

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:**

Agora Cyber CS

**AUN Number:**

126510020

**Address:**

995 Old Eagle School Rd Suite 315 Wayne, PA, 19087

**Name Superintendent or Chief School Administrator:**

Sharon Williams, Head of School

**For Information Contact:**

Christina Rivera

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610-230-0775

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TEACHER INFORMATION

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

Our Evaluation Performance Review was created by a team of administrators and teachers after review of Agora's goals, mission and PDE's forms 428 and 426. The evaluation reviews evidence to determine if a teacher met requirements in three categories identified as characteristics of a successful and effective academic professional. The three areas are Instruction, Metrics and Professionalism. A fourth area of the evaluation was a portfolio/self assessment prepared by the teacher. Points were assigned if criteria was met. Under Instruction the breakdown was: 40 for Distinguished, 30 for Proficient, 20 for Needs Improvement/Progress, or 10 points for Unsatisfactory. Metrics reviewed peer groups: >15% below Peer Group (0), 5-15% below Peer Group (2-3), +/- 5% of Peer Average(5), 5-15% above Peer Group (7-9) , >15% above Peer Group (10). Professionalism which included being a collaborative team member, embracing school culture and professional communication with families and staff accounted for 25% of the evaluation. This area promoted discussion of possible growth and professional development. The evaluation also included employee reflections, employee goals and professional development goals. Academic Directors conducted an evaluation with each teacher twice a year. The evaluation was completed by the Academic Director or Program Support and was then reviewed with the teacher during an over the phone or face to face conference. At that time the teacher can provide additional feedback. Teachers sign the evaluation confirming that the review was discussed in detail with the evaluator. Signing this form does not indicate agreement with the evaluation. The Director and Agora's Head of School signed each Plan. The completed Plans are maintained in the personnel file. The information gathered from the evaluations was used to assist with employment decisions such as promotions, transfers, decisions for continuing employment agreements for the new school year, and identifying if Improvement Plans are required to assist a teacher meet goals. Teacher suggestions and feedback on the evaluations were used to assist with planning of professional development and teacher trainings. The goal is to provide our students with an instructor who can identify and effectively address instructional needs, maximize our students' strengths, and ultimately provide our students with the tools to be academically successful.

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

a. Teacher Development? Yes

During the evaluation process professional development goals and how they relate to the criteria for effective teaching are reviewed. Teachers provide suggestions for professional development activities to assist in accomplishing their goals. The 12-13 school year professional development plan was created after a review of the 11-12 school year evaluation feedback and overall scores.

b. Teacher Compensation? Yes

The performance evaluations are used by Administration during consideration of a teacher's employment agreement at the end of the school year. During the school year a poor rating may result in the implementation of an Improvement Plan which will be reviewed within 30 days. Failure to meet improvement goals may lead to termination of employment.

c. Teacher Promotions? Yes

The criteria of the performance evaluations reflect qualities that will assist an educational leader. A teacher who has met all requirements has demonstrated a strong understanding of Agora's educational model and goals. This information is taken into consideration when a teacher applies for a position on the Leadership Team.

d. Teacher Retention and Removal? Yes

Teachers are monitored and observed during the school year. A poor performance during an observation or poor student proficiency rates on assessments may result in the implementation of an Improvement Plan which will be reviewed within 30 days. During that time additional professional development and mentoring is provided. Lack of improvement may lead to removal during the school year. An employee who has a poor performance at the end of the school year will not be offered a new instructional contract for the coming school year.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

A review of student metrics accounted for 30% of each evaluation. The criteria included student participation and academic growth as measured through the Scantron Performance or DORA/DOMA results. Scantron Performance and DORA/DOMA completion was based on the number of students who demonstrated at least one year's worth of growth from the Fall to the Spring Assessment. This area also included a review of student mastery on grade level standards and/or course content. Mastery was indicated by passing rate for grades 7-12 and mastery on monthly post assessment for grades K-6.

**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

The evaluation form reviewed four areas: Instruction, Metrics, Professionalism and Portfolio/Self-Assessment. The Essential Elements of Instruction was utilized as the criteria for evaluating Instructional Practices. Instruction accounted for 40% of the evaluation. Sources of Evidence included a final observation score and a review of the recordings made available to our students. Metrics accounted for 30%. The source was a review of student data. Professionalism accounted for 25%. The criteria included the following description: Teacher maintains a high level of knowledge regarding his or her subject area and collaborates effectively with colleagues. A professional teacher is always eager to learn by attending new training and reporting back to the team. 5% of the evaluation was a review of the Portfolio/Self Assessment that demonstrated evidence of school culture and community, focus on guiding students on their path to graduation and post-secondary planning, and collaboration to build a stronger team.

**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		316
Number Not Rated		0
Total Number Employed		316

**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	NA	NA	Satisfactory	Satisfactory	Satisfactory
Agora Cyber CS	316	0 0%	0 0%	0 0%	0 0%	5 1.6%	243 76.9%	68 21.5%
<b>Totals</b>	<b>316</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>5 1.6%</b>	<b>243 76.9%</b>	<b>68 21.5%</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:

Agora's Principals are supervised by K12, Inc with oversight by the School Board. Principals are reviewed annually by their K12 Regional Vice president. The K12 Employee Performance Review Form is on a 5 point scale. Included in the review are ratings of Job Knowledge, Quality of Work, Efficiency of Work, Communication Skills, Initiative, Execution, Innovation and Compliance to PA regulatory guidelines and best practices. During the review Principals provide information on accomplishments and potential areas of improvement as well as developmental goals for the coming school year. The overall rating is subject to the manager's discretion with a suggested weighting provided. Employee and their Manager sign and date the Performance Review Form.

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

- a. Principal Development? Yes

During the Performance Evaluation goals and strengths are reviewed. At that time professional development in specific areas for growth are planned. Principals are K12, Inc employees and receive ongoing professional development during the school year

- b. Principal Compensation? Yes

Bonuses are impacted by performance.

- c. Principal Promotions? Yes

The criteria of the performance evaluations reflect qualities that will assist an educational leader. A principal who has met all requirements has demonstrated a strong understanding of Agora's educational model and goals. This information is taken into consideration for advancement within Agora or through K12, Inc.

- d. Principal Retention and Removal? Yes

Poor performance may lead to dismissal and/or reassignment.

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

- a. Student Achievement Outcomes? Yes

- b. Student Growth Data? Yes

Student achievement and student growth are included in the Principal's Performance Evaluation. These are measured on the Scantron Performance Series growth, passing rates, promotion to the next grade and course completion rates. School goals are shared during the year and the Principal's rating is based on their achievement of the goals.

### 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

Agora is managed by K12, Inc. The k12 Employee Performance Review Form is used to evaluate our Principals. It is on a five point scale from 0 to 4. They are as follows:  
0 = START DATE AT K12 AFTER 3/31/11 = NEEDS ADDITIONAL DEVELOPMENT to be functional in position or requires coaching in order to be a positive contributor to organizational culture.  
2 = MEETS SOME EXPECTATIONS. Functional in position some of the time, keeps commitments and makes a positive contribution to organizational culture.  
3 = MEETS ALL EXPECTATIONS. Functional in position all of the time, keeps commitments, makes a positive contribution to organizational culture, and contributes to business solutions.  
4 = EXCEEDS ALL EXPECTATIONS. Functional in position all of the time, keeps commitments, makes a positive contribution to organizational culture, contributes to business solutions, is a leader in his/her discipline and

is always cross-functionally well regarded (General Guideline = 10% of employees)  
Section 1: FY2010 Accomplishments and Potential Areas of Improvement – 50%  
and

All weightings are subject to manager's discretion with suggested weighting of the overall rating as follows:  
Core Values – 10% Section 2: Skills & Competencies – 40%

**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	4
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>4</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	NA	NA	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