



Conciliation Agreement: Proposed Scope of Work and Action Plan

March 6, 2007





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The Complaint

- August 24, 1992, complaint was filed with the Pennsylvania Human Relations Commission (PDRC).
- Alleged Pittsburgh Public Schools (PPS) had violation of sections 2, 3, and 5 of the Pennsylvania Human Relations Act.
- The Commission found probable cause to credit the allegations.
- The PPS did not admit any violation, however, wishes to resolve this case.
- To this end, a conciliation agreement has been reached.
- During the timeline between the filing of the complaint and its settlement, many of the things in the conciliation agreement have already been put into place via *Excellence for All*—the district’s reform agenda



Key Requirements of the Agreement

- Establishment of an Equity Advisory Panel
 - Monitors District's compliance with the agreement
 - Reviews, analyzes, and summarizes written reports and data provided by the Coordinator
 - Recommends research-based strategies, methods, and programs
 - Reports information orally and in writing to the Coordinator and Commission
- PPS to integrate specific equity action steps



Major Sections of the Agreement

- **Administrative Support**
 - Coordinator for Conciliation Agreement
 - Program Specialist
 - Data Specialist
- **Instructional Support**
- **Equity in Discipline**
- **Reducing the Achievement Gap**
- **Equity in Special Education Placement**
- **Monitoring**



Major Sections of the Agreement

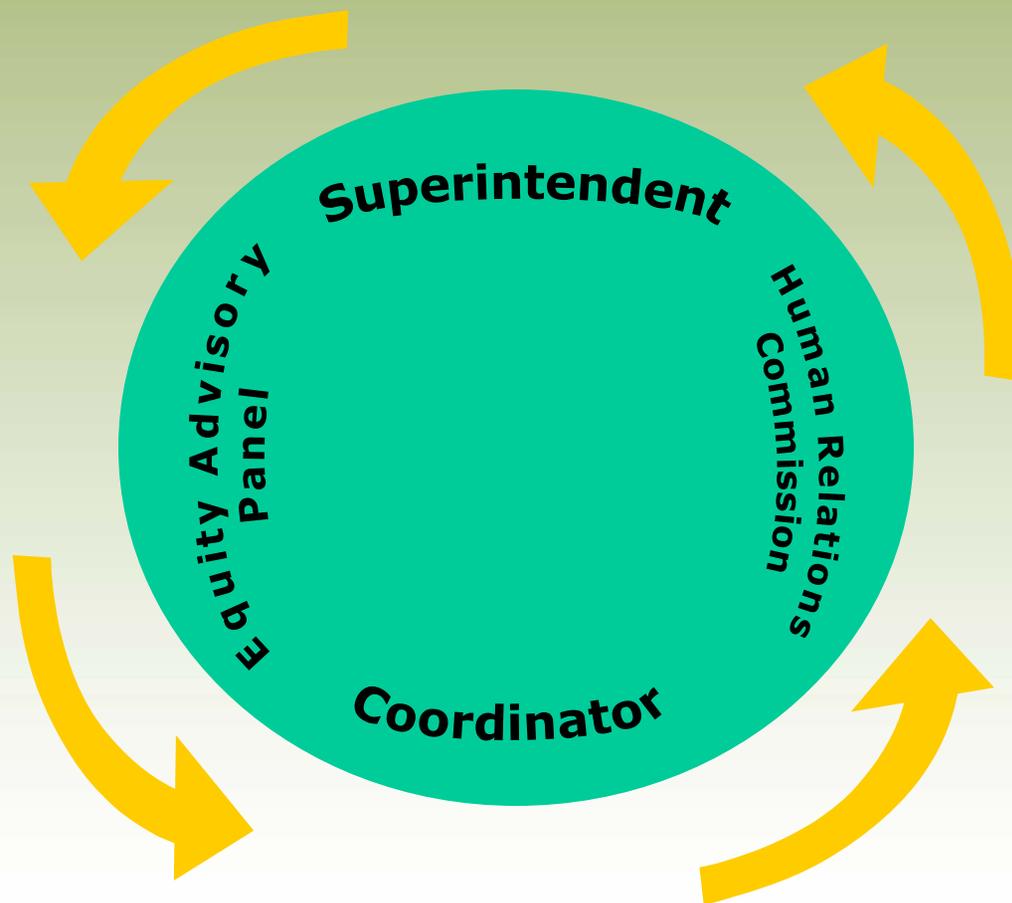
- The Conciliation Agreement contains 94 stipulations in the form of action steps.
- Of these, 80 are currently being implemented through the district's reform agenda—*Excellence for All*—and its supporting Empowerment Plan and Monitoring Mechanism.
 - Baseline data is included in the Empowerment Plan.
- The remaining 14 pertain to promoting cultural values within the areas of curriculum, monitoring and discipline.



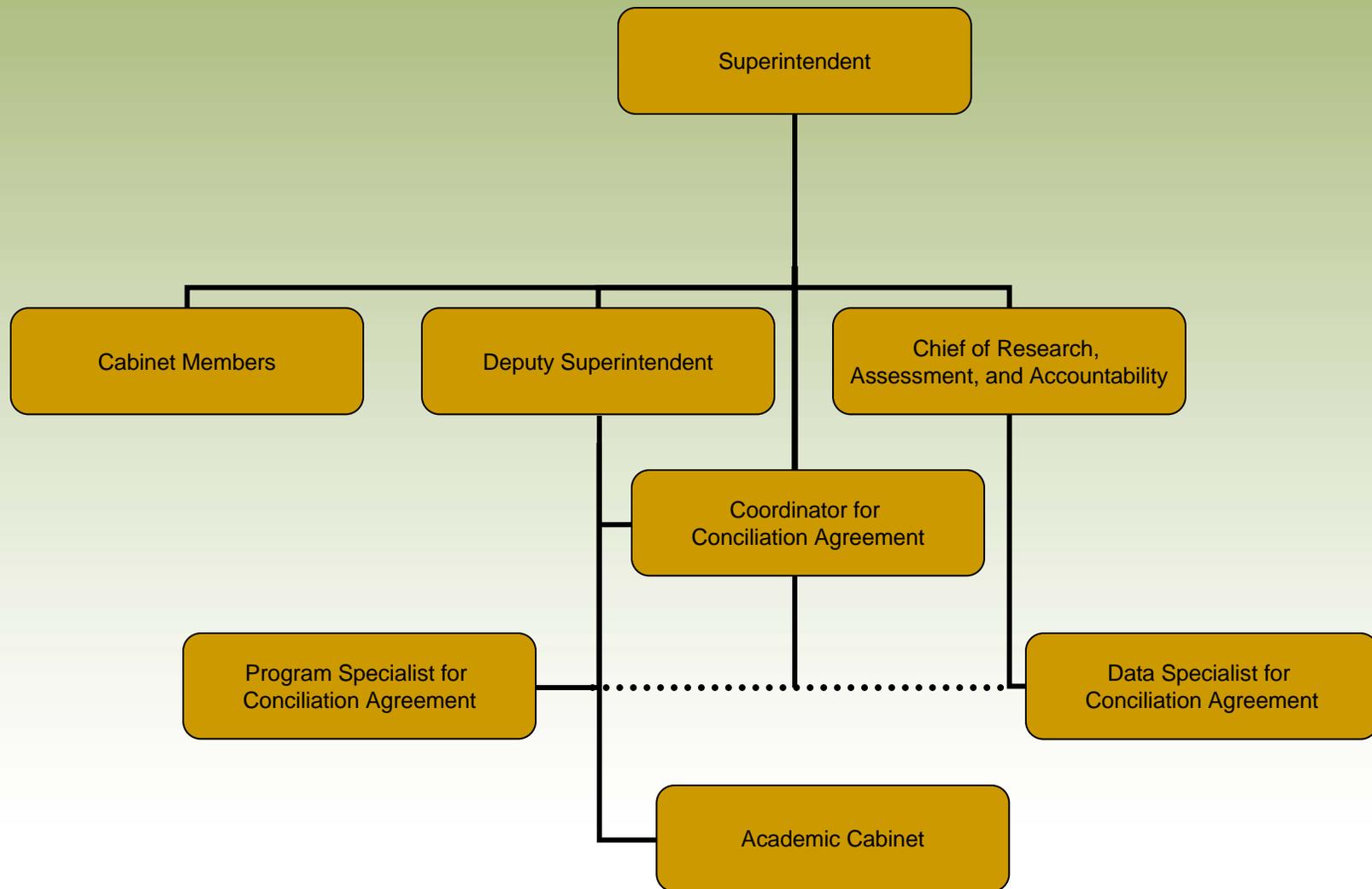
Stipulation for Data Reporting

- All 94 action steps will be supported via regular data reporting.
- Data reporting will be organized across the following categories:
 - Student enrollment reports
 - Student performance reports
 - Student programs and courses
 - End of year summaries

Flow of Information



PPS Reporting Structure





Committee for the selection of the Equity Advisory Panel Members

- Comprised of Representatives from PHRC
 - Mr. George Simmons
 - Ms. Sharon Lane, Esq.
- Advocates for African American Students in Pittsburgh Public Schools
 - Mrs. Wanda Henderson
 - Mr. William Lowman
 - Dr. Huberta Jackson-Lowman
- Pittsburgh Public Schools
 - Mr. Mark Roosevelt, Superintendent
 - Dr. Linda Lane, Deputy Superintendent
 - Mr. Larry Hubbard, Coordinator



Role of Equity Advisory Panel

- Monitors, advises, and reports
- Recommends research-based strategies, methods, techniques and programs that support racial equity
- Meets three times per year as convened by the Coordinator for the Conciliation Agreement

Administrative Support: PPS Leadership Team



Superintendent of Schools	Conciliation Agreement Coordinator	Deputy Superintendent	Chief of Research, Assessment, and Accountability
<ul style="list-style-type: none"> • Provides updates to the Board of Education • Accountable for overall implementation of the agreement 	<ul style="list-style-type: none"> • Liaison to panel • Provides administrative support • Convenes meetings 	<ul style="list-style-type: none"> • Provides implementation oversight for: <ul style="list-style-type: none"> ➤ Instructional support ➤ Equity in discipline ➤ Equity in special education ➤ African American achievement gap 	<ul style="list-style-type: none"> • Provides implementation oversight for: <ul style="list-style-type: none"> ➤ Monitoring ➤ Data reporting



Overview of Implementation Timeline

- **60 Days after appointment of Equity Advisory Panel**
 - The District shall provide accessible resource persons:
 - Program Specialist
 - Data Evaluator
- **Yearly Milestones and Reports that Must be Filed**
 - Upon receipt of the first series of district reports, the Commission will establish annual statistical and benchmarks as indicators of progress.
 - The Commission will use these indicators to measure progress.



Overview of Implementation Timeline (cont.)

- **60 days following the end of each semester and following the end of summer session**
 - The District will supply statistical data requested
- **3 times per year, once after the end of each semester and following the end of the summer session**
 - The Coordinator for the Conciliation Agreement will convene meetings, including the development of agendas, provision of reports, securing venues, and maintaining minutes.



Overview of Implementation Timeline (cont.)

- **Conditional Timelines that May Be Activated**

- At the end of the first year of implementation the Panel will assess District's progress and will consider the advisability of establishing a District-wide Equity Office. Implementation begins with the establishment of the Equity Advisory Panel.
- At the end of the fifth full year, the Commission will evaluate the District's progress.
- If the District and the Commission find that insufficient progress is being made, they can enter into a good faith process of negotiation not to exceed 120 days.



PPS Recommended Monitoring Framework

- The three reporting periods would fall within the following months.
 - November
 - March
 - August
- These months were chosen to ensure adequate time to receive and analyze comprehensive data for the previous semester for inclusion into the report.

Data Sources Aligned to November Report

Type of Report	Data Source
Student Enrollment Reports: District, Level and Grade Demographics	Official PPS October Data
Student Enrollment Reports: School Demographics	Official PPS October Data
Student Performance Reports: PSSA: District, Level, and School Performance	Official PPS October Data
Pennsylvania Value-Added Assessment System (PVAAS)	PVAAS

Data Sources Aligned to March Report

Type of Report	Data Source
Student Programs and Courses– Demographics: Magnet Schools/ Programs	Official PPS January Data
Student Programs and Courses– Demographics: IB, AP, PSP, CAS Courses	Official PPS January/February Data
Student Programs and Courses– Demographics: Core Academic Courses (Grades 8-12)	Official PPS January/February Data
Student Programs and Courses– Demographics: Special Education Eligibility (including Gifted)	Official PPS January Data
Student Programs and Courses– Demographics: Middle and High School Remedial Courses	Official PPS January, February Data
After School Tutoring Participation	Official PPS January Data

Data Sources Aligned to August Report

Type of Report	Data Source
End of Year Summaries: Graduation Rates, District and School	Existing District Report (with revisions)
End of Year Summaries: Discipline Summary (Referrals, Suspensions)	Existing District Report (with revisions)
End of Year Summaries: Extended School Year (Summer) Demographics	Existing District Report (with revisions)
End of Year Summaries: Letter Grades, Math and Reading (or End of Year Credit Attainment)	Existing District Report (with revisions)
End of Year Summaries: Extracurricular Activities	Data Collection Process to be developed by the Office of Technology, Student Services, and Executive Directors of School Management

Conciliation Agreement: Proposed Action Plan for Implementation





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(See Exhibit A)