

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

GENERAL INFORMATION

LEA Name:

Community Academy of Philadelphia CS

AUN Number:

126512840

Address:

1100 E Erie Ave Philadelphia, PA 19124

Name Superintendent or Chief School Administrator:

Joseph H Proietta

For Information Contact:

Alberta O'Brien

Email:

jproietta@communityacademy.org

Phone:

2155336700

TEACHER INFORMATION

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

Our teacher evaluation process is intended to provide both teachers and our students with the most favorable conditions for teaching and learning. Teachers are formally evaluated in each of the four domains of professional practice supported by the research of Charlotte Danielson and Thomas McGreal in Teacher Evaluation: To Enhance Professional Practice including learning atmosphere, planning and preparation, instructional delivery, and professionalism. In addition, our teacher evaluation tool adds a fifth domain of mission and philosophy, which we have found to be integral to success in our 34 years of service to at-risk youth. Within these five domains, teachers are rated on a total 25 objectives using a three-point rating scale. A score of 3 indicates Satisfactory performance, 2 indicates performance that Needs Improvement, and 1 indicates Unsatisfactory performance. In addition to the numeric rating, a principal has the option to add specific comments for any of the 25 objectives. The principal shares all comments with the observed teacher during a formal post-conference typically held later that day or the following day. The teacher and principal together share thoughts about what went on during the class, discuss any problems that arose, problem solve, if necessary, and ascertain any further support needed for the teacher. Note: For purposes of Instructional II certification, our evaluation form is transferred to the PDE 476 form provided by the State of Pennsylvania. At minimum, the division principal formally observes non-tenured teachers twice each year. Tenured teachers are formally evaluated once each year in May. All principals that evaluate teacher performance attend Pennsylvania Inspired Leadership, (PIL)-accredited workshops during the school year. All of our division principals possess Principal K-12 Administrative certification and are up-to-date with all necessary PIL credits. All formal observations are scheduled and observations take place during an entire class period. All teacher evaluations are completed by our division principals. In addition to these formal evaluations, teachers are informally evaluated on an on-going basis, and informal observations are discussed with

teachers as needed. Upper school department heads also conduct informal evaluations; however, all formal evaluations of teachers that would effect employment decisions, promotion/demotion, and which would become part of the employee's permanent file are completed by the our Pennsylvania State certified division principals.

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

a. Teacher Development? Yes

Teacher Performance Evaluations are used for professional development for example, higher order thinking skills. We noticed that evaluations showed a short coming of HOTS in class, therefore a new program was initiated. Therefore, students skills could be increased.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Satisfactory performance on an evaluation is only part of the process. Certifications and other determinators are part of the process depending upon the position of advancement.

d. Teacher Retention and Removal? Yes

Teachers that consistently perform badly may be terminated.

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)? Annually

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

Our teacher evaluation process is intended to provide both teachers and our students with the most favorable conditions for teaching and learning. Teachers are formally evaluated in each of the four domains of professional practice supported by the research of Charlotte Danielson and Thomas McGreal in Teacher Evaluation: To Enhance Professional Practice including learning atmosphere, planning and preparation, instructional delivery, and professionalism. In addition, our teacher evaluation tool adds a fifth domain of mission and philosophy, which we have found to be integral to success in our 31 years of service to at-risk youth.

Within these five domains, teachers are rated on a total 25 objectives using a three-point rating scale. A score of 3 indicates Satisfactory performance, 2 indicates performance that Needs Improvement, and 1 indicates Unsatisfactory performance. In addition to the numeric rating, a principal has the option to add specific comments for any of the 25 objectives. The principal shares all comments with the observed teacher during a formal post-conference typically held later that day or the following day. The teacher and principal together share thoughts about what went on during the class, discuss any problems that arose, problem solve, if necessary, and ascertain any further support needed for the teacher. Note: For purposes of Instructional II certification, our evaluation form is transferred to the PDE 476 form provided by the State of Pennsylvania.

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	76
Number Not Rated	0
Total Number Employed	76

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	Satisfactory	Satisfactory	Satisfactory	Satisfactory
Community Academy of Philad	76	0 0%	1 1.3%	0 0%	0 0%	0 0%	0 0%	75 98.7%
Totals	76	0 0%	1 1.3%	0 0%	0 0%	0 0%	0 0%	75 98.7%

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:

All principals that evaluate teacher performance attend Pennsylvania Inspired Leadership, (PIL)-accredited workshops during the school year. All of our division principals possess Principal K-12 Administrative certification and are up-to-date with all necessary PIL credits. A rubric is used to determine ratings. Evaluations occur once a year.

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

a. Principal Development? Yes

1) Performance evaluation with principal and the CEO and Chief Academic Officer and plan to remediate any deficiencies is made; 2) A peer review review; 3) Meta-data reviewed by senior staff for planning for next year.

b. Principal Compensation? No

c. Principal Promotions? No

d. Principal Retention and Removal? Yes

Serious deficiencies or repeated problems will result in termination.

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 at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

Number Rated	2
Number Not Rated	_____ 0
Total Number Employed	_____ 2

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	Satisfactory	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**

