

Empowering Effective Teachers



Pittsburgh
Public Schools



The Pathway to the Promise.

Vision for empowering effective teachers

*We commit that with robust, enduring district support and mutual accountability, Pittsburgh's teachers will be empowered as effective leaders to do whatever it takes to foster a culture of striving, resilience, and college-readiness so that over 80 percent of all students **complete** a post-secondary degree or workforce certification.*

– Pittsburgh Public Schools

Helping students plan, prepare, and pay for education after high school

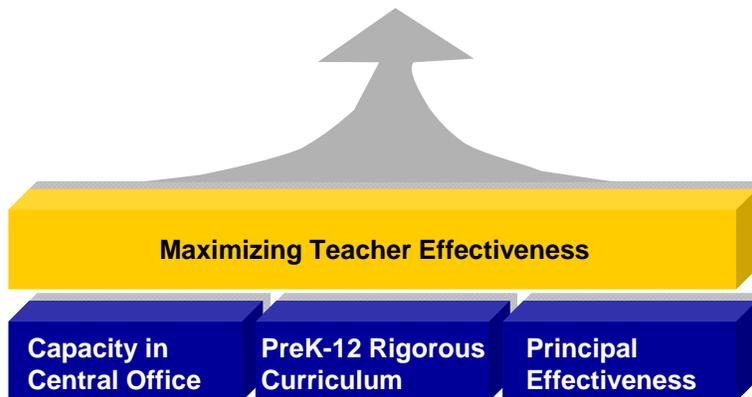
the pittsburgh promise

2



We have established a foundation for maximizing teacher effectiveness

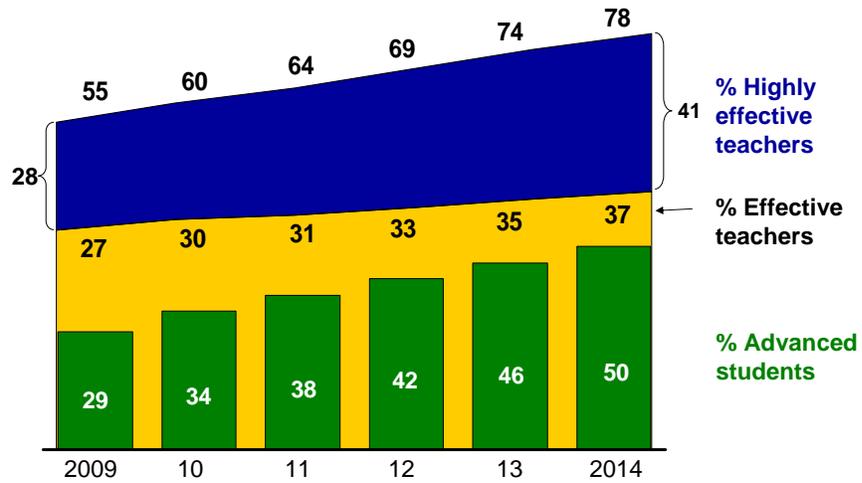
the pittsburgh promise



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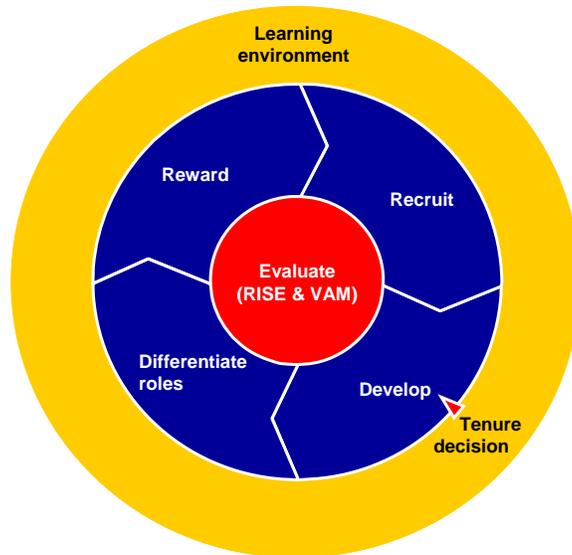
Increasing the number of effective and highly effective teachers can improve college readiness to 50% in 5 years



4



Our “wheel” – a system for teacher effectiveness



5



Pittsburgh teacher effectiveness strategic priorities

- 1** Increase the number of highly effective teachers
- 2** Increase the exposure of high-needs students to highly effective teachers
- 3** Ensure all teachers and students work in learning environments that promote college readiness

6

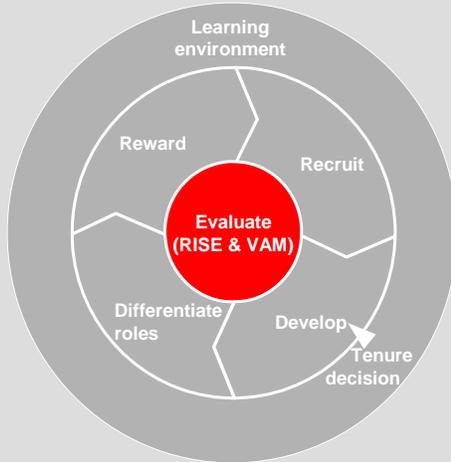
I will prepare for my future starting now at the age of eleven. I plan to start saving money to cover the extra expenses. Plus, I plan to earn the \$40,000 from the Pittsburgh Promise to pay for the rest of my college tuition.

**Jade,
PPS 4th grader**



7

1 Increase the number of highly effective teachers



❖ **RISE: Research-based Inclusive System of Evaluation**

❖ **VAM: Value-Added Measure co-developed with AFT, PFT and Mathematica**

1 Increase the number of highly effective teachers



Transformed recruiting and selection:

❖ **Identify the right attributes**

❖ **Hire early**

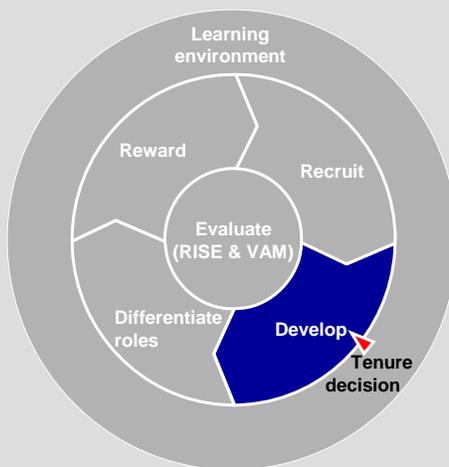
❖ **Cast a broader net**

Criteria for Hiring Teachers for Pittsburgh based on Measures of Effectiveness

- Policy 404 (501)- Employment of Professional Employees
- Policy 501.1 Eligibility List
- Request for any necessary action to gain permission to execute the plan

10

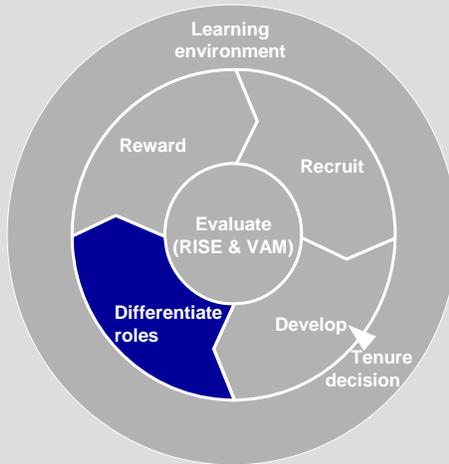
1 Increase the number of highly effective teachers



- ❖ PPS/PFT Teacher Academy housed in a high-needs school
- ❖ Tenure becomes a milestone

11

2 Increase the exposure of high-needs students to highly effective teachers

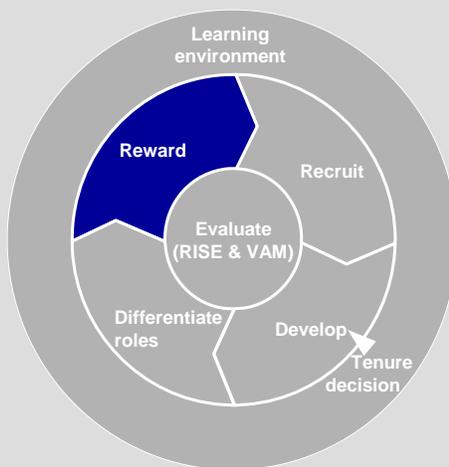


Career Ladder Roles:

- ❖ 9th and 10th grade Teacher Excellence Corps
- ❖ Behavior Specialists
- ❖ Instructional Teacher Leaders
- ❖ Clinical Resident Instructors
- ❖ K-8 Turn-around Teachers

12

The last part of our inner “wheel” is reward



- ❖ Committed to performance pay and recognition
- ❖ Will be pursued as part of collective bargaining process

13

3 Ensure all teachers and students work in learning environments that promote college readiness



- ❖ Instill college readiness behaviors
- ❖ Empower teachers as leaders
- ❖ Provide wrap-around support
- ❖ Continually assess & improve

14

College-readiness is about successful behaviors as well as academic achievement

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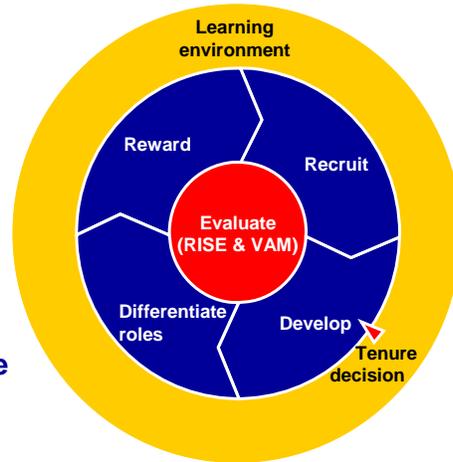
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15

Our actions along the three strategic priorities transform all parts of our teacher effectiveness “wheel”

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16

Why Pittsburgh?

- ❖ Solid plan committed to PreK-16 vision
- ❖ Strong track record
- ❖ Leadership capacity and Office of Teacher Effectiveness
- ❖ Collective ownership with the PFT
- ❖ Sustainability through
 - Governance
 - Community support
 - Financial stability

17

We Dream Big.
We Work Hard.
We Keep Our Promises.



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EXCELLENCE
FOR ALL

The Pathway to the Promise.