

Pennsylvania  
Department of Education  
Teacher and Principal Evaluation Information  
Individual LEA Data  
For the 2012-13 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 on a four-tier teacher evaluation system based on the research of Downey (walk-throughs) and Enoch Hale (Critical Thinking) that includes the following components: 1. Professional Goals -- teachers are asked to set goals annually. It is the expectation that one goal focus on the school-wide goal which is developed each year (i.e. critical thinking, writing across the curriculum). Teachers have some autonomy with the development of their other goals. Teachers will meet with administrators in September of each year 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 new approaches to their instruction. 2. Walk-Throughs -- We implement a walk-through process to provide more regular and frequent feedback to teachers on their instructional practices. The walk-through form serves as a metric for critical thinking and student engagement, and it provides immediate feedback to teachers. 3. Formal Observations -- Formal observations are done on every faculty member annually. These observations focus on classroom environment, classroom pedagogy, classroom content and instructional data, and critical thinking. 4. Summative Evaluations -- Teachers conference with administrators at the conclusion of the year and receive a written holistic evaluation that reflects upon their strengths, areas for growth, professional goals, and results as reflected through student data.

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

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

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

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

**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
	36

**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					Satisfactory
Boys Latin of Philadelphia CS	*	* %	* %	* %	* %	* %	* %	* %
<b>Totals</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

## PRINCIPAL INFORMATION

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

Principal's are evaluated based on holistic measures determined by the CEO to include data on student achievement, faculty development, organizational management, and community leadership.

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

a. Principal Development? Yes

It determines the conferences, workshops, etc. that the principal attends.

b. Principal Compensation? Yes

c. Principal Promotions? NA

d. Principal Retention and Removal? Yes

There is no tenure here.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

### How often does the LEA formally evaluate:

a. New Principals (Less than 3 Years)? Annually

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 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
<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**

