

**For Immediate Release**

Contacts: Ebony R. Pugh (412) 622-3616

**District Presents PULSE – Pittsburgh Urban Leadership System for Excellence –  
Designed to Create a Culture of Accountability for School Leadership**

***System Aimed to Recruit, Train, Evaluate and Support  
Principals is Central to Success of District Reform Efforts***

PITTSBURGH May 21, 2007 – At tonight’s Education Committee Meeting, the District presented to the Board, PULSE – Pittsburgh Urban Leadership System for Excellence, the District’s recommended accountability system to recruit, train, evaluate and support principals and hold them accountable for the academic achievement of students.

“We’re putting principals at the heart of our work to improve student achievement,” said Superintendent Roosevelt. “What we’ve had in place before has not been working. PULSE will provide the District with a comprehensive system, which will guide and reward consistent and effective leadership in our schools.”

Last July, the Board gave the Superintendent the charge to create a performance-based compensation plan for all principals. Currently, the District’s eight Accelerated Learning Academy principals are on performance-based, 12-month contracts for this school year. The District anticipates Board approval of PULSE in time for the start of the 2007-2008 school year.

**PULSE – Pittsburgh Urban Leadership System for Excellence**

Based on a comprehensive approach, PULSE – Pittsburgh Urban Leadership System for Excellence – brings together the strategies outlined in *Excellence for All* to improve student achievement by creating a system of accountability that recognizes school leadership is at the heart of the District’s reform agenda.

In addition to a pay-for-performance system for principals, PULSE includes the following:

- A new principal evaluation tool based on a rubric that is standards-based and performance-driven;
- On-going professional development for principals through the Leadership Academy, which was approved by the Board last year;
- New individualized mentoring and training for school executive directors who have responsibility for evaluating the principals;
- Increased support for new principals;
- The creation of the Academy for Aspiring School Leaders to insure a pipeline of new principals to meet the needs of the District.

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**PULSE: Principal Compensation Plan**

The proposed Principal Compensation Plan would eliminate the traditional step increases, based on years of service, which is currently used in the District. It would be replaced by a two tier compensation system for principals :

- An increment of up to \$2,000 annually added to base pay per completion of the evaluation rubric ;
- An achievement bonus of up to \$10,000 annually based on student achievement growth measures, such as the School Performance Index (SPI) developed by Rand.

In February, the District applied for a TIF Grant from the Teacher Incentive Fund to help support the \$8.9 million performance pay system for principals. The chart below shows the grant payments the District would receive to support the Principal Compensation Plan if the District is awarded the TIF Grant in June 2007.

	Year 1	Year 2	Year 3	Year 4	Year 5
<b>Total Cost Of Incentives</b>	\$414,250	\$564,885	\$723,053	\$888,753	\$1,054,452
<b>% covered by Grant</b>	100%	90%	80%	70%	25%

The public can obtain a copy of this evening’s Education Committee presentations by visiting the Pittsburgh Public Schools website at <http://www.pps.k12.pa.us/educationcommittee52107.asp>, the Division of Communications and Marketing, Room 204 or by calling the Parent Hotline at (412) 622-7920. Public feedback can be provided to the Superintendent via email to [superintendentoffice@pghboe.net](mailto:superintendentoffice@pghboe.net) or via mail.

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