

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

GENERAL INFORMATION

LEA Name:

Alliance for Progress CS

AUN Number:

126512990

Address:

1821-39 Cecil B Moore Ave Philadelphia, PA 19121

Name Superintendent or Chief School Administrator:

Maria Snipe

For Information Contact:

Jeana Grace

Email:

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Phone:

215.232.4892

TEACHER INFORMATION

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

Alliance for Progress Charter School uses forms PDE-426 and PDE-428 to complete teacher evaluations. The CEO, Instructional Director and Curriculum Specialist complete teacher evaluations. Teachers with more than 1 year of satisfactory teaching experience at AFPCS will receive 2 formal unannounced observations. All other grade level teachers will receive 3 observations; 1 announced (informal) and 2 unannounced (formal). Specialist teachers with more than 1 year of satisfactory teaching experience will receive 2 observations; 1 announced informal and 1 unannounced formal. All other specialist teachers will receive 3 observations; 1 announced (informal) and 2 unannounced (formal). Post-conferences are held after each observation and are intended to identify strengths (areas of instruction you should continue to implement in your classroom) and areas to improve. There will always be an identified area of improvement – an instructional strategy that you should continue to improve or areas that need to be incorporated into your instruction that are currently not evident. Any instructional observation that is deemed unsatisfactory, with more instructional components to refine, rather than to reinforce, an Individual Growth Plan will be created to provide you with further support and teaching resources. The goal is to improve teacher instruction in order to improve student academic achievement. We want every teacher to feel as though they have access to instructional resources and the support necessary to implement these resources in the classroom. An Individual Growth Plan will focus on 1-2 instructional component(s) at a time to strengthen with the support of the Instructional Director, Curriculum Specialist and a Mentor Teacher. Once an Individual Growth Plan has been created, the teacher will: Meet at least weekly with the Instructional Director to discuss progress, student achievement, express concerns, review lesson plans, and ask questions. Receive model lesson(s) by the Instructional Director, Curriculum Specialist, and / or a Mentor Teacher. Participate in co-teaching opportunities as needed. Self-reflect about instruction in writing to track progress and discuss self-reflection at weekly meetings.

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

a. Teacher Development? Yes

Throughout the year the Instructional Director and Curriculum Specialist review teacher evaluations and keep track of the improvements that are noted on reports that need to be made in classrooms. When a specific area of improvement is evident in multiple classrooms, a professional development session is planned to support teachers in this area.

b. Teacher Compensation? No

c. Teacher Promotions? No

d. Teacher Retention and Removal? Yes

Teachers with 2 or more formal unsatisfactory observations are at risk for termination of a classroom position. All teachers are informed of this at the start of the school year.

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	19
Number Not Rated	0
Total Number Employed	19

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
Alliance for Progress CS	19	0 0%	3 15.8%	0 0%	0 0%	0 0%	0 0%	16 84.2%
Totals	19	0 0%	3 15.8%	0 0%	0 0%	0 0%	0 0%	16 84.2%

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

Total Number Employed

0

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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
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