

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

GENERAL INFORMATION

LEA Name:

Belmont Academy Charter School

AUN Number:

126513070

Address:

907 N 41st St Philadelphia, PA, 19104

Name Superintendent or Chief School Administrator:

Jennifer Faustman

For Information Contact:

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TEACHER INFORMATION

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

Teachers are evaluated using a form designed by the Belmont Academy Charter School instructional leadership team based on proven research-based instructional best practices. This form includes teacher ratings on multiple skills within each of the following performance areas: Planning & Preparation for Learning, Classroom Culture, Delivery of Instruction, Differentiation, Social-Emotional Learning, Monitoring & Assessment, and Professionalism. For each skill in these performance areas, teachers are rated as Accomplished, Proficient, Developing, or Unsatisfactory based on the specific expectations outlined on the form for the rating criteria for each skill. Instructional coaches and school directors work collaboratively to evaluate each teacher twice yearly. Reliability and validity is protected by using at least two evaluators and requiring multiple forms of evidence to determine performance ratings. All teachers work with evaluators to develop at least three goals for improvement based on areas of the evaluation in which performance improvement is necessary or suggested. If a teacher is rated as "Unsatisfactory" in an performance area or skill, a teacher improvement plan is put in place which includes specific goals for satisfactory improvement as well as a plan with deadlines for the completion of the steps needed for improvement. Teachers placed on improvement plans are expected to meet their goals by the deadlines set. If goals are not met, a teacher may not be retained for the following school year. Instructional coaches and school directors provide continued individualized support to all teachers in their professional goals. Professional developments are designed and differentiated throughout the school year based on teachers' needs as outlined in their evaluations.

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

- a. Teacher Development? Yes

Instructional coaches use teacher performance evaluation information to determine the most appropriate types and levels of supports to provide teachers, both individually and as a group. Teacher professional developments are planned based on the areas of teacher performance in which teachers demonstrate the greatest need.

- b. Teacher Compensation? No

- c. Teacher Promotions? Yes

Grade Level Chairs and Cohort Chairs are teacher leaders among their grade levels and grade cohorts (comprised of multiple grade level groups). Teachers are promoted to these positions based on excellence demonstrated in their performance evaluations. In addition, teachers have been promoted to other positions such as Instructional Coach and Director of Special Education based on exemplary performance as a teacher.

- d. Teacher Retention and Removal? Yes

Teachers who are not meeting the standards for adequate teacher performance are placed on a teacher improvement plan in which goals and steps for improvement are outlined. If goals are not met or if the teacher does not make adequate improvements, the teacher's contract may not be renewed for the following school year.

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)? 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 rubric system used in our teacher evaluation system includes teacher performance on skills in the following categories: Planning & Preparation for Learning, Classroom Culture, Delivery of Instruction, Differentiation, Social-Emotional Learning, Monitoring & Assessment, and Professionalism. Teachers are rated as Accomplished, Proficient, Developing, or Unsatisfactory on each skill within these areas.

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 11

Number Not Rated 0

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	Satisfactory	Satisfactory	Satisfactory		Satisfactory
Belmont Academy Charter Sch	11	0 0 %	1 9.1 %	3 27.3 %	5 45.5 %	2 18.2 %	0 0 %	0 0 %
Totals	11	0 0 %	1 9.1 %	3 27.3 %	5 45.5 %	2 18.2 %	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:

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

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

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

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

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)?
- b. Experienced Principals (More than 3 Years)?

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.

Does the LEA publicly report principal evaluation data by school?

- a. Yes or No? (Web link provided if applicable.)

Does your LEA have at least one Principal position? No

Does your LEA have at Standarized Principal Evaluation System?

LEA Principal Evaluations Summary:

Number Rated	
Number Not Rated	_____0.
Total Number Employed	=====

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
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