

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

GENERAL INFORMATION

LEA Name:

Antonia Pantoja Community Charter School

AUN Number:

104510394

Address:

4101 North American Street Philadelphia, PA, 19140

Name Superintendent or Chief School Administrator:

Evelyn Nunez

For Information Contact:

Sandra Gonzalez

Email:

sgonzalez@pantoja.aspirapa.org

Phone:

215-329-2733

TEACHER INFORMATION

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 30 times by an administrator (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

Based on the areas of refinement for the previous year and throughout the year we provide one on one coaching development and whole group professional development.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

When we have a teacher coach vacancy, we refer to the teachers' evaluation results and identify possible candidates. Teacher coaches in our system are teachers of teachers and provide ongoing coaching and professional development to our teachers.

d. Teacher Retention and Removal? Yes

If a teacher is not progressing in their area of refinement we assign a coteacher and create an action plan with a timeline. Ongoing planning takes place with support personnel. We try to ensure the teacher receives ample support on a weekly basis. A contract is not reissued to staff who are not compliant or trying.

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

Teachers are evaluated on an instructional rubric with 14 indicators. The possible scores range from 1-5 with 5 being atypically outstanding.

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	56
Number Not Rated	1
Total Number Employed	<u>57</u>

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
Unsatisfactory/Satisfactory			Unsatisfactory	Unsatisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Antonia Pantoja Community Ch	57	1 1.8 %	0 0 %	11 19.3 %	39 68.4 %	6 10.5 %	0 0 %	0 0 %
Totals	57	1 1.8 %	0 0 %	11 19.3 %	39 68.4 %	6 10.5 %	0 0 %	0 0 %

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:

Last school year, the principal was not evaluated nor was there a tool for evaluation. Moving forward, the board of trustees is presently developing an evaluation tool for the 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
=====

LEA Principal Evaluation Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	(Denominator)	(Numerator) %						
Unsatisfactory/Satisfactory			Unsatisfactory					Satisfactory
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