

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:**

First Phila CS For Literacy

**AUN Number:**

100510000

**Address:**

4300 Tacony St Philadelphia, PA 19124

**Name Superintendent or Chief School Administrator:**

Josephine Arcaro

**For Information Contact:**

Josephine Arcaro

**Email:**

jarcaro@ap-schools.org

**Phone:**

215-743-3100

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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 with a formal observation tool annually. Many walk through observations are done throughout the year. Teachers meet with the administrator following the observation to discuss it and make a plan for improvement or to determine goals.

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

a. Teacher Development? Yes

All professional development is based on the needs of the teachers.

b. Teacher Compensation? No

c. Teacher Promotions? Yes

Teachers performance could be a piece of the decision making process when the opportunity for advancement occurs.

d. Teacher Retention and Removal? Yes

Teachers who are rated unsatisfactory and who have not made progress on given goals could face the possibility of not being offered a contract for the following year.

**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)? Annually

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. 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	52
Number Not Rated	0
Total Number Employed	<hr/> 52 <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	Satisfactory	Satisfactory	Satisfactory		Satisfactory
First Phila CS For Literacy	52	0 0%	1 1.9%	0 0%	51 98.1%	0 0%	0 0%	0 0%
<b>Totals</b>	<b>52</b>	<b>0 0%</b>	<b>1 1.9%</b>	<b>0 0%</b>	<b>51 98.1%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>0 0%</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:

Principals are evaluated using the Danielson Framework for Administrators. Goals are put into place for the administrator to work on during the course of the year and that is monitored closely.

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

a. Principal Development? Yes

All Professional development is created based on the needs of the individuals.

b. Principal Compensation? No

c. Principal Promotions? Yes

Performance evaluations would be considered when an opportunity for advancement would arise.

d. Principal Retention and Removal? Yes

Principals that were rated unsatisfactory and have not had progress with the goals created for them would face the possibility of not being offered a contract for the following 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)? 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	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		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**

