



Pittsburgh Milliones Update

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Pittsburgh Milliones 6-12

Situation:

- Pittsburgh Milliones 6-12, commonly known as U-Prep, opened as the District's College Preparatory School in 2008.
- The school was designed to create a college going culture in a newly renovated (\$15 million) facility.
- The school has had four different principals with multiple leadership teams.
- Academic progress has remained persistently stubborn at the school, particularly in the middle grades where only 16.7% of students in grades 6-8 performed Proficient or Advanced on the Reading PSSA and no students tested proficient on the Mathematics exam in 2018.
- The school is annually identified as a hard to staff school by Human Resources.

Our Strategic Plan: Expect Great Things

Strategic Plan Framework Long-Term Outcomes

Increase proficiency in literacy for all students

Ensure all students are equipped with skills to succeed in college, career and life

Increase proficiency in math for all students

Eliminate racial disparity in achievement levels of African-American students

Strategic Theme #1

Create a positive and supportive school culture.

Objectives

- 1. Meet the holistic needs of all students.
- 2. Establish a shared commitment and responsibility for positive relationships with every student, family, and staff member.
 - 3. Create effective family and community partnerships in every school.

Strategic Initiatives

PHASE 1

- 1a. Establish a system-wide Multi-Tiered System of Support (MTSS) process, that includes Positive Behavior Interventions and Supports (PBIS) and restorative practices, implemented through high-functioning Student Assistance Program (SAP) teams in every school that are equipped to follow the process with fidelity.
- **2b.** Develop and communicate explicit and consistent expectations for staff interactions with students and families.
 - **3b.** Implement a tiered and phased community schools approach.

PHASE 2

1b. Embed elements of social-emotional learning into academic instruction.

PHASE 3

- 1c. Develop individual student success plans for all students.
 - 3a. Develop effective partnerships among schools, students, families, and community organizations, utilizing a research-based framework that fosters collaboration for student success.

Strategic Theme #2

Develop and implement a rigorous aligned instructional system.

Objectives

Establish a rigorous District-wide curriculum and assessment framework that is culturally inclusive.

Strategic Initiatives

PHASE 1

- **1a.** Develop and design a common curriculum framework.
- **1b.** Develop a comprehensive assessment system aligned to grade-level expectations.
- **1c.** Implement an instructional system with aligned and equitably distributed resources.

District Vision

All students will graduate high school college, career and life-ready prepared to complete a two- or four-year college degree or workforce certification.

District Mission

The Pittsburgh Public Schools will be one of America's premier school districts, student-focused, well-managed, and innovative. We will hold ourselves accountable for preparing all children to achieve academic excellence and strength of character, so that they have the opportunity to succeed in all aspects of life.

Strategic Theme #3

Provide appropriate instructional support for teachers and staff.

Objectives

Impact student outcomes by increasing teacher knowledge through a cohesive system of instructional support.

Strategic Initiatives

PHASE 1

1b. Align instructional support efforts to ensure collaboration between school administrators and staff around the school's professional development focus.

PHASE 2

- 1a. Ensure that all professional development for teachers and staff follows research-based and culturally relevant practices.
- 1c. Provide differentiated instructional support that is based on data and deployed through school-based, district-wide, and online learning opportunities.
 - 1d. Ensure that supervisory and support staff who engage in instructional conversations with teachers receive differentiated learning opportunities to be effective in their roles.

Strategic Theme #4

Foster a culture of high performance for all employees.

Objectives

- Attract and retain high-performing staff who hold high expectations for all students.
- Enhance District-wide systems that promote shared accountability, high expectations, and continuous growth for all employees.

Strategic Initiatives

PHASE 1

- Develop and broaden teacher pipeline and recruitment efforts to yield a diverse, culturally competent and effective workforce.
- **1b.** Develop a rigorous selection and hiring process that ensures the most effective workforce.

PHASE 2

2b. Review and modify performance management systems to maximize impact on professional growth and student outcomes.

PHASE 3

- **1c.** Promote retention and reduce negative effect of turnover.
- 2a. Create comprehensive professional learning environments to both facilitate role-specific learning and to enable employees to grow and develop.

Phase 1: Launching now through June 2017
Phase 2: Launching in the 2017-1018 School Year
Expect Plase 2: Launching in the 2017-1018 School Year
Thirties.

Our Strategic Plan: Expect Great Things

Strategic Theme #1

Create a positive and supportive school culture.

Objectives

- 1. Meet the holistic needs of all students.
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 - **3.** Create effective family and community partnerships in every school.

Proposed Recommendation

- Relocate students from grades sixth through eighth to Pittsburgh Arsenal 6-8
- Narrow the focus at UPrep to grades 9-12

Arsenal Middle School

- Arsenal has achieved STAR school status for past five years
- Arsenal is outperforming PPS grades 6-8 African-American students in ELA by 10.9%
- Arsenal is outperforming PPS grades 6-8 All students in mathematics by 8.3%

Good middle schools help students develop their emotional intelligence and their intrapersonal and interpersonal intelligence (Gardner, 1993; Goleman, 1997). They use cooperative learning as a key to fostering positive social relationships.

PVAAS Data - ELA

Significant evidence that the school exceeded growth standard

Moderate evidence that the school exceeded growth standard

G Evidence that the school met growth standard

Y Moderate evidence that the school did not meet growth standard

Significant evidence that the school did not meet growth standard

PVAAS ELA	Grade 6	Grade 7	Grade 8	
UPrep				
2018	-5.9	-0.8	-0.1	-2.2
3-Year Average	-5.7	1.2	1.0	-1.2
Arsenal				
2018	4.7	7.5	0.0	4.1
3-Year Average	5.1	5.3	-0.8	3.2

PVAAS Data - Math

Significant evidence that the school exceeded growth standard

Moderate evidence that the school exceeded growth standard

Evidence that the school met growth standard

Moderate evidence that the school did not meet growth standard

Significant evidence that the school did not meet growth standard

PVAAS Math	Grade 6	Grade 7	Grade 8	
UPrep				
2018	-10.7	-6.2	-4.3	-7.1
3-Year Average	-6.0	2.3	-3.1	-3.8
Arsenal				
2018	8.7	-0.3	4.3	4.3
3-Year Average	6.9	-0.5	6.3	4.3

Keystone Data – Algebra 1

Significant evidence that the school exceeded growth standard

Moderate evidence that the school exceeded growth standard

Evidence that the school met growth standard

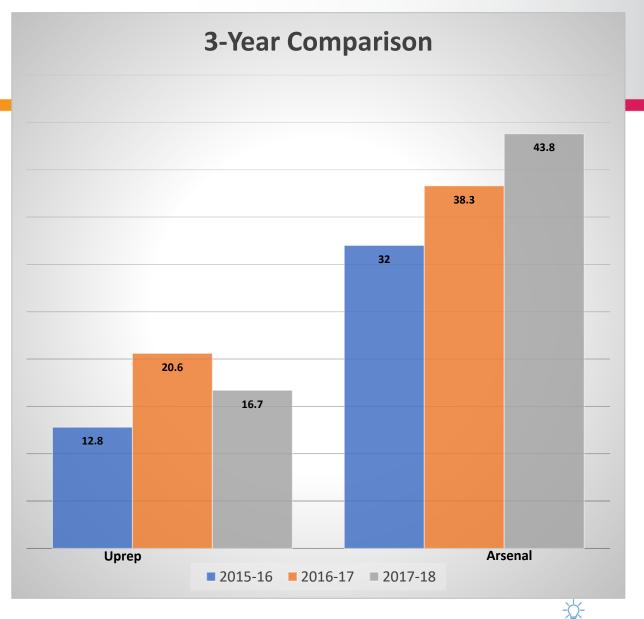
Moderate evidence that the school did not meet growth standard

Significant evidence that the school did not meet growth standard

	2016	2017	2018	3-Year Average
UPrep				
Algebra 1	-6.5	1.1	-7.6	-4.3
ARSENAL				
Algebra 1	15.7	12.0	11.4	13.0

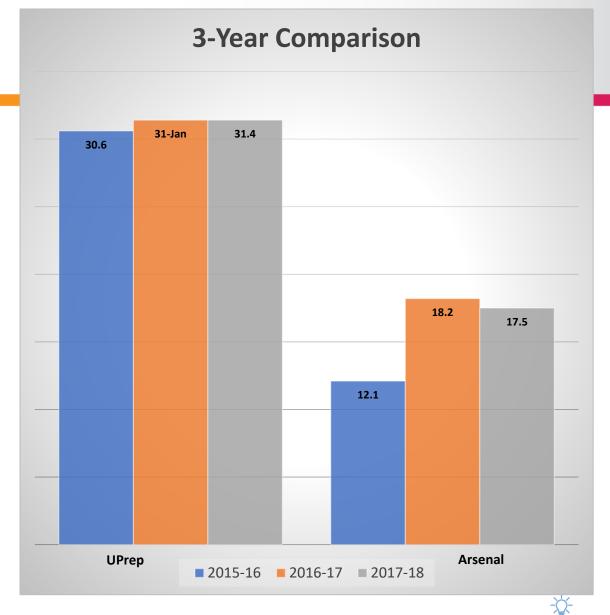
UPrep 6-8/ Arsenal 6-8

> **ELA** Overall



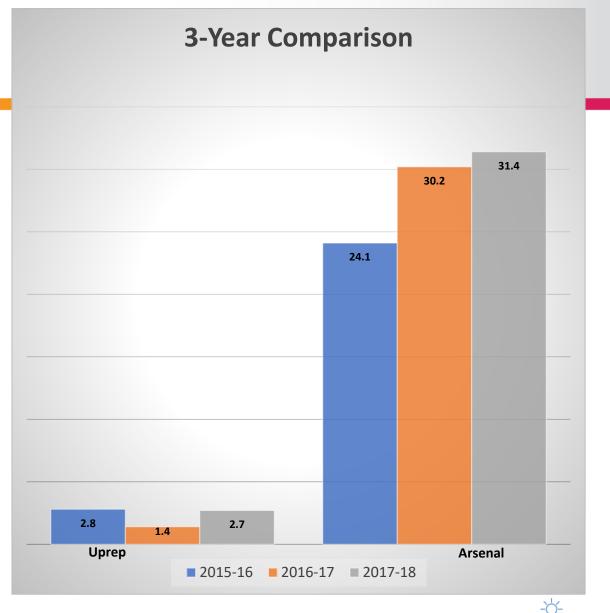
UPrep 6-8 Arsenal 6-8

ELA African-American



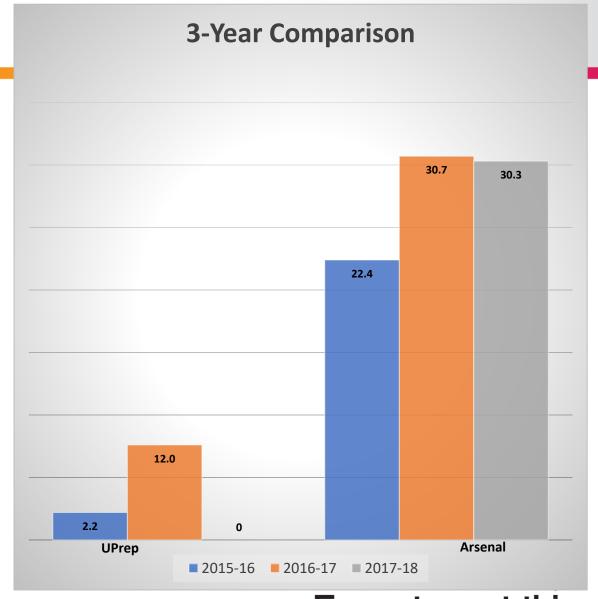
UPrep 6-8 Arsenal 6-8

Mathematics Overall



UPrep 6-8 Arsenal 6-8

Mathematics African-American



Expect great things.

Arsenal / UPrep Demographics

ARSENAL (2019-20 Projection – 161 students)

UPREP (2019-20 Projection – 99 students)

2018-19

161 Students

(Female-70 / Male-91)

African-American - 63.22%

Asian - 4.97%

Hispanic - 8.70%

Multi-Racial - 8.70%

White - 11.80%

2018-19

82 Students

(Female-37 / Male-45)

African-American - 93.90%

Asian - 4.97%

Hispanic – 1.22%

Multi-Racial - 3.66%

Native Hawaiian or Other Pacific Islander – 1.22%

Arsenal's Proposed Demographics

ARSENAL (2019-20 Projection – 245 students)

2019-2020245 Students(Female-107 / Male-136)

Benefits of a Strong Middle School Program

1. Supports Strong Academics

Beyond simply supporting strong academics, this also helps students develop important skills that will help them succeed throughout the rest of their lives: time management, the ability to plan ahead, self-advocacy, and the ability to ask for help when it is needed.

2. Mental Health During the Teen Years

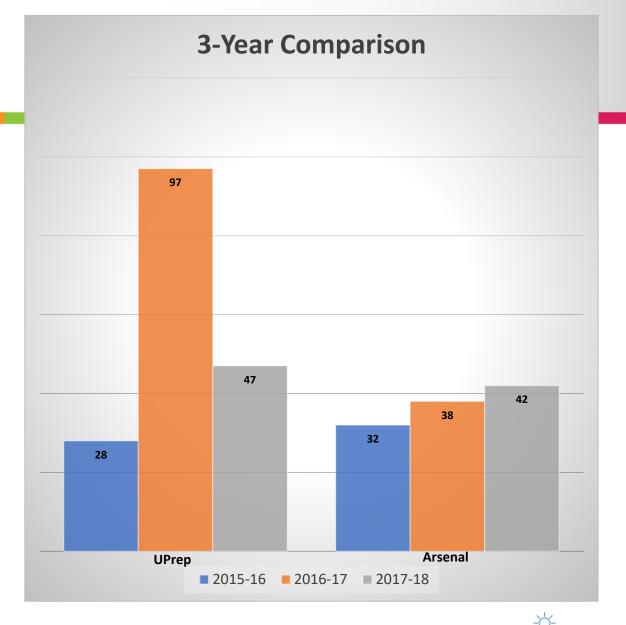
Many of the mental health issues people confront as adults begin to manifest in adolescence. On the flip side, teens can struggle with anxiety, depression, or other forms of distress that are developmentally appropriate but will not necessarily endure. Schools can help by learning how to identify worrying signs and taking a balanced approach to dealing with increasingly independent young people.

(Quinn, 2018)



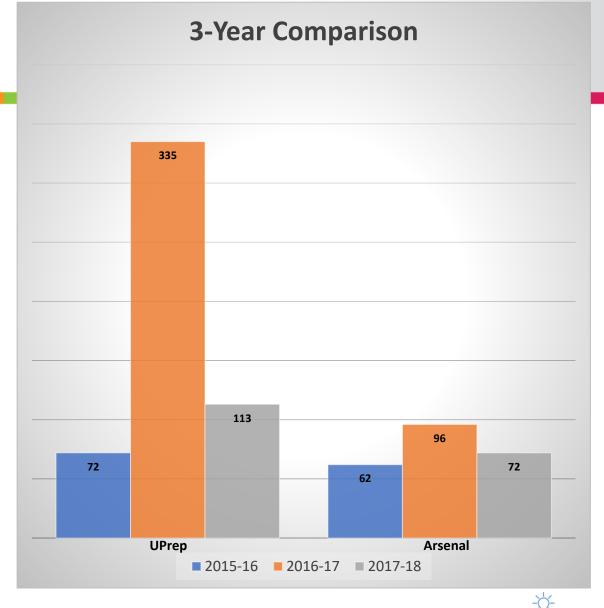
UPrep 6-8 Arsenal 6-8

Incidents Resulting in Suspension Overall



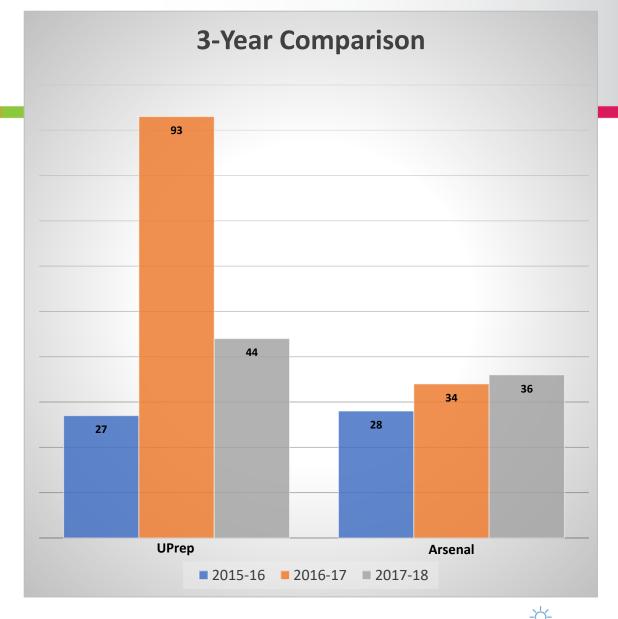
UPrep 6-8 Arsenal 6-8

Total Days
Resulting in
Suspension
Overall



UPrep 6-8 Arsenal 6-8

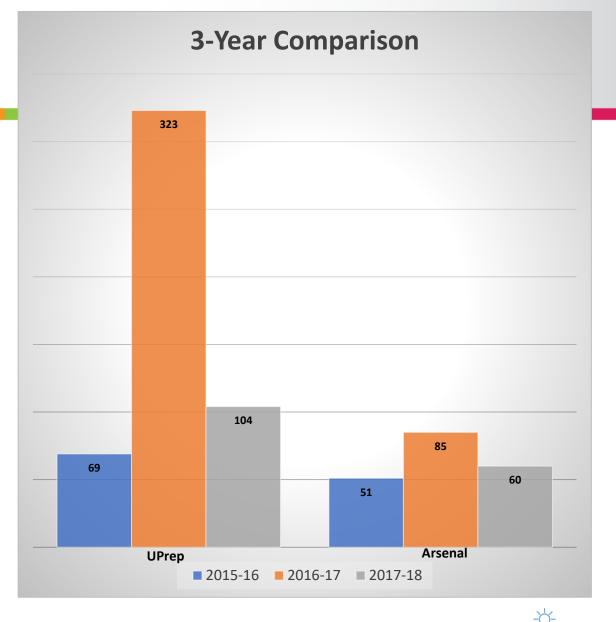
Incidents
Resulting in
Suspension
African-American





UPrep 6-8 Arsenal 6-8

Total Days
Resulting in
Suspension
African-American



Immediate Benefits for Students at Arsenal

- Better alignment of resources to the unique needs of middle school students and preparing them for the transition to high school
- Improving the educational experience for students in both 6-8 and 9-12 with more focus on specific needs
- Better opportunities during the day that are geared toward middle level learners, such as grade-level floors/middle school teaming at each grade level Focus on Whole Child
- Better exposure to after-school programming and sports (STEM Stars, Girl Scouts, Positive Spin, Tutoring, Warrior academic programming based on STEM, all sports)
- More focused opportunities for support during school day (POWER, Magee Healthy Relationships and Choices)

Next Steps

Board Presentation and Discussion	5/14/19
Milliones & Arsenal Staff Meeting	5/15/19
Public Hearing	5/20/19
Pittsburgh Milliones Parent and Family Meeting	5/28/19
Pittsburgh Arsenal Parent and Family Meeting	6/4/19
Public Hearing	6/17/19
Proposed Board Vote	6/19/19

