

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:**

ASPIRA Bilingual Cyber Charter School

**AUN Number:**

181519176

**Address:**

4322 North 5th Street, 2nd Floor Philadelphia, PA, 19140

**Name Superintendent or Chief School Administrator:**

Lucila Paramo, Ed.D.

**For Information Contact:**

Lucila Paramo, Ed.D.

**Email:**

lparamo@aspirapa.org

**Phone:**

215-455-1300

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TEACHER INFORMATION

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

In the ASPIRE System of Professional Development, \* all teachers are evaluated informally 10 times by an Administrator/Instructional Coach Apprentice (virtual walkthroughs) through out the school year, \* all teachers are observed 4 times formally by administrators and teacher coaches, \* all announced observations begin with a preconference (2), \* all observations are followed with a post conference which identify an area of refinement and an area of reinforcement. Certified ASPIRE evaluators use an instructional rubric with specific indicators and descriptors to evaluate the classroom teachers. Some of the indicators are: instructional plans, assesment plans, standards and objectives, presenting instructional content, learning activities and materials, learning groups, questioning, academic feedback, critical thinking and problem solving.

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

a. Teacher Development? Yes

The PDs are developed based on the teacher needs.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

We have a heirarchy of support for instructinal staff if a teacher has excepetional performance evaluations then recommendations are made for advancement within the organization. Some of the positions are: Master Teacher and Instructional Leadership Apprentice/Instructional Coach.

d. Teacher Retention and Removal? Yes

Teacher evaluations coupled with coaching support provided are used to determine if a teacher will remain employed with us.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

The ongoing data analysis to obtain student growth which correlates with teacher performance criteria. The Aspire rubric is based on Charlotte Danielson's rubric for evaluating instructional performance.

**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

The Aspire rubric was used for academic year 2011-2012 which was used in all ASPIRA Charter Schools.

**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	7
Number Not Rated	0
Total Number Employed	<u>7</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
ASPIRA Bilingual Cyber Charte	7	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7 100%
<b>Totals</b>	<b>7</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>7 100%</b>

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

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## PRINCIPAL INFORMATION

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

Last academic year, the principal was not evaluated nor was there a tool for evaluation. The board of trustees is presently developing an evaluation tool for the upcoming 2012-2013 school year.

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

- a. Principal Development? NA
- b. Principal Compensation? NA
- c. Principal Promotions? NA
- d. Principal Retention and Removal? NA

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

- a. Student Achievement Outcomes? NA
- b. Student Growth Data? NA

**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

Number Not Rated

Total Number Employed

_____	1
_____	1
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**LEA Principal Evaluation 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
<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

Note: - 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