

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:**

Boys Latin of Philadelphia CS

**AUN Number:**

185515523

**Address:**

5501 Cedar Avenue Philadelphia, PA, 19143

**Name Superintendent or Chief School Administrator:**

David Hardy

**For Information Contact:**

Noah Tennant

**Email:**

ntennant@boyslatin.org

**Phone:**

215-387-5149

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**TEACHER INFORMATION**

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

Teachers are evaluated by the Principal and Assistant Principal using a four-tiered system, which includes the following: 1) Professional Goals: Teachers are asked to set goals annually. It is the expectation that one goal focus on the school-wide goal of critical thinking. Teachers have some autonomy in the other goals. Teachers will meet with the Principal every September to discuss the year's goals and then again in the spring to assess growth toward those goals. Teachers are encouraged to use these goals as opportunities to take risks and try to new approaches to their instruction. 2) Walk-Throughs: The Principal and Assistant Principal conduct walk-throughs to provide regular and frequent feedback to teachers on their instructional practices. The walk-through form serves as a metric for critical thinking and student engagement. 3) Formal Observations: The Principal and Assistant Principal conduct formal observations on every faculty member. These observations focus on classroom environment, classroom pedagogy; classroom content, and critical thinking. 4) Summative Evaluations: Teachers conference with the Principal or Assistant Principal at the conclusion of each year and receive a written evaluation that reflects upon their strengths, areas for growth, and professional goals.

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

a. Teacher Development? Yes

Our evaluation process is very goal oriented. Teachers establish individual goals; departments establish department-wide goals; and the school -- as a community -- works toward a common goal. At the conclusion of each school year, teachers meet with administration to assess progress toward goals. Depending on said progress, plans are put in place to properly support the teachers' work.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

We identify teachers with a desire for greater leadership opportunities and work to build their capacity for leadership in the school community. These teachers are asked to serve as coordinators to exercise and demonstrate their leadership skillset.

d. Teacher Retention and Removal? Yes

Decisions are made annually on teacher retention or removal based on their ability to meet the goals they are given by administration.

**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. No

**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 36

Number Not Rated 0

Total Number Employed 36

**LEA Teacher Evaluations 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	NA	NA	NA	NA	Satisfactory
Boys Latin of Philadelphia CS	36	0 0 %	1 2.8 %	0 0 %	0 0 %	0 0 %	0 0 %	35 97.2 %
<b>Totals</b>	<b>36</b>	<b>0 0 %</b>	<b>1 2.8 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>0 0 %</b>	<b>35 97.2 %</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:**

The principal is evaluated on holistic system that takes into account organizational leadership, community leadership, and instructional leadership.

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

a. Principal Development? Yes

The principal is encouraged or mandated to attend sessions pertaining to his/her developmental needs.

b. Principal Compensation? Yes

The principal's contract is based on the achievement of goals.

c. Principal Promotions? Yes

School administrators are placed on leadership tracks for advancement based on their performance and professional goals.

d. Principal Retention and Removal? Yes

Principals are evaluated annually to determine continued contracts.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

The principal sets goals related to student achievement and student growth. The achievement of these goals is measured annually.

**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. 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 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					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