

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2011-12 Rating Period

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**GENERAL INFORMATION**

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**LEA Name:**

21st Century Cyber CS

**AUN Number:**

124150002

**Address:**

805 Springdale Dr. Exton, PA, 19341

**Name Superintendent or Chief School Administrator:**

Jon Marsh

**For Information Contact:**

Lucinda Robinson-Currie

**Email:**

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484-875-5447

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**TEACHER INFORMATION**

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

In 2004 the school implemented a teachers evaluation system that allowed teachers to earn up to 12% merit per year. The tool was modified in 2008 to reflect a more accurate picture of what an online teacher does each day. Currently teachers are evaluated twice a year by the principal, and can earn up to nine percent (9%) merit using an evaluation tool that looks at four service areas Organizational Expectations, Classroom Environment, Instruction, and Professional Responsibilities. The area of Organizational Expectations includes Student Achievement, Communication with students and families, Asynchronous Progress, and Customer Service are weighted. These teacher standards have been developed partially based on iNACOL (International Association for K-12 Online Learning) standards and the school's strong history. Teachers can earn up to three percent (3%) merit for successful completion of the goals.

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

a. Teacher Development? Yes

Overall evaluation scores are analyzed for areas of weakness and professional development is provided. Example, C2. Evidence of differentiated instruction and assessment (Part C instruction) was low one year, so the following semester special education staff designed professional development to increase scores.

b. Teacher Compensation? Yes

Teachers are eligible for up to 9% merit based on scores of the evaluation

c. Teacher Promotions? Yes

Teachers that do not achieve the "Meets Expectation" level of performance will not be recommended for level II to the State. As of 2011-12, a teacher must achieve "Exceeds Expectations" or above for the previous two semesters in order for a teacher to move into a lead position.

d. Teacher Retention and Removal? Yes

Teachers that do not achieve the "Meets Expectation" level of performance will not be recommended for level II to the State.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Student achievement outcomes are measured in two different categories. First we measure the percentage of students a teacher has that have achieved certain grade levels in their classes. The second category is asynchronous progress. This measures the percentage of students who are working ahead of schedule. The premise here, students learn more, and retain it, if they pace it out over the semester rather than waiting until the last minute.

**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

Our form uses the following rubric for our evaluation: Unsatisfactory 0-20 pts; Needs Improvement 21-32 pts; Meets Expectations 33-46 pts; Exceeds Expectations 47-60 pts; Distinguished 61-71 pts

**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 35

Number Not Rated 0

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**LEA Teacher Evaluations Detail:**

	<b>Total Employed</b>	<b>Not Rated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>(Denominator)</b>	<b>(Numerator) %</b>						
Unsatisfactory/Satisfactory			Unsatisfactory	Satisfactory	Satisfactory	Satisfactory		Satisfactory
21st Century Cyber CS	35	0 0%	0 0%	0 0%	19 54.3%	15 42.9%	0 0%	1 2.9%
<b>Totals</b>	<b>35</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>19 54.3%</b>	<b>15 42.9%</b>	<b>0 0%</b>	<b>1 2.9%</b>

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- 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

**PRINCIPAL INFORMATION**

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

The Chester County Intermediate Unit Administrator Evaluation, which is used by 21CCCS is the product of a comprehensive study of several models of evaluation. The criteria selected for the tool were matched to the organization's mission to provide quality, innovative and cost-effective programs to enhance the lives of students and members of our communities. The evaluation is comprised of four core job responsibilities and seven areas of performance. The principal and his/her supervisor select the specific job responsibilities to include on the evaluation form based on individual and building needs. These account for thirty-five per cent of the final score. Performance areas, sixty-five per cent of the final score, include Communication, Supervision, Problem-Solving, Accountability and Responsibility, Collaboration and Teamwork, Continuing Professional Development and Initiative. A descriptive rubric accompanies each performance area to clarify expectations. The summative evaluation score is converted to Unsatisfactory, Needs Improvement, Meets Expectations, Exceeds Expectations or Distinguished. The Administrator Evaluation is used to determine merit based bonuses and to identify individuals for career advancement.

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

- a. Principal Development? No
- b. Principal Compensation? Yes  
Yes, the Principal is eligible for up to 6% merit based on scores earned in the evaluation
- c. Principal Promotions? NA
- d. Principal Retention and Removal? Yes

Yes - Low score can be grounds for an employee action plan, or reasoning for not inviting the principal back the following year.

**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)? Twice a year
- b. Experienced Principals (More than 3 Years)? Twice a year

**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

Supervision, one of the seven categories, has a 50% added weight because of the number of items in the rubric that fall under that category

**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 Standardized Principal Evaluation System?** Yes

**LEA Principal Evaluations Summary:**

Number Rated	2
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>2</u></u>

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	Satisfactory	Satisfactory	NA	Satisfactory
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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