

Pennsylvania
Department of Education
Teacher and Principal Evaluation Information
Individual LEA Data
For the 2013-14 Rating Period

GENERAL INFORMATION

Name of LEQ or Charter School:

Agora Cyber CS

AUN Number:

126510020

Address of LEA or Charter School:

995 Old Eagle School Rd Suite 315 Wayne, PA 19087

Name Superintendent or Chief School Administrator:

Susie Siever - Interim Head of School

For Information Contact:

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TEACHER INFORMATION

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?

Performance evaluations are used to inform professional development decisions at the individual and large group level. The ratings of each individual are used to help create personal goals for each teacher and serve as ongoing conversation topics between teachers and Academic Coaches, as well as the topics of Professional Learning Communities. Trends across evaluations are used to inform the development of large group trainings (ex: low scores on higher level thinking may indicate a need for additional training in rigor in reading and writing for the English department, a lack of data based decision making noticed across evaluations may result in school wide data driven instruction trainings, etc....).

b. Teacher Compensation?

During the 2013-2014 school year Agora implemented a bonus system for all teachers. Bonus amounts were dependent upon the overall rating received. Teachers receiving an overall rating of Failing or Needs Improvement were not eligible for bonuses.

c. Teacher Advancement/Promotions?

Performance evaluations and evidence of student achievement/growth and or leadership skills are utilized for decisions concerning advancement/promotion. Some positions require a certain number of instructional years at a proficient or satisfactory rating.

d. Teacher Retention and Removal?

Performance evaluations and scores of failing or needs improvement are used to inform decisions about the creation of Performance Improvement Plans. The ability of a teacher to meet the goals set on his/her PIP then results in retention or removal as appropriate.

Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators?(Charter Schools Only)

- a. Yes or No? If Yes, describe background and process. Yes

Agora Cyber Charter School has developed an evaluation system aligned to PDE ACT 82 Educator Effectiveness and the PDE 82-1 tool. The evaluation utilizes the Charlotte Danielson Framework for Teaching Domains, and SLO achievement and/or growth metrics specific to grade band and/or role.

Does the LEA teacher evaluation system described above include the following as evaluation criterion:(Charter Schools Only)

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

Agora students participate in Scantron Performance Series Testing twice per year and this is used to measure student growth. Aims Web tests are administered 3 times per year for students in grades K-8 and is used as an additional growth measure. Student achievement is measured by course passing (60%) and mastery (80%) rates in grades 6-12. Student participation in standards aligned Study Island pathways was also included as a metric for teachers.

How often does the LEA formally evaluate:

- a. Temporary Professionals (Less than 3 Years)? Other
b. Professionals (More than 3 Years)? More than twice a year

LEA Teacher Evaluations Summary:

Number Rated	431
Number Not Rated	0
Total Number Employed	431

LEA Teacher Evaluations Detail:

	Total Employed	Not Rated	Level 1	Level 2	Level 3	Level 4	Unsatisfactory	Satisfactory
	(Denominator)	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %	(Numerator) %
Agora Cyber CS	431	0 0%	0 0%	12 2.8%	303 70.3%	116 26.9%	0 0%	431 100%
Totals	431	0 0%	0 0%	12 2.8%	303 70.3%	116 26.9%	0 0%	431 100%

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:

For the 2013-2014 school year Agora Cyber Charter School utilized the Success Factors Performance Plan evaluation system. Principals are evaluated on grade band specific goals that include student achievement and student growth measures as well as measures of effectiveness for the instruction of the teachers they supervise. These goals comprise 70% of the overall rating. Additionally principals are assessed on how effectively they display organizational core values (15% of the overall rating) and role specific competencies (15% of the overall rating). Principals are evaluated annually by the Head of School who assigns ratings for all of the above components. Evaluations are reviewed in one on one meetings, and Principals assign ratings to themselves through a self review of the evaluation form as well.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

Individual scores on performance evaluations are used to inform the creation of individual goals and areas for improvement. Trends across principal evaluations are used to inform professional development opportunities offered to administrators as a group.

b. Principal Compensation?

Bonuses are based upon performance plan evaluation ratings.

c. Principal Promotions?

Performance Plan Evaluation Ratings are utilized in advancement/promotion decisions.

d. Principal Retention and Removal?

Performance Plan Evaluation Ratings are utilized in retention/removal decisions.

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

a. Student Achievement Outcomes?

Yes

b. Student Growth Data? Yes

Components of Principal evaluation include student participation in standards aligned Study Island pathways, improvement over prior year in all state report card (SPP) static scores and one year growth or better in all tested content areas (PVAAS), and student participation and growth in Scantron Performance Series assessments.

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. Yes

For the 2013-2014 school year Agora Cyber Charter School utilized the Success Factors Performance Plan evaluation system. Principals are evaluated on grade band specific goals that include student achievement and student growth measures as well as measures of effectiveness for the instruction of the teachers they supervise. These goals comprise 70% of the overall rating. Additionally principals are assessed on how effectively they dispaly organizational core values (15% of the overall rating) and role specific competencies (15% of the overall rating). Principals are evaluated annually by the Head of School who assigns ratings for all of the above componenets. Evaluations are reviewed in one on one meetings, and Principals assign ratings to themselves through a self review of the evaluation form as well.

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	4
Number Not Rated	0
Total Number Employed	4

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
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**

