualities that will assist an educational leader. A principal who has met all requirements has demonstrated a strong understanding of Agora's educational model and goals. This information is taken into consideration for advancement within Agora or through K12, Inc.

- d. Principal Retention and Removal? Yes

Poor performance may lead to dismissal and/or reassignment.

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

- a. Student Achievement Outcomes? Yes

- b. Student Growth Data? Yes

Student achievement and student growth are included in the Principal's Performance Evaluation. These are measured on the Scantron Performance Series growth, passing rates, promotion to the next grade and course completion rates. School goals are shared during the year and the Principal's rating is based on their achievement of the goals.

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 3/31/11 = 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

| | 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 | 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