



**Pittsburgh  
Public Schools**



*The Pathway to the Promise.™*

## **Superintendent's Goals and Performance Priorities for 2010-11**

*Goal 1: Empowering Effective Teachers Plan*

### **Education Committee**

**January 4, 2010**

**Dr. Linda Lane**

## Goal 1: Empowering Effective Teachers Plan

- 8 subgoals (items a through h)
- Today's focus is on goal 1.d:  
*Effective implementation of the Promise-Readiness Corps, and plans to implement additional career ladder positions*

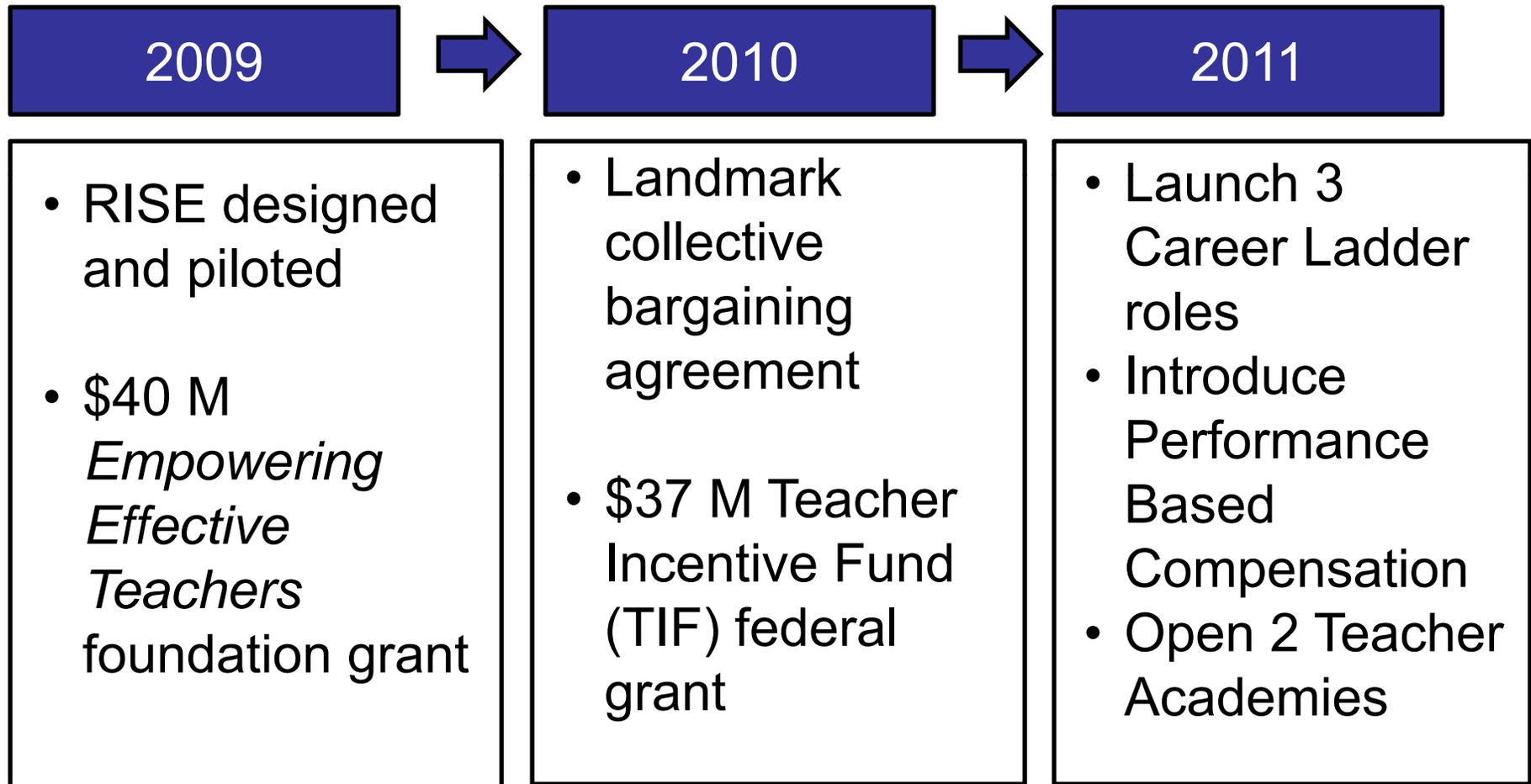
## **Our *Empowering Effective Teachers* work will enable us to achieve this bold vision:**

**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.****

## What makes the work in Pittsburgh unique?

- Collaboration and partnership with the Pittsburgh Federation of Teachers (PFT) from the beginning
- Building on strong foundation including improved school leadership, new 6-12 core curriculum, and the Pittsburgh Promise®

## With the work off to a good start, effective implementation will be the focus in 2011



## Presenters for Superintendent's Priority 1.d:

*Effective implementation of the Promise-Readiness Corps, and plans to implement additional career ladder positions*

<p><b>1.The Promise-Readiness Corps Program</b></p>	<p><i>Christiana Otuwa, Assistant Superintendent</i>  <i>Debra Dankmyer, Pittsburgh Carrick Math Teacher</i>  <i>Joshua Rice, Pittsburgh Carrick Social Studies Teacher</i>  <i>Jennifer Murphy, Principal, Pittsburgh Carrick</i>  <i>Rachel Doven, Pittsburgh Carrick Student</i></p>
<p><b>2.Recruitment &amp; Selection for 2011-12</b></p>	<p><i>Marni Pastor, Director, Talent Management</i></p>
<p><b>3.Where we are going and how we will know if it is working</b></p>	<p><i>Linda Lane, Superintendent of Schools</i></p>

## **We focused on the Promise-Readiness Corps first because it addresses our most urgent need**

- While achievement has improved in elementary and middle grades, high school achievement has remained flat.
- Historically, only 15% of our students (3 of 20) achieve a higher education degree or workforce certification.
- It is our obligation to have every student be Promise-Ready.

## The Promise-Readiness Corps program launched in eight comprehensive high schools in 2010

- Supports students transitioning into high school so that they arrive at 11th grade Promise-Ready
- Introduced at Pittsburgh Allderdice, Brashear, Carrick, Langley, Oliver, Peabody, Perry, and Westinghouse
- 14 teams of teachers, counselors and/or social workers linked to cohorts of 9th grade students
- Voluntary for teachers in 2010 with focus on **teaming** and **advising**

## Teaming and advising at Pittsburgh Carrick

### Teaming

- 7:00 am team meeting, 4 days per week
- 2 additional cohort meetings per week
- Monitor student progress, plan interventions, advisory, parent conferences

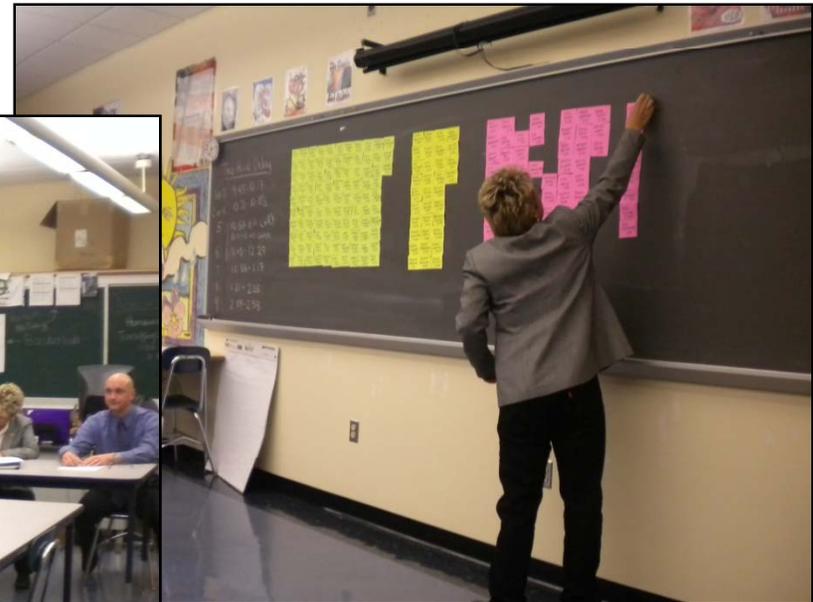
### Advising

- 15 minutes per day, 5 days per week
- Addresses academic and social needs
- Includes team building, life skills, service projects
- Builds teacher/student rapport and creates community

## **Pittsburgh Carrick's perspective of how Promise-Readiness Corps compares to what we expected**

- Figuring out how to take core design and make it work for our school involved working through “bugs” and making adjustments.
- Now we see better relationships between:
  - Teachers and students,
  - Students and students,
  - Teachers and teachers.
- We need to build on what we have learned this year and continue to refine as we monitor our children's progress.

# How the Promise-Readiness Corps benefits our students



## Next year the Promise-Readiness Corps becomes a Career Ladder role

- Career Ladder roles reward effective teachers, ensure effective teachers are with high needs students.
- In addition to teaming and advising, next year's teams will follow their students for 2 years through 9<sup>th</sup> and 10<sup>th</sup> grades.
- Teachers earn an annual \$9,300 Career Ladder differential plus have chance to earn a cohort bonus of up to \$20,000 based on success of cohort over 2 years.
- Application and selection is happening now for 2011-12.

## The benefit of providing Career Ladders roles

- Recognize and leverage teacher expertise;
- Reward accomplished teachers who take leadership; and
- Systematically ensure that high-needs students have access to highly-effective teachers.

By incorporating these components, career ladder opportunities will systematically increase the success of our students.

*\*Recognizing and Enhancing Teacher Effectiveness, A Policymaker's Guide*

## **The Promise-Readiness Corps is one of three new Career Ladder roles for teachers in 2011-12**

- Learning Environment Specialists and Clinical Resident Instructors also start in 2011-12
- There is a rigorous selection process, but it is designed to be simple for teachers to participate in
- Linked to additional compensation of \$9,300 to \$13,300 per year
- A total of up to 160 roles will be introduced in 2011-12

## Selection process for 2011-12 concludes with a Special Legislative meeting on April 5

**June 14:**  
Board approves collective bargaining agreement

**Dec 1:** New career opportunities website launched

**Winter 2010:**  
Recruitment and outreach

**Jan – March:**  
Interviews and observations

**Fall/Winter:**  
Selection process designed

**Dec 3-9:** Info Sessions held across District

**Jan 7:**  
Application deadline

**April 5:**  
Special Legislative meeting

## **The adoption of Career Ladder roles is an important evolution for the District**

- Three more Career Ladder roles in 2012-13:
  - K-8 Instructional Teacher Leaders 2,
  - 9-12 Instructional Teacher Leader 2,
  - Turnaround Teachers.
- Historically, teachers who want to broaden their impact, increase their salary or otherwise advance their career have often chosen to leave the classroom.
- Effective teachers can work with the highest needs students, take on leadership roles through a process that is rigorous without being arduous.

***More career choices for effective teachers***

1/4/2011

## **We are committed to monitoring success based on student achievement outcomes**

- Increase in the percentage of 9<sup>th</sup> and 10<sup>th</sup> grade students who are Promise-Ready
- Improved student achievement data for pre-tenured teachers as well as students at Teacher Academies
- Improvement in teaching and learning environment at schools, particularly those with Learning Environment Specialists
- Use of 5<sup>th</sup> domain of RISE to provide feedback and evaluate teachers in Career Ladder roles

Flexible career opportunities for teachers is part of our Theory of Action for reaching our goal of 80% completion of post-secondary degree or workforce certification.

