Description of the LEA's system used to evaluate the performance of your teachers:
Our teacher evaluation process is intended to provide both teachers and our students with the most favorable conditions for teaching and learning. Teachers are formally evaluated in each of the four domains of professional practice supported by the research of Charlotte Danielson and Thomas McGreal in Teacher Evaluation: To Enhance Professional Practice including learning atmosphere, planning and preparation, instructional delivery, and professionalism. In addition, our teacher evaluation tool adds a fifth domain of mission and philosophy, which we have found to be integral to success in our 31 years of service to at-risk youth. Within these five domains, teachers are rated on a total 25 objectives using a three-point rating scale. A score of 3 indicates Satisfactory performance, 2 indicates performance that Needs Improvement, and 1 indicates Unsatisfactory performance. In addition to the numeric rating, a principal has the option to add specific comments for any of the 25 objectives. The principal shares all comments with the observed teacher during a formal post-conference typically held later that day or the following day. The teacher and principal together share thoughts about what went on during the class, discuss any problems that arose, problem solve, if necessary, and ascertain any further support needed for the teacher.

Note: For purposes of Instructional II certification, our evaluation form is transferred to the PDE 476 form provided by the State of Pennsylvania. At minimum, the division principal formally observes non-tenured teachers twice each year. Tenured teachers are formally evaluated once each year in May. All principals that evaluate teacher performance attend Pennsylvania Inspired Leadership, (PIL)-accredited workshops during the school year. All of our division principals possess Principal K-12 Administrative certification and are up-to-date with all necessary PIL credits. All formal observations are scheduled and observations take place during an entire class period. All teacher evaluations are completed by our division principals. In addition to these formal evaluations, teachers are informally evaluated on an ongoing basis, and informal observations are discussed with teachers as needed. Upper school department heads also conduct informal evaluations; however, all formal evaluations of teachers that would affect employment decisions, promotion/demotion, and which would become part of the employee’s permanent file are completed by the our Pennsylvania State certified division principals.

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

a. Teacher Development? Yes
   Professional Development are chosen to enhance teachers' skills.

b. Teacher Compensation? No

c. Teacher Promotions? Yes
   Teachers that achieve a high standard of teaching are given additional responsibilities.

d. Teacher Retention and Removal? Yes
   Many factors go into the retention or removal of a teacher.

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 75
Number Not Rated 0
Total Number Employed 75

LEA Teacher Evaluations Detail:

<table>
<thead>
<tr>
<th></th>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td></td>
<td>Unsatisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Satisfactory</td>
</tr>
<tr>
<td>Community Academy of Philad</td>
<td>75</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>75 100 %</td>
</tr>
<tr>
<td>Totals</td>
<td>75</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>0 0 %</td>
<td>75 100 %</td>
</tr>
</tbody>
</table>

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:
CAPCS uses a high-stakes continuous evaluation protocol including weekly meetings with the Deputy CEO, Academic Trainer, Chief Academic Officer, or CEO, to assess progress, as well as, walk around visits by senior management, evaluations of tests scores, teacher evaluations, complaints, etc. Feedback is immediate (oral or written), and collegiality of weekly principal meetings with a senior staff and fellow principals is supportive. Route professional development is provided, and issues that are raised by more than one principal or vice principal will trigger a directed professional development, rather than individual counseling. All principals receive one-year renewable contracts. A principal who receives repeated counseling, warnings both oral and written, and does not meet the standards of senior management and his/her peers will be terminated.

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

a. Principal Development?
   Yes
   If a particular problem is identified in more than one principal or vice principal, then it will be addressed in professional development.

b. Principal Compensation?
   No
c. Principal Promotions? Yes
   Performance evaluations are considered along with CEO review and review by the Board of School Directors.
d. Principal Retention and Removal? Yes
   A principal who is not performing his/her job to level of acceptable standards will be terminated.

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 Standarized Principal Evaluation System? No

LEA Principal Evaluations Summary:

| Number Rated | 3 |
| Number Not Rated | 0 |
| Total Number Employed | 3 |
### LEA Principal Evaluation Detail:

<table>
<thead>
<tr>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Satisfactory</td>
</tr>
</tbody>
</table>

| 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.