

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

Claire Cohen

For Information Contact:

Claire Cohen

Email:

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Phone:

215-823-8208

TEACHER INFORMATION

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

Teachers are evaluated using a rubric that evaluates teachers teachers in the following areas: Planning and Preparation for Learning, Classroom Culture, Delivery of Instruction, Differentiation, Monitoring and Assesment, and Professionalism. Student data, classroom walkthroughs, attendance records, and classroom observations are used to complete the rubric. Teachers are evaluated by the Head of School with feedback from the Teacher Coaches twice annually. Teachers who are in need of improvement are put on a Teacher Improvement Plan and must improve to remain in their current position. Support through the process and assistance in meeting goals is provided by the Teacher Coaches.

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

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

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

LEA Teacher Evaluations Summary:

Number Rated	42
Number Not Rated	2
Total Number Employed	<hr/> 44 <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	Unsatisfactory	NA	NA	NA	Satisfactory
Belmont Charter School	44	2 4.5 %	0 0 %	1 2.3 %	0 0 %	0 0 %	0 0 %	41 93.2 %
Totals	44	2 4.5 %	0 0 %	1 2.3 %	0 0 %	0 0 %	0 0 %	41 93.2 %

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

0

Total Number Employed

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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	NA	NA	NA	NA	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