

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:**

ARISE Academy Charter High School

**AUN Number:**

168518013

**Address:**

1118 Market Street Philadelphia, PA, 19104

**Name Superintendent or Chief School Administrator:**

Gabriel Kuriloff

**For Information Contact:**

Gabriel Kuriloff

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215-563-5374

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TEACHER INFORMATION

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

During the 2011-2012 school year Arise Academy conducted a multi-faceted teacher evaluation and support program. Teachers received informal feedback from instructional walkthroughs, some pure coaching, direct support from instructional coaches in content areas, at least two or three formal evaluations and a summary rating and evaluation using PDE form 426. We used Charlotte Danielson's work on professional practice to frame and support teacher growth and development. All formal and informal observations were conducted by the CEO and Director of Operations, both certified principals. Additional support observations were conducted by consultants in curriculum and instruction and special education.

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

a. Teacher Development? Yes

As teachers are evaluated data is discussed and analyzed by administrators who use the data to inform and revise professional development plans. General observational data is used to inform how specific professional development domains are tailored to the needs of individual teachers and data from across evaluations is used to adjust and refine the scope of the professional development plan.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

When teachers are considered for leadership positions the strength of their evaluation is a primary factor in determining promotion. Teachers who are rated highly effective are encouraged to take on leadership roles including serving as a lead teacher or instructional coach or helping support other aspects of the school program.

d. Teacher Retention and Removal? Yes

Teachers who are rated unsatisfactory are not retained at Arise.

**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)? More than twice a year

b. Experienced Teachers (More than 3 Years)? More than 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

In 2011-2012 we used the rubric on form PDE 426 to evaluate staff and rate their performance

**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	15
Number Not Rated	0
Total Number Employed	<u>15</u>

## 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	Satisfactory	Satisfactory
ARISE Academy Charter High	15	0 0%	0 0%	0 0%	0 0%	2 13.3%	2 13.3%	11 73.3%
<b>Totals</b>	<b>15</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>2 13.3%</b>	<b>2 13.3%</b>	<b>11 73.3%</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 2012 employment contract outlines specific goals and responsibilities that the Board of Trustees put forth for the Arise Academy Charter High School Principal/CEO (hereafter, CEO), that are aligned with both expected responsibilities of a school CEO and also the mission of Arise Academy. The areas of focus are separated in to the following broad categories with detailed responsibilities outlined for each: Staff Leadership, Administrative Oversight, Plant Management, Public Relations, Professional Growth and Effective Communications. These categories include goals and responsibilities from both an internal and external stakeholder perspective given that Arise's population has important external stakeholders, including the Charter School Office, the Department Of Human Services, student advocates and other provider care agencies. The success of the school's mission requires equal focus on the internal daily operations of the school as well as deep relations with the school's and students' external stakeholders. The Board of Trustees formally meets annually to evaluate the CEO against the responsibilities outlined in the employment agreement, the input of which is received primarily from the following areas: periodic board observation in the school before, during and after the school day; discussions with students and faculty; input from the administration on school climate; discussions with external stakeholders; Board meeting observations, including the comprehensiveness, consistency and preparedness of Board materials and a self-evaluation by the school leader. The Board has also informally utilized an evaluation tool provided by Foundations, Inc., the school's third party business and school services provider. The Board of Trustees will rate the CEO "Did not meet/Partially met expectations," "Met expectations," or "Exceeded expectations" for each goal in each category described above, and will then provide an overall rating. The results of the 2012 annual review is provided to the CEO verbally by the Chairman of the Board and is used as a foundation to set goals and responsibilities for the upcoming school year. The 2012 emplo

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

a. Principal Development? Yes

The CEO/Principal evaluation process is used to identify two to three domains for professional development and growth. The Arise Board supports the CEO in obtaining and taking advantage of resources for growth in these areas. Resources include consultant services, professional workshops, school visits, and other growth opportunities.

b. Principal Compensation? No

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

The CEO/Principal evaluation process is results in a single rating on a scoring guide from 1-5 where 5 equals "consistently exceeds expectations and 1 is "Does not meet expectations." If the CEO/Principal does not score a minimum of a three on this scale he/she will not be retained.

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

- a. Student Achievement Outcomes? Yes
- b. Student Growth Data? No

School progress towards state and local goals (AYP and other measures) is a factor in the evaluation of the CEO. The board of directors requires regular updates on student progress and yearly improvements are an essential factor in retaining and advancing school leadership.

**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

Our CEO evaluation process developed by a local educational consulting group. The evaluation process incorporates 360 degree feedback across 10 domains: School Environment, Human Relations/Personnel Mgmt, Job Knowledge, Leadership, Mgmt & Admin, Curriculum & Program Assessment, Integration & Technology, Professional Conduct, Communication, Reporting & Board Relations

**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	1
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>1</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	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	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