

Empowering Effective Teachers

Human Resources Update
Committee on Education
April 7, 2010

Achieve the vision of 80%
college completion,
workforce certification

Teach in Pittsburgh Framework

New application process

Recruiting

Early hiring



Why HR Effectiveness Matters

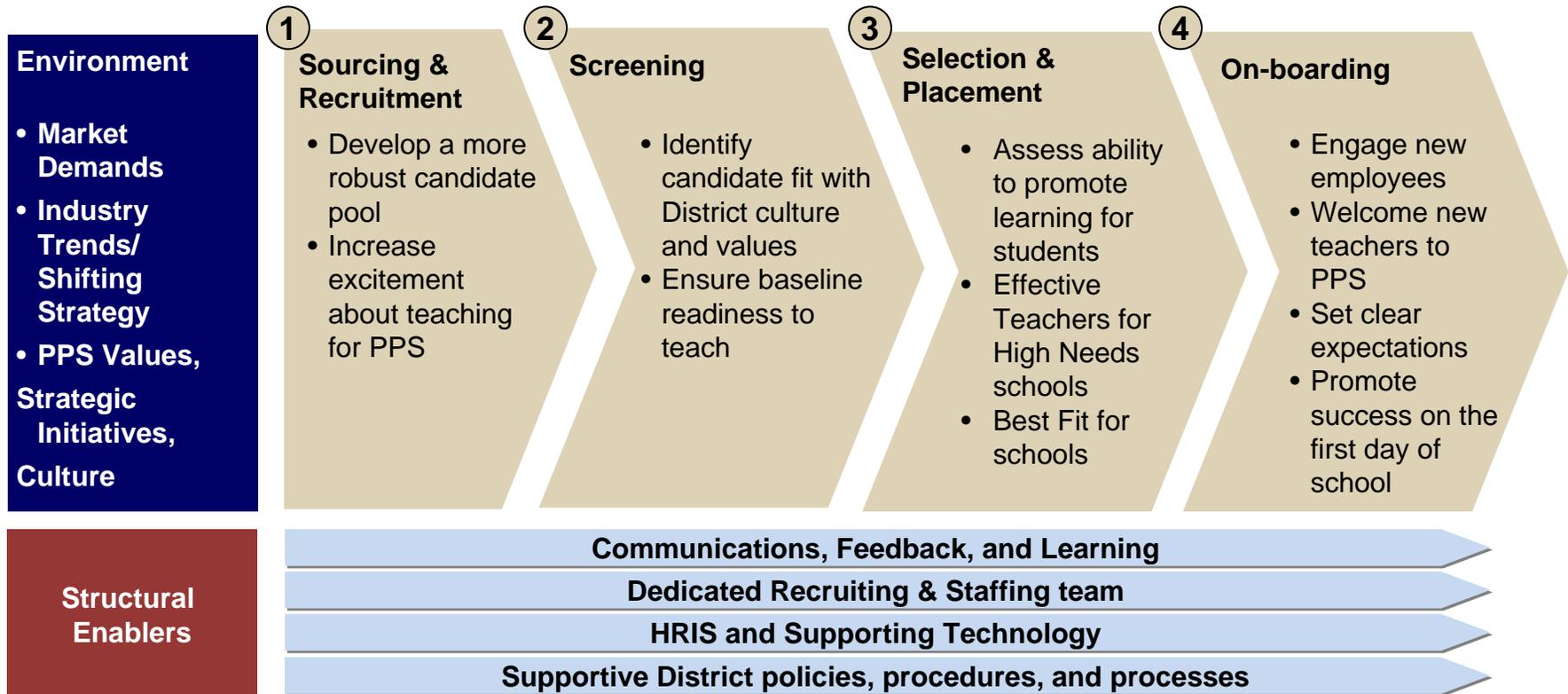
Effective teachers make a tremendous difference in how much students learn

- **Research supports it**
- **Parents knew it all along**

**Hiring effective teachers for Pittsburgh Schools is basic to the Empowering Effective Teachers Plan
*and to getting Jade to Medical School***

PPS has adopted a *Teach In Pittsburgh* recruitment, selection, and placement framework to guide improved hiring processes

Pittsburgh Public Schools Teach in Pittsburgh Framework



Teach In Pittsburgh

Teach in Pittsburgh refers to the brand and programs used to attract and engage teachers for Pittsburgh Public Schools.

Roles & Responsibilities	
Design & Implementation	Human Resources (HR)
Programs	Office of Teacher Effectiveness (OTE) and HR

Teach In Pittsburgh

	Why Teach?	Why Pittsburgh?	Teacher Recruitment & Selection	Supports for New Teachers	Career Opportunities
Programs	Marketing Urban Education	City Partnerships	Teacher Application and Screening	Academy: Induction program	Career Ladders
	Outreach to Future Teachers (college students)	Relocation	Pre-Induction On-boarding	Academy: Residency Program for New Teachers	Teacher Practice & Evaluation
	Outreach to PPS Students & PPS Alumni in College	Outreach to Current Teachers		Academy: Alternative Certification	Academy: Experienced Teacher Immersion
	Outreach to Career Changers				Meaningful Tenure Process

 HR

 OTE/Teacher Academy

New Online Teacher Application

Process aligned to research

- Gallup *TeacherInsight*
- Multiple screening measures

Thoughtful and thorough internal/ external communications

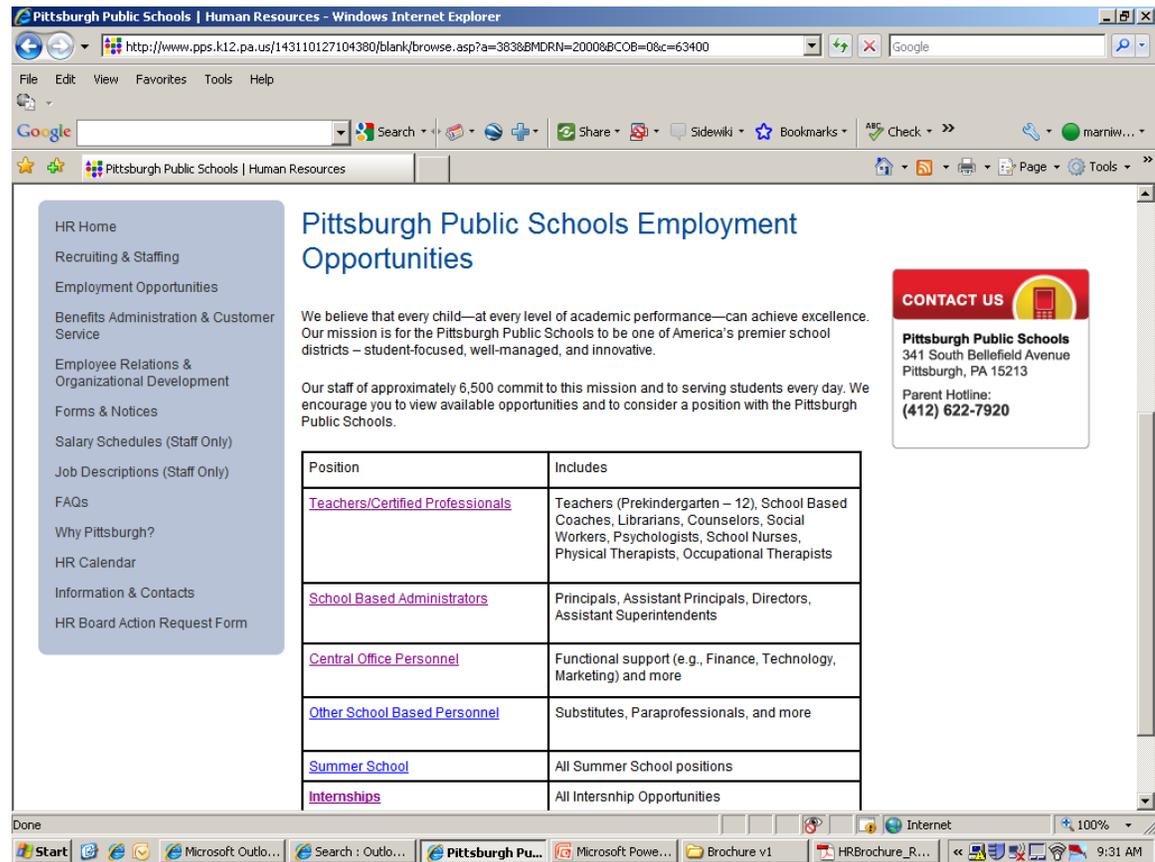
- Brochure and call to former applicants
- Student Teacher application workshop
- Updated PPS Employment website
- Training for HR and principals
- Automated notifications sent to applicants in process



How to Apply

1

Visit the employment website



Pittsburgh Public Schools Employment Opportunities

We believe that every child—at every level of academic performance—can achieve excellence. Our mission is for the Pittsburgh Public Schools to be one of America's premier school districts – student-focused, well-managed, and innovative.

Our staff of approximately 6,500 commit to this mission and to serving students every day. We encourage you to view available opportunities and to consider a position with the Pittsburgh Public Schools.

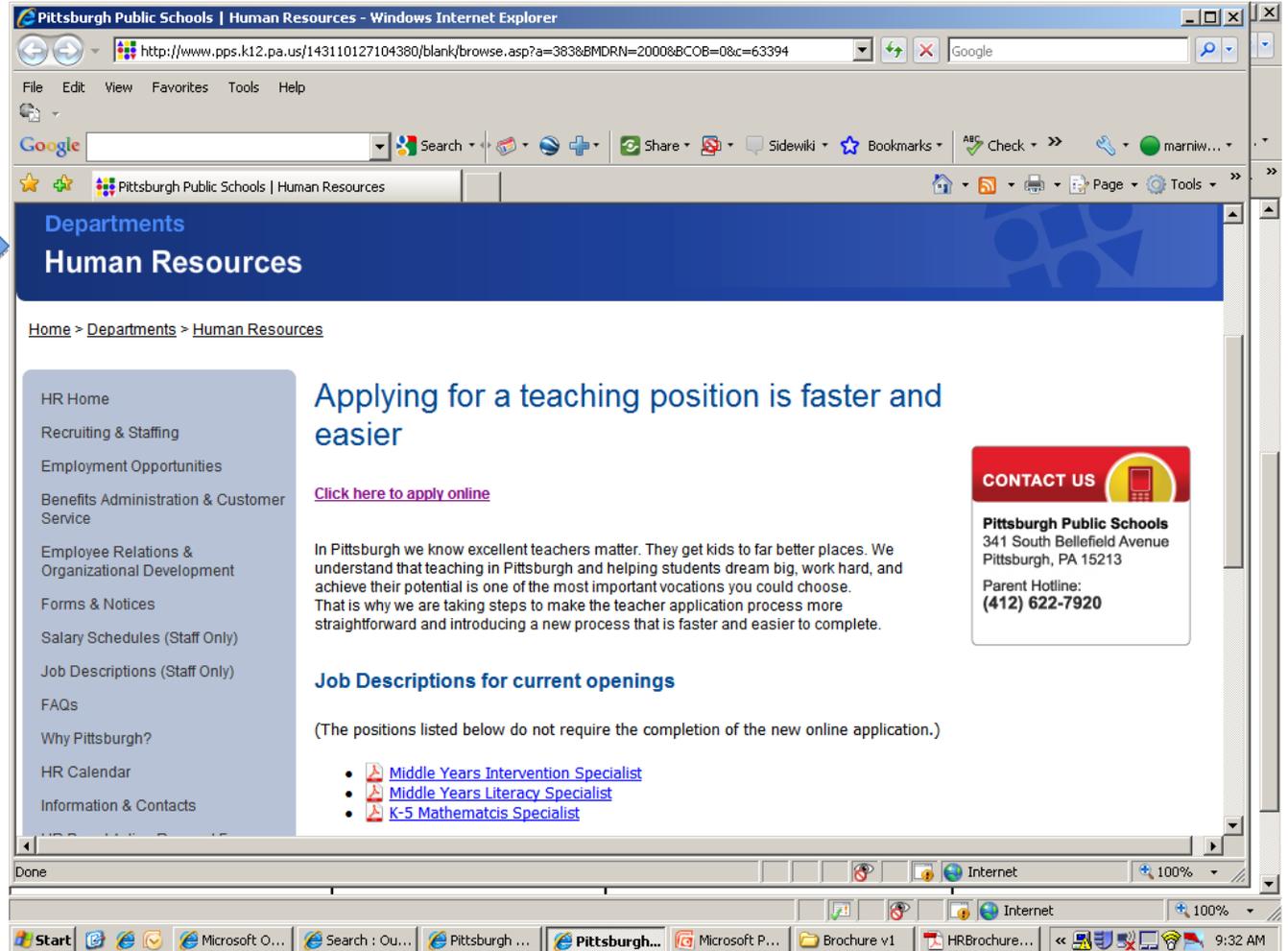
Position	Includes
Teachers/Certified Professionals	Teachers (Prekindergarten – 12), School Based Coaches, Librarians, Counselors, Social Workers, Psychologists, School Nurses, Physical Therapists, Occupational Therapists
School Based Administrators	Principals, Assistant Principals, Directors, Assistant Superintendents
Central Office Personnel	Functional support (e.g., Finance, Technology, Marketing) and more
Other School Based Personnel	Substitutes, Paraprofessionals, and more
Summer School	All Summer School positions
Internships	All Internship Opportunities

CONTACT US

Pittsburgh Public Schools
341 South Bellefield Avenue
Pittsburgh, PA 15213
Parent Hotline:
(412) 622-7920

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2. Access application



Pittsburgh Public Schools | Human Resources - Windows Internet Explorer

http://www.pps.k12.pa.us/143110127104380/blank/browse.asp?a=383&EMDRN=2000&BCOB=0&c=63394

File Edit View Favorites Tools Help

Google Search

Pittsburgh Public Schools | Human Resources

Departments

Human Resources

Home > Departments > Human Resources

- HR Home
- Recruiting & Staffing
- Employment Opportunities
- Benefits Administration & Customer Service
- Employee Relations & Organizational Development
- Forms & Notices
- Salary Schedules (Staff Only)
- Job Descriptions (Staff Only)
- FAQs
- Why Pittsburgh?
- HR Calendar
- Information & Contacts

Applying for a teaching position is faster and easier

[Click here to apply online](#)

In Pittsburgh we know excellent teachers matter. They get kids to far better places. We understand that teaching in Pittsburgh and helping students dream big, work hard, and achieve their potential is one of the most important vocations you could choose. That is why we are taking steps to make the teacher application process more straightforward and introducing a new process that is faster and easier to complete.

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Job Descriptions for current openings

(The positions listed below do not require the completion of the new online application.)

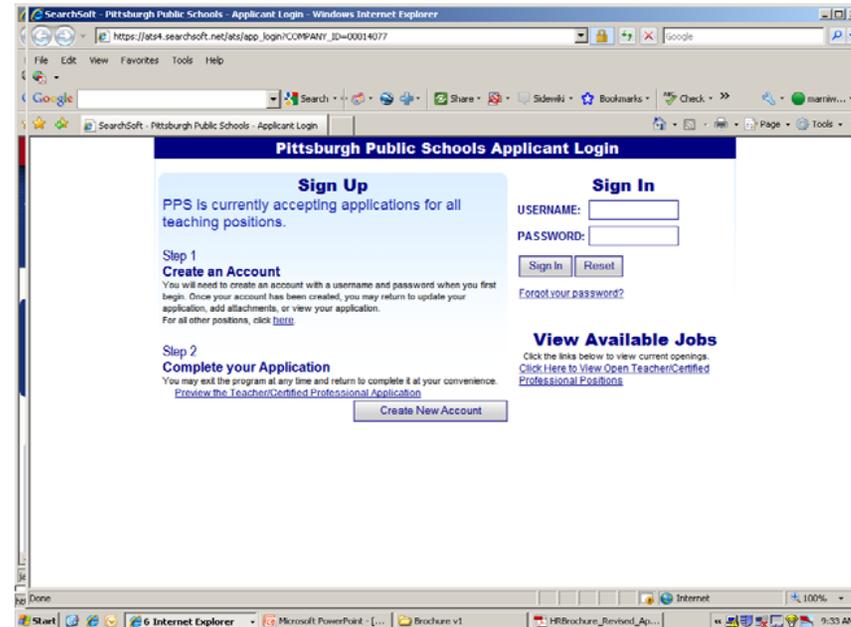
- [Middle Years Intervention Specialist](#)
- [Middle Years Literacy Specialist](#)
- [K-5 Mathematcis Specialist](#)

Done

Start | Microsoft O... | Search : Ou... | Pittsburgh ... | Pittsburgh... | Microsoft P... | Brochure v1 | HRBrochure... | 9:32 AM

3

Create a secure applicant account



4

Complete an application and upload documents online

The screenshot shows a web browser window displaying the SearchSoft application interface. The browser title is "SearchSoft - Pittsburgh Public Schools - Employer Frame - Windows Internet Explorer". The address bar shows the URL: "https://ats4.searchsoft.net/ats/employer/v51_employer_frame?cookieTest=Y". The page header includes the Pittsburgh Public Schools logo and a navigation menu with tabs for Help, Jobs, Searching, Data, Administration, and Account Information. The "Searching" tab is active, and the "Current Page" is set to "General Information".

The form contains the following fields and values:

- Applicant Status:** Active - Screened
- At least one attachment exists:** VIEW ATTACHMENT(S)
- Has all required references?** No
- Courtesy Title (optional):** [Empty]
- * First Name:** Roger
- Middle Initial:** [Empty]
- * Last Name:** TESTHerrington
- * Unique Identifier:** 022800001
- Other Name(s):** [Empty]
- * Permanent Email Address:** (HELP) RHERRINGTON@SEARCHSOFT.NET
- * How did you hear about employment opportunities with PPS?:** PPS Website
- If "Other", please list:** [Empty]
- * Please indicate your highest level of education:** Bachelor's Degree
- Present address:**
 - * Street Address (do not include special characters like - or .):** 123 Garland Ave
 - Street Address 2:** [Empty]
 - * City:** Garland
 - * State:** Texas
 - * Zip Code:** 75040

PPS application [link](#)

Our 2010-2011 recruiting plan is already in motion

March to December

- **High Performing Student Teachers**
- **Sourcing-where do the best come from?**
- **Referrals**
- **Pipeline- working with our School District**
- **University Collaborative**

Building relationships with our college/university partners

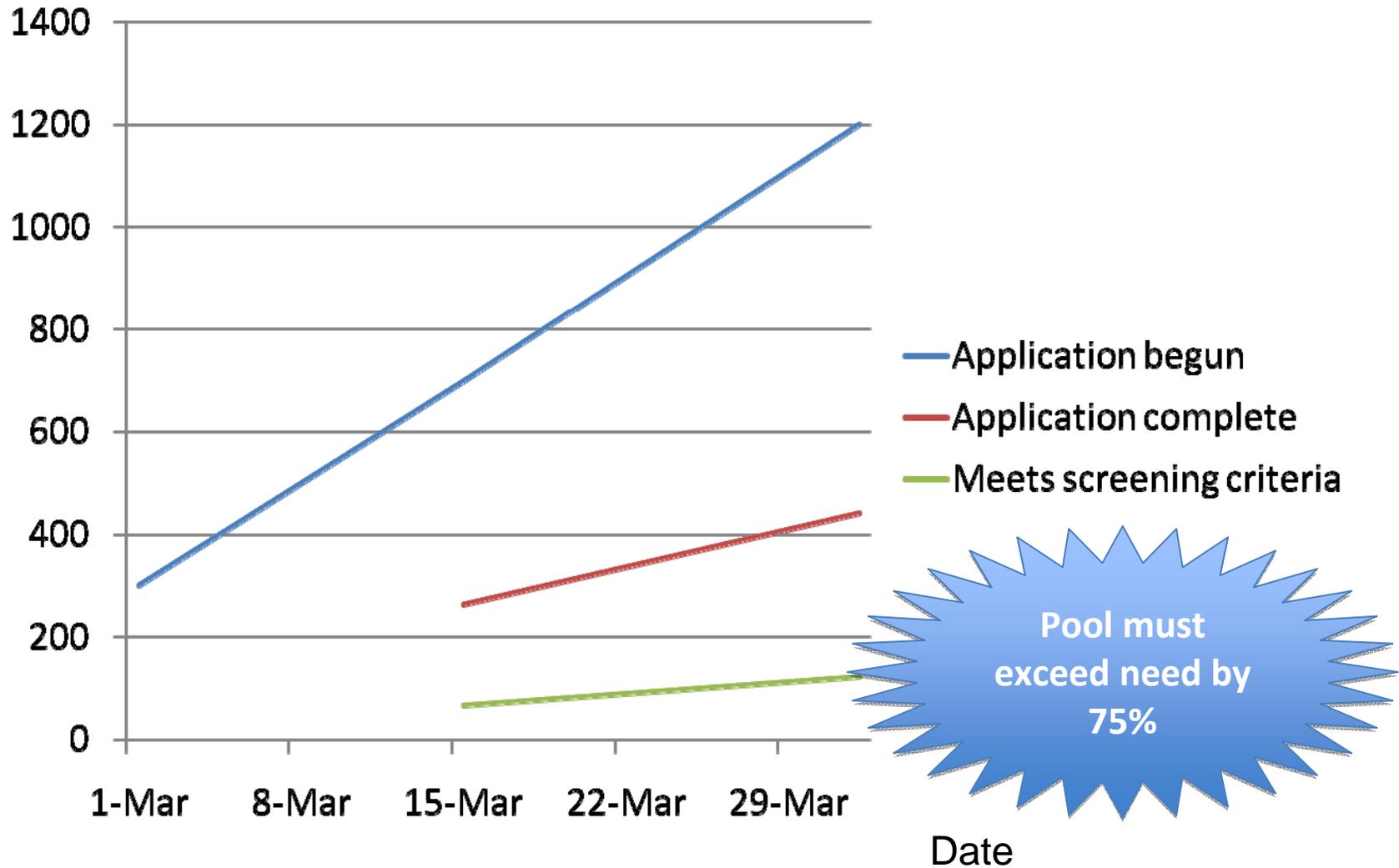


Key Recruiting Accomplishments Winter 2010

- Employment seminars for 2009-2010 student teachers with the School District University Collaborative (SDUC)
- Served as featured guest on Employer's Corner video produced by Indiana University of Pennsylvania (IUP)
- Met with various college/university partners to prioritize strategic sourcing in high-need content areas
- Surveyed 2009-2010 student teacher cohort; 95% of 157 *want* to teach for PPS
- Outreach to high-performing SDUC and HBCU candidates in pre-application and application phases
- Partnered with HBCU Career Resource Center to gain greater exposure to minority candidates

Building a strong applicant pool

Applicants



Recruiting to *Engagement* to *Empowerment*

PPS New Teacher Hires

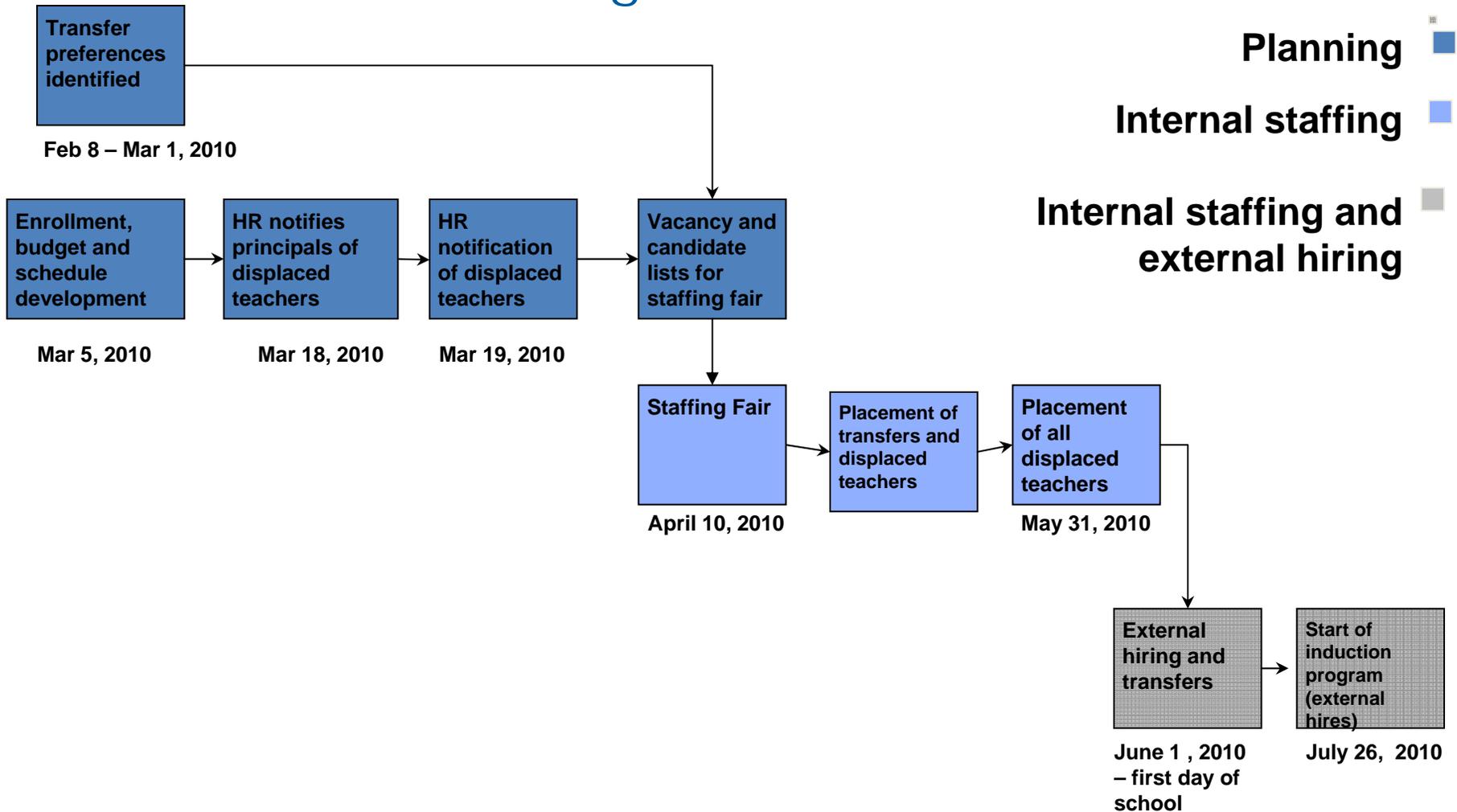
- Teacher mentor cohort
- Three week induction program
- Improved new hire processing (badges, tech access)
- Improved on-boarding, including welcoming committees and leadership involvement

Engagement

Future Hires

- Meetings with freshmen, sophomores interested in
- Teach in Pittsburgh
- New and improved marketing materials to build interest and excitement about PPS teaching opportunities

HR, Business and Finance, School Management, Student Services and PFT: Earlier Hiring and Placement



Staffing Fair April 10-Displaced and Transfer Requests

Site-based
selection
process

Schools
market
themselves to
teachers



Transfers and
displaced
teachers

Private space
for
interviewing

17

And this is not all.....

- Tenure Recognition
- RISE Support
- Process Mapping
- Support for Principals Role as Evaluator
- Support for High Needs Schools Staffing

***Our goal is
Human Resources as a strategic partner!***

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