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

It is always BCMCS’s attempt to go with the educational best practices, and it is the intent of the Teacher Evaluation Processes, consisting of Formal and Informal Methods (both announced and unannounced), to be a productive and useful progression and course of development for helping teachers become more effective in their teaching and profession. The Informal Evaluation Process is a constant and ongoing practice, being documented and noted on an occurring basis. Informal evaluation observations will be added to appropriate BCMCS evaluation forms in accordance to instance, observances and occurrences in performance, comprising a portion of the summative evaluation(s) at the end of each school year. The Formal Evaluation Process is completed in accordance to the following manner: Formal Evaluation Process: There are three main steps that encompass the BCMCS formal evaluation process:

1. Determination of Documentation For
2. Pre-Observation
3. Formal Observation
4. Post-Observation

Determination of Documentation Form: All BCMCS instructional staff will utilize at least one, or multiple, if having multiple certification and/or credentials, of the listed Observation Forms: PDE-426 for all PA/State Certified staff.

Does the LEA use the results of the teacher evaluation system described above in decisions regarding:
a. Teacher Development? No
b. Teacher Compensation? Yes
   Set and approved pay raise percentages are based on positive, stagnant or declining evaluation scores.
c. Teacher Promotions? No
d. Teacher Retention and Removal? No

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:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>19</td>
</tr>
<tr>
<td>Number Not Rated</td>
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<tr>
<td>Total Number Employed</td>
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LEA Teacher Evaluations Detail:
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<th>Level 1</th>
<th>Level 2</th>
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<th>Level 4</th>
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<tbody>
<tr>
<td></td>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
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<td></td>
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<tr>
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<td>0 %</td>
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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 cannot 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:

With the Principal’s contract or written agreement for employment with BCMCS, the role of the Principal will be outlined with a ‘Job Description’ demarking the Standard Qualifications & Basic Requirements that he/she is being hired to perform. The Job Description includes the duties and expectations of the job as well as the ‘Performance Standards’ which will serve as the basis for his/her Performance Evaluation. The Job Description for all administrative staff members who report to the BOT President will be prepared and presented by the BOT President or his/her designate with the approval of the HR Committee of the Board of Trustees. Job Descriptions including Standard Qualifications and Basic Requirements, Duties & Expectations, and Performance Standards may be modified or changed by the Principal and/or BOT President at the discretion of the Board of Trustees, based on the needs of the school, provided that ample written notice is provided to those staff members affected by the modification or change. Such modifications and/or changes will not be typical practice, but is reserved to satisfy needs of the school.

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

- a. Principal Development? No
- b. Principal Compensation? Yes
  - Set and approved pay raise percentages are based on positive, stagnant or declining evaluation scores.
- c. Principal Promotions? No
- d. Principal Retention and Removal? No

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)? 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 a Standardized Principal Evaluation System? Yes

**LEA Principal Evaluations Summary:**

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<th>Number Rated</th>
<th>Number Not Rated</th>
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**LEA Principal Evaluation Detail:**

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</thead>
<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator) %</td>
<td>(Numerator) %</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>Totals</td>
<td>* %</td>
<td>* %</td>
</tr>
</tbody>
</table>

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 cannot 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.