

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2012-13 Rating Period

GENERAL INFORMATION

LEA Name:

ASPIRA Bilingual Cyber Charter School

AUN Number:

181519176

Address:

4322 N 5th Street, 3rd Floor Philadelphia, PA 19140

Name Superintendent or Chief School Administrator:

Dr. Lucila Paramo

For Information Contact:

Yolanda Cooper

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Phone:

267-338-1045

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 8-10 times by an administrator (walkthroughs) through out the school year, all teachers are observed 2 times formally by administrators and teacher coaches, all announced observations begin with a preconference (1), all observations are followed with a post conference which identify an area of refinement and an area of reinforcement. Certified ASPIRE evaluators use a Professional Instructional Rubric with specific indicators and descriptors to evaluate classroom teachers. Some of the indicators are relative to Designing and Planning Instruction such as: instructional and assessment plans, while other indicators apply to the Implementation of Instruction such as: standards and objectives, presenting instructional content, learning activities and materials, learning groups, academic feedback and questioning, and lesson structure.

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

a. Teacher Development?

Yes

We conduct Professional Growth Workshops where we link teachers to workshops that relate to a professional growth need based on their evaluations.

- b. Teacher Compensation? No
- c. Teacher Promotions? Yes

There are opportunities for growth within our organization. One such role is "Master Teacher" and teacher performance evaluations as well as professional degrees are reviewed to determine one's eligibility for candidacy. The same process is used for an Administration role.

- d. Teacher Retention and Removal? Yes

Teachers are retained or removed using information from their evaluations. A teacher is placed on an Action Plan if they receive an unsatisfactory evaluation. The Action Plan outlines what the teacher must do to improve and the time-frame for demonstrating such improvement. Teachers that are in good standing with their evaluations are offered another year's contract.

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 Leadership uses data from high stakes test (PSSA/Keystone) and Benchmarks to develop a school plan. The purpose of the plan is to increase the likelihood that teachers are implementing specific and effective classroom interventions and that they can directly link changes in student achievement to those interventions for increased student achievement.

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

A comprehensive rubric on designing and planning instruction and implementing instruction that consist of professional indicators to measure teaching skills, knowledge and responsibilities is used to evaluate teachers. The primary purpose is to provide the basis of support teachers receive for their own professional growth.

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	<hr/> 7 <hr/> <hr/>

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	Unsatisfactory	Satisfactory	Satisfactory		Satisfactory
ASPIRA Bilingual Cyber Charte	7	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7 100%
Totals	7	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7 100%

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numberator) by the building total (Denominator)

- 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**

PRINCIPAL INFORMATION

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

Principals are evaluated by the Chief Academic Officer twice per year. Assistant Principals are evaluated by the Principal also twice per year. Evaluators received training on the form and the rubric used. Those Principals who do not achieve a satisfactory rating must follow an action plan until the next evaluation (usually 90 days). Below is a sample of how the evaluation tool works.

Directions: All categories in this form must be assessed as well as all sources of evidence. Place a check mark in the column that best describes the principal's performance as it relates to each indicator ("Significantly Above Expectation (SE)", "Above Expectation (AE)", "Meets Expectation (ME)", or "Below Expectation (BE)") there are points associated with each level of performance (see below). At the end of each category, add the number of check marks in each column and multiply the total number by the points assigned to the performance level. An Improvement Plan must be developed to address area(s) identified as Below Expectation. Evaluator must complete an overall assessment, which must clearly indicate the principal's performance standing. Example: PRINCIPAL'S PERFORMANCE DEMONSTRATES: SE AE ME BE1 Knowledge of content and pedagogy

2 Knowledge of Pennsylvania's Academic Standards 3 Knowledge of students and how to use this knowledge to inform instruction 4 Clear and appropriate instructional goals that reflect content standards and high expectations for students Score: SE(4points) x 2 = 8, AE(3points) x 1 = 3, ME(2points) x 1 = 2, BE(1point) x 1 = 1 Total = 14 DEFINITION Significantly Above Expectation [SE] 4 points The candidate extensively demonstrates indicators of performance. Above Expectation [AE] 3 points The candidate consistently demonstrates indicators of performance. Meets Expectation [ME] 2 points The candidate adequately demonstrates indicators of performance. Below Expectation [BE] 1 point The candidate rarely demonstrates indicators of performance.

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

- a. Principal Development? No
- b. Principal Compensation? No
- c. Principal Promotions? Yes

Those assistant principals who consistently score 'above expectations' are the first to be considered for any open principal position or director position at the district level.

- d. Principal Retention and Removal? Yes

An unsatisfactory rating will prompt not renewing an annual contract or an extended probationary period. An action plan is generated for any rating less than satisfactory. Annual contract renewal is dependent upon at least a satisfactory rating at the end of the school year.

Does the LEA principal 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 Principals (Less than 3 Years)? Twice a year
- b. Experienced Principals (More than 3 Years)? Twice a year

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

Principals are rated in six categories: Instructional Leadership & Management, Organizational Climate & Morale, Personnel Management, Student & Community Relationships, Personal/Professional Development, and Professional Behavior & Ethics. The rubric's ratings are calculated as follows: Significantly Above Expectation [SE] 4 points, Above Expectation [AE] 3 points, Meets Expectation [ME] 2 points, and Below Expectation [BE] 1 point. A minimum of 80 points must be earned to be considered a satisfactory rating. The rubric is made to match the teacher evaluation tool which is based on the Charlotte Danielson model.

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	0	
Total Number Employed	1	

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	Satisfactory	Satisfactory	NA	Satisfactory

Totals	*	* %	* %	* %	* %	* %	* %	* %

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**