

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:**

Freire CS

**AUN Number:**

126513270

**Address:**

2027 Chestnut Street Philadelphia, PA 19103

**Name Superintendent or Chief School Administrator:**

Kelly Davenport

**For Information Contact:**

Julia Regan Fanelli

**Email:**

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**Phone:**

215-592-4252

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**TEACHER INFORMATION**

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

Freire Charter School has been designed to function as a true community of learners (or Professional Learning Community--see On Common Ground (2005) by DuFour, Baker, and DuFour), with teachers and administrators constantly challenging, supporting, and learning from each other as well as those partners external to our school building. Our teacher evaluation process is a central part of our learning community, as we assess our teachers' needs and strengths and improve their skills as teachers and contributors to the overall health and strength of the community. The process is one in which teachers are continually offered feedback from administrators and peers. Since the 2010-2011 school year, all teachers have been evaluated formally by the Head of Academics. Informal evaluations, or 5-by-5 walkthroughs, are completed regularly for each teacher by several different administrators. Both formal and informal evaluations assess how well teachers exhibit Freire Charter School's Instructional Principles. In addition to the frequent 5-by-5 walkthroughs, as well as the annual formal evaluation, teachers up for contract renewal go through a full "180 degree" evaluation during the spring. This evaluation includes a self-evaluation, student evaluations, two peer evaluations (one chosen by the teacher being evaluated, and one randomly selected), parent evaluations, and the complete formal evaluation from the Head of Academics at the teacher's school. Once all of the data from the "180 degree" evaluation is compiled, the teacher meets with the Head of School and the Head of Academics for their school to discuss the information gathered and how the data will affect the teacher's position at Freire Charter School in the future. The individuals evaluating teachers include our Head of School, and the Head of Academics, Head of Academic Supports, and Head of Academic Affairs for the teacher's school. These individuals receive training in evaluations from Freire's Head of School, Freire's Master Teachers, and attendance at the PA Inspired Leaders program.

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

- a. Teacher Development? Yes

Each teacher is required to create a portfolio to serve as a professional guide. These portfolios, in conjunction with performance evaluations and informal 5x5 observations, are used to record areas in need of growth as well as best practices that can be shared with other faculty.

- b. Teacher Compensation? Yes

During the contract renewal process, teachers are evaluated in several ways. The employee completes a self-evaluation, two peer evaluations, and an evaluation conducted by their supervisor. Additionally, data is solicited from parents and students. Once this information is compiled, employees meet with their supervisors and the Head of School to discuss their growth and role moving forward at Freire.

- c. Teacher Promotions? Yes

See Q.2.24

- d. Teacher Retention and Removal? Yes

See Q.2.24

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

- a. Student Achievement Outcomes? Yes

- b. Student Growth Data? Yes

Data from in-house assessments as well as standardized tests are used as criteria in the teacher evaluation system during the contract renewal process.

**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

The rubric that we use for formal evaluations is based on Freire's Instructional Principles (attached). Our leadership team developed these principles based on the research of Doug Lemov as described in his book Teach Like a Champion. Teachers are evaluated on their ability to incorporate these principles in their classrooms.

**Does the LEA publicly report teacher evaluation data by school?**

- a. Yes or No? (Web link provided if applicable.) No

N/A

**LEA Teacher Evaluations Summary:**

Number Rated 71

Number Not Rated 0

**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	NA	Satisfactory	Satisfactory
Freire CS	71	0 0%	4 5.6%	3 4.2%	10 14.1%	0 0%	45 63.4%	9 12.7%
<b>Totals</b>	<b>71</b>	<b>0 0%</b>	<b>4 5.6%</b>	<b>3 4.2%</b>	<b>10 14.1%</b>	<b>0 0%</b>	<b>45 63.4%</b>	<b>9 12.7%</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:**

Freire Charter School's Head of School (CEO) evaluates the middle and high schools' Heads of Academics, Heads of Academic Supports, and Head of Academic Affairs (or Principals). The Head of School evaluates the Heads frequently and provides feedback on a regular basis, though there is no standard form. Instead, feedback takes the shape of informal conversations, emails, or written documentation. Criteria for evaluation include: student achievement data from standardized tests and in-house assessments; student growth, student enrollment, student/parent satisfaction, and knowledge as demonstrated in areas not measured on the aforementioned assessments; ability to connect with staff, hold the vision of the organization, and help the staff as a whole actualize the vision in their classrooms; ability to grow and reflect in the job. This evaluation system is based on research about the nature of the demands of today's principals, as articulated in the current No Child Left Behind act, as well as the following bodies of research: One Minute Manager (1982), Johnson and Blanchard; Leading a Culture of Change (2007), Fullan; On Common Ground (2005) DuFour, Eaker, DuFour; Pedagogy of the Oppressed (1970), Freire; Leadership Without Easy Answers (1994), Heifetz; On Leadership (1990), Gardner; Leading Change (1996), Kotter.

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

a. Principal Development? Yes

Based on areas of strength and noted opportunities for growth, the Head of Academics and Head of School work together to develop a professional development plan specific to staff needs.

b. Principal Compensation? Yes

Similar to contract renewal process for teachers. See Q.2.24.

c. Principal Promotions? Yes

Similar to contract renewal process for teachers. See Q.2.24.

d. Principal Retention and Removal? Yes

Similar to contract renewal process for teachers. See Q.2.24.

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

a. Student Achievement Outcomes? Yes

b. Student Growth Data? Yes

Use of data from in-house assessments as well as standardized tests.

**How often does the LEA formally evaluate:**

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

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

N/A

**Does the LEA publicly report principal evaluation data by school?**

a. Yes or No? (Web link provided if applicable.) No

N/A

**Does your LEA have at least one Principal position?** Yes

**Does your LEA have at Standardized Principal Evaluation System?** No

**LEA Principal Evaluations Summary:**

Number Rated	5
Number Not Rated	<u>0</u>
Total Number Employed	<u><u>5</u></u>

**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	NA	NA	NA	NA	Satisfactory

<b>Totals</b>	*	* %	* %	* %	* %	* %	* %	* %

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**