

Pittsburgh Public Schools Back-to-School Preparation 2024



August 12, 2024

Office of Curriculum & Instruction

- **Newly Adopted Instructional Materials**
- **Professional Learning**
- **Curriculum Development**
- **Academic Cabinet**



Office of Curriculum & Instruction: Newly Adopted Materials

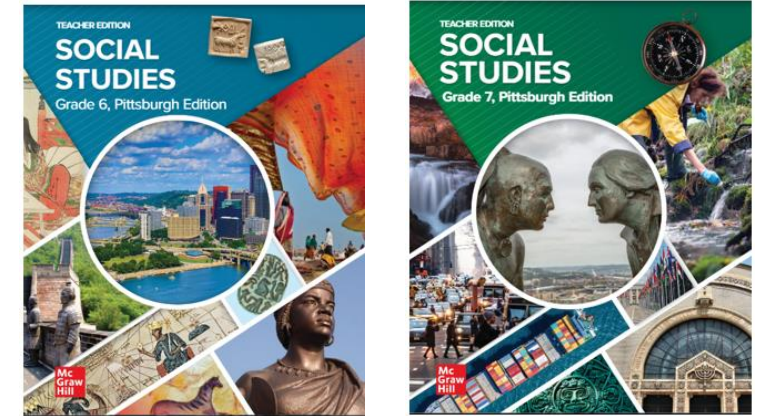
English Language Arts 6-12



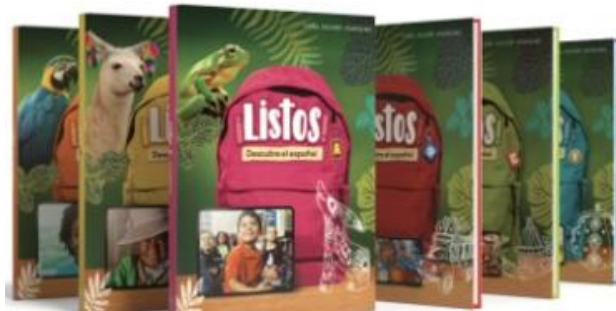
Mathematics K-8



Social Studies 6-7



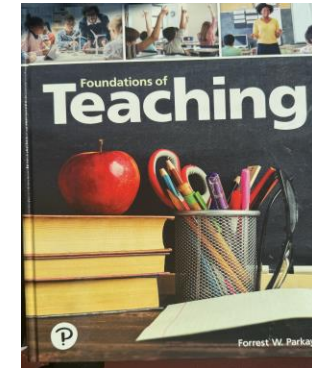
World Languages K-12



English Language Development



Emerging Educators Program



Office of Curriculum & Instruction

Curriculum Writing Timeline: Ensuring Excellence in Education

- **Pre-Planning Phase:** Initiated in May 2024, laying the groundwork for a comprehensive curriculum.
- **Professional Learning:** In June 2024, our curriculum writers engaged in targeted professional development to enhance their skills and knowledge.
- **Instructional Guide & Unit Overlays:** We recently completed updated instructional guides and unit overlays, providing clear and structured resources for our educators.
- **Ongoing Curriculum Development:** From September 2024 to May 2025, continuous curriculum development will take place to ensure our instructional materials remain current and effective.



Office of Technology

- **Device Distribution**
- **Student Password Annual Reset**
- **Phone System Replacement/Upgrade**
- **Interactive Board Upgrades**
- **ESL Translation Devices**



Office of Technology

Office of Technology: Device Distribution

For Students:

- **Grades 1-5:** Introduction of new touchscreen devices to enhance interactive learning.
- **Grades 6-12:** Continuation with existing non-touch devices, maintaining consistency and familiarity.
- **Kindergarten:** New iPads will be ordered and distributed during the fall to support early learning.

For Staff:

- **New Laptops:** All current PPS staff (excluding Food Service and Custodians) will receive new HP laptops at the start of the year. Staff must transfer any files from their existing laptops and return them to their Tech Liaison by September 10.
- **MacBook Reimaging:** Staff with MacBooks need to have them reimaged. Please email [support@pghschools.org] to schedule this.

Student Password Reset:

- **August 9:** All student passwords will be reset to ensure security for the upcoming school year.



Office of Technology

Phone System Replacement/Upgrade: Enhancing Communication and Safety

- **Partnership with Axxess Networks:** Starting August 6th, Axxess Networks will begin performing a critical upgrade to our district-wide phone system.
- **New Cisco Phones:** All existing Cisco phones will be replaced with modern telephones in every classroom, paired with a cloud-based system for enhanced functionality.
- **Consistency and Control:** The new system ensures consistent communication across classrooms and provides the power to control the system through a cloud interface, offering a flexible and robust solution.
- **Enhanced Safety:** Emergency calls will now be triangulated to the exact room from which they were placed, facilitating quicker and more precise responses from first responders.
- **5-Digit Dialing:** Transition from 4-digit to 5-digit dialing to support exact location data for first responders, enhancing overall safety and communication efficiency.

Classroom Phone



Administrator Phone



Office of Technology

Interactive Panel Upgrades: Enhancing Classroom Technology

- **New ClearTouch Panels:** In August 2024, we will place an order for 525 ClearTouch interactive panels. These will be installed in classrooms with out-of-warranty panels, including our ECC classrooms, ensuring all students have access to the latest interactive technology.
- **System Upgrades:** Additionally, 231 outdated Panel PCs currently installed in boards will be upgraded to Windows 11, providing a more seamless and efficient user experience.



Office of Technology

ESL Translation Devices: Supporting Our ESL Students

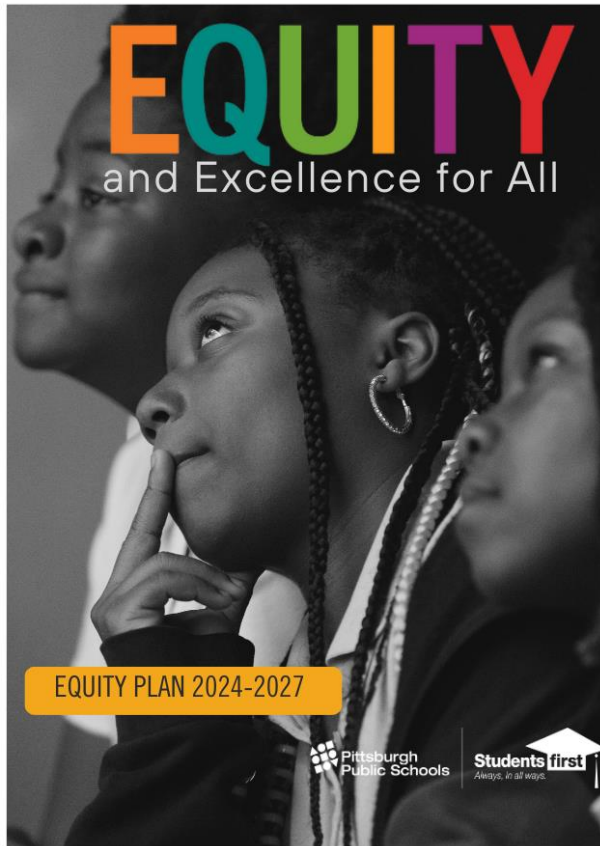
- **Translation Devices:** In September of 2024, we will place an order for 2500 language translation devices for our current and growing ESL population. This will help improve our ability to communicate with our ESL families.
- **Device Features:**
 - Supports 84+ languages.
 - Text-to-translate camera translates text, and written word.
 - One-button translation for simpler translations in fewer steps.
 - High quality noise-cancelling microphones and two powerful speakers.
- **Device Supports:**
 - Device rollout plan.
 - Device user guide documentation.



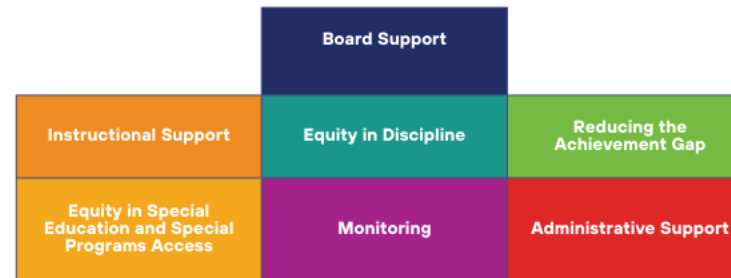
Office of Equity

EQUITY PLAN, 2024-2027

Introduced May 2024, a detailed outline of the **5 Priority Goals**, complementing **16 Objectives** and **Strategic Action Steps**. Next Phase will be to develop detailed action plans for phase one Strategic Action Steps.



THE 2022 MOU DELINEATES ITEMS ACROSS SEVEN KEY AREAS



Instructional Support	Equity in Discipline	Monitoring	Disparate
Priority Goal #1	Priority Goal #2	Priority Goal #3 Priority Goal #4	Priority Goal #5

Office of Equity

JOURNEY TO THE EQUITY PLAN, 2024-2027

The process started in September 2022 with the signing of the 5-year MOU requiring an Independent Equity Audit. The District published an RFP, received 19 submissions and conducted an interview with 6 respondents. A selection was made and shortly thereafter the independent racial equity audit commenced with analyses, surveys, interviews, and focus groups sessions. After the findings and analysis, 51 recommendations were made. The District asked which 5 recommendations were transformative to help develop the Racial Equity Plan.



Priority Goal 1

Commit to and provide Administration and Faculty ongoing professional learning opportunities focused on racial equity, cultural competency, and culturally responsive strategies.

GOAL

School and District leaders will demonstrate improved skillsets to recognize inequity, respond to inequity, actively cultivate equity, and sustain equity.

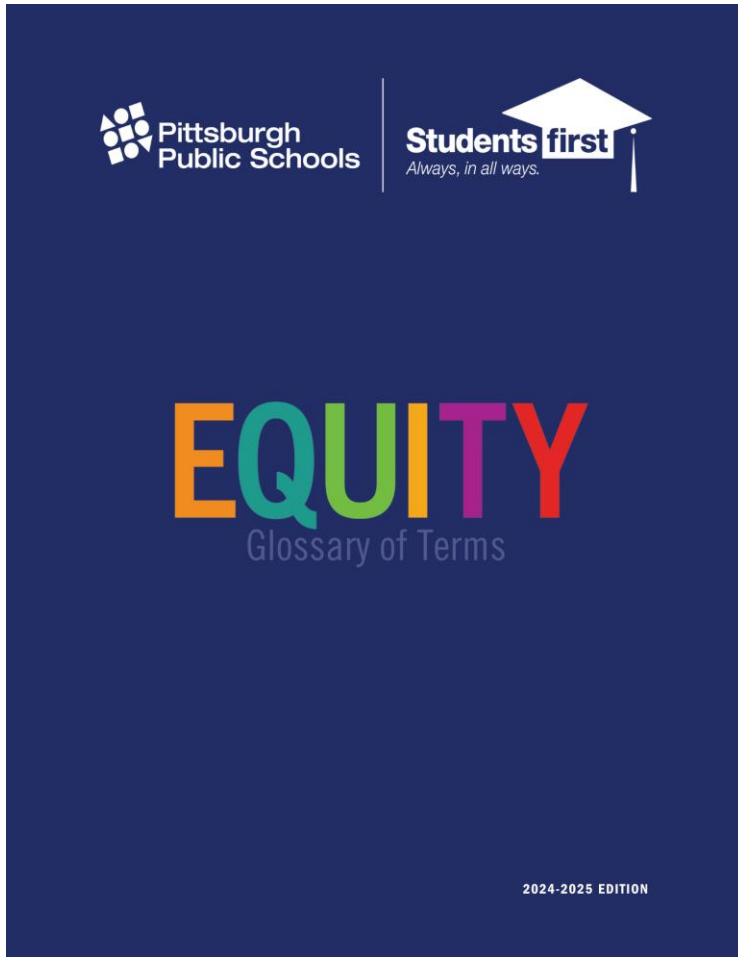
ALIGNMENT

ALIGNMENT TO 2022 MOU	Instructional Support V.a.7 V.a.8 V.a.9
ALIGNMENT TO SUPERINTENDENT'S PRIORITIES	Goal # 1: Invest in culturally responsive, evidence-based training, tools, and instructional practices.
ALIGNMENT TO STRATEGIC PLAN 2024-2029	Theme A. Improve quality and relevance of academic experiences Objective 1: Expand relatable and culturally relevant instruction and curriculum Objective 4: Deepen staff capacity to support successful learning experiences for all students

A. Continue to identify and facilitate specific areas for ongoing professional learning to improve skillsets for recognizing inequity, responding to inequity, and sustaining equitable instructional practices.

STRATEGIC ACTION STEPS

1. Continue professional learning on topics like the history of racial inequities in education, implicit bias, culturally responsive teaching strategies, and creating inclusive school environments.
2. Continue to offer professional learning opportunities that build educators' capacity to recognize inequity and eliminate inequities.
3. Engage with and elevate the voice of parent and/or community groups focused on historically underserved, marginalized populations, to include their perspectives and experiences in professional learning offered through the Office of Professional Learning.
4. Continue to offer ongoing support and resources, such as coaching, mentoring, and access to instructional materials, to help educators implement culturally responsive teaching strategies effectively.
5. Continue to engage in nationally recognized institutes and conferences that conduct diversity, equity, inclusion, and cultural competency training with emphasis on organizations with a proven track record of providing high-quality training, resources, and yielding results.



DISTRICT'S GLOSSARY of EQUITY TERMS

2024-2025 Edition

This year, we have expanded our glossary to include new terms such as **harassing conduct, hostile environment, xenophobia, and hate language.** This document serves as a crucial resource for defining equity terms and establishing a common vocabulary that promotes clear communication and understanding within our community.



Office of Equity



TITLE IX AND STUDENT PROTECTIONS

Beginning with the 2024-2025 school year,

The Office of Equity will coordinate the PPS response to investigate, stop, prevent, and remedy all incidents of discrimination, harassment based on a Protected Category, abuse, and retaliation. This includes ensuring compliance with Title VI and Title IX. Additionally, the Office will investigate allegations of bias-based harm and gender inequity in athletics.

Equity in Discipline
Priority Goal #2

Key Responsibilities	New Initiatives
<p>Incident Management: Collaborate with schools to receive reports and complaints, investigate incidents, and provide supportive measures, including long-term remedies as needed.</p>	<p>Reporting System: Implementing a new system to capture and investigate reports of discrimination, harassment, and related issues. This system ensures every voice is heard without fear of repercussion, demonstrating our commitment to taking every report seriously.</p>
<p>Training: Provide regular training on recognizing, preventing, and responding to incidents related to Title VI, Title IX, discrimination, harassment, misconduct, retaliation, and abuse.</p>	<p>Access: The reporting form is available on the District's website.</p>

Office of Equity



BEYOND DIVERSITY

Instructional Support

Priority Goal #1

PROFESSIONAL LEARNING AND SUPPORTS

PPS has adopted a definition for **Culturally Relevant Pedagogy** based on Gloria Ladson-Billings' seminal work. Starting this year, schools will implement the CRP Learning Series, Module One to staff (*as aligned to the 2019 On Track to Equity plan*). **Courageous Conversations about Race™** continues to lay the foundation of inter-racial dialogue for all educational stakeholders to gain a common understanding of race and racism in education and society at large. New comprehensive supports will be provided to begin to determine the impact of this work.



Operations Department

Facilities and Maintenance

- Logistics

Pupil Transportation

- Readiness

School Safety

- District updates on Safety Drills and Visitor Management Implementation



Facilities & Maintenance

Logistics

Facilities Department: Advancing Our Infrastructure

- Capital Improvement and Major Maintenance: Collaborated with Plant Operations and Maintenance to ensure the successful reconfiguration of the newly named Roosevelt Early Childhood Center and Roosevelt K-5.
- Project Completion: Nearing completion of over 50 capital projects, including the Aqua-Therapy pool at Pioneer which will provide students with mobility issues additional therapy options that have never existed in Pittsburgh Public Schools.
- Air Conditioning: Phillips and Westwood will have operational air conditioning for the start of this school year. Banksville, Lincoln, and Whittier will be fully operational by spring 2025. These projects will enhance comfort and improve learning environments.



Maintenance Department: Enhancing Efficiency and Accountability

- Department Restructure: Introduction of a new Director and General Foreman to improve departmental leadership and operations.
- New System Implementation: Beta testing a new work order and asset management system (FMX), set to go live in January 2025, aimed at improving efficiency, preventative maintenance scheduling, and accountability.



Pupil Transportation

School Readiness

2024-2025 School Year: Transportation and Communication

School Times:

- Consistency in Schedule: There will be no changes in start and dismissal times for the 2024-2025 school year, ensuring stability and consistency for families and students.

Routing:

- Online Request Processing: The Pupil Transportation Department is diligently processing online transportation requests from all non-PPS families to ensure smooth and efficient routing.

Pittsburgh Regional Transit:

- Contacted Pittsburgh Regional Transit (PRT) to obtain an updated fare memo, ensuring accurate and up-to-date fare information.

Communication with Stakeholders:

- Initial Route Sheets and Notification Letters will be distributed to all stakeholders no later than August 13, 2024. Keeping everyone informed and prepared for the start of the school year.



School Safety

Emergency Response Preparedness

New District Plan for Emergency Responses

- **Adoption of New Protocol:** We have adopted a new emergency response protocol through the iloveguys Foundation, replacing the previous ALICE active shooter procedures.
- **Staff Training:** All staff will be fully trained on the new guidelines by August 26th to ensure everyone is prepared and informed.
- **Clear and Precise Communication:** The language of the new protocol is clear, precise, and easy to follow, making it accessible for all.
- **Signage and Distribution:** Informative signage will be posted in every classroom, and materials will be distributed to families to ensure community-wide understanding and preparedness.
- **Enhanced Safety Drills:** Implementation of new and improved safety drills to reinforce the protocol and ensure effective emergency responses.



HOLD



SECURE



LOCKDOWN



EVACUATE



SHELTER



IN AN EMERGENCY TAKE ACTION



School Safety

Visitor Management / Drill Management

New District Plan for Visitor and Drill Management

Roll-Out 2024:

- **Raptor Technologies Partnership:** The District has contracted with Raptor Technologies to implement a new Visitor Management System, leveraging ultra-modern conveniences and high-tech security to streamline visitor processes.
- **Efficient and Secure Visitor Management:** The system offers a streamlined approach for welcoming visitors efficiently while ensuring peace of mind with robust security measures.
- **Real-Time and Historical Reporting:** Provides comprehensive real-time and historical reporting to track who is in the building for investigative and analytical purposes.
- **Flexible Configurations:** The software can be expanded to include various types of alerts and capture data on mandated drills and performance statistics, vital for district and school faculty.
- **Test Sites:** The Administration Building, West Liberty, and South Brook/Pioneer have been selected as the initial test sites for implementation.
- **District-Wide Implementation:** All district schools will have the system in place by January 1, 2025, ensuring comprehensive coverage and enhanced security across the district.



Office of Professional Learning

Elevating Equity, Action, and Impact



About the Conference

SLA 2024 will continue to emphasize our commitment to supporting leaders with implementing systemic and instructional changes to make equitable learning the reality for all students. In addition to utilizing the five pursuits as a framework to support leaders, participants will strengthen the abilities that are needed to navigate resistance to equity efforts and cultivate equity.



Office of Professional Learning



About the Conference

- The 2024 SLA was developed in alignment with our Equity and Excellence in Education policy, which outlines our commitment as a district to foster a barrier-free environment where all students, regardless of their race, class, or other personal characteristics, have the opportunity to benefit equally.
- More than 450 participants are attending SLA 2024, including University and Industry Partners.
- **2024 Highlights**
 - Opening Plenary Keynote by Dr. Wayne Walters Superintendent
 - Conference participants will be introduced to strategies for longevity and impact of equity practices.
 - Q&A Session with Keynote Speaker - Dr. Christopher Emdin
 - Conference participants will learn how to center justice and equity in their teaching and learning.

Elevating Equity, Action, and Impact



Office of Communications and Stakeholder Engagement



Students first
Always, in all ways.

MONDAY, AUGUST 19, 2024
11AM - 3PM

FREE STUFFED BOOKBAGS, FOOD, AND BOOKS!

THANK YOU TO OUR PARTNERS!



2 WAYS TO PARTICIPATE

1 In-Person

Location: Acrisure Stadium
FedEX Great Hall
100 Art Rooney Ave.,
Pittsburgh, PA 15212

Registration for hair and nail care only:
www.pghschools.org/ttsevent

2 Drive Through

Location: Gold Lot 1A
792 W. General Robinson St.,
Pittsburgh, PA 15212



PPS PARENT UNIVERSITY 2024

Engaging Every Parent,
Empowering Every Student,
Every Day

Save the Date

Saturday, September 7, 2024







In partnership with the Take A Father to School Day Committee

SECOND ANNUAL
TAKE A CHILD TO SCHOOL DAY
THURSDAY
SEPTEMBER 19, 2024
DISTRICTWIDE




Pittsburgh Public Schools is inviting fathers, grandfathers, cousins, uncles, brothers, community leaders, and positive male role models to welcome students to school on Take A Child to School Day. On this day, men are encouraged to drop off their PPS students or sign up to greet children during morning arrival.

POSITIVE MALE ROLE MODELS CAN SIGN UP HERE.



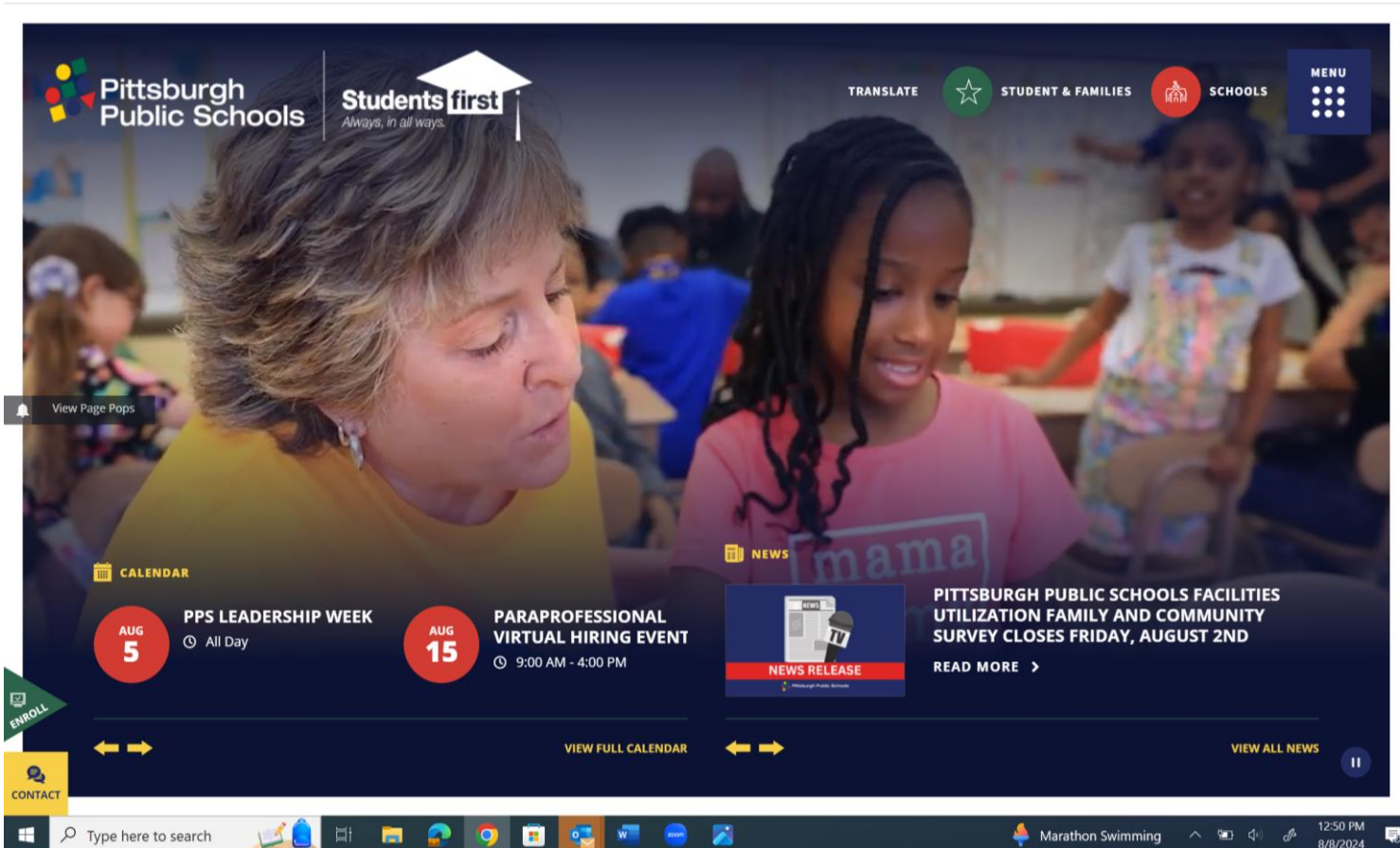
Walk, bike, or ride to school together. Take a selfie in front of the school. Don't forget to share your Take a Child to School Day photos on social media!

For more information, please contact Erica Gandy, Manager of Family, Community, and Stakeholder Engagement, at (412) 529-3851 or visit www.pghschools.org/ttftsd for more details.

The Pittsburgh Public Schools (PPS) does not discriminate on the basis of race, color, national origin, sex, disability or age in its programs, activities or employment and provides equal access to the Boy Scouts and other designated youth groups. Inquiry may be directed to: Title IX Coordinator or the Section 504/ADA Title IX Coordinator at 911 S. Bellefleur Avenue, Pittsburgh, PA 15212 or 412-324-HELP (4357).



Office of Public Relations and Media Content



<https://www.pghschools.org>



Office of Public Relations and Media Content



- **Facilities Utilization Plan Community Engagement**



- **Bus Safety Stop-Arm Campaign – Launch August 26th**



- **PPS Pulse, Our District at Heart – Launch September Monthly Stakeholder Newsletter**

Office of Human Resources

Staffing & Recruiting

At the end of the 2023-2024 school year, and as of August 1st the following vacancies remain:

Vacancy Type	# of Vacancies End of SY 2023-24	Offers Accepted and/or Pending	Remaining Projected Number of Vacancies for SY 2024-2025	Projected Fill Rate
Custodial	6	6	0	100%
Food Services	36	12	24	33%
Nurses	5	1	4	20%
Paraprofessionals: Early Childhood	22	2	20	9%
Paraprofessionals: Special Education	47	12	33	26%
PFT Professionals*	121	81	40	67%
Secretarial/SDSS	14	4	10	29%
Security Aides	6	2	4	33%

*PFT Professionals includes school-based professional positions such as teachers, counselors, social workers, librarians, and special service providers. Nurses are excluded from this number.



Office of Human Resources

Staffing & Recruiting

Build your future with Pittsburgh Public Schools.

Become a Classroom Assistant paraprofessional at Pittsburgh Public Schools (PPS) and make a positive impact on the education of students in grades PreK-12.

Paraprofessionals provide educational support in one-on-one sessions and classrooms.

Paraprofessionals work closely with teachers to provide autistic, multiple disabilities and life skills support to students.

High School Diploma or GED required.

Benefits:

- 10 month work year.
- \$2,884 per month.
- Health Plan (\$0 Deductible), Dental Plan (Paid by PPS)
- PA State Employee Retirement System

Virtual Hiring Event!
9a - 4p

North & West Schools
Thursday, August 15th

South Schools
Monday, August 19th
Wednesday, August 21st

Register Today!
pghschools.org/careers



Office of Human Resources

Performance Management: Evaluation Updates

More than 180 Non-Certified Central Office Staff Moving from DPER Evaluation Process to a More Robust Evaluation Process

Role groups include:

- 2924 (Secretaries, SDSSs, some central office clerical staff)
- Family Service Specialists
- Maintenance Foremen
- Project Assistants and Project Specialists

As a result, staff will be able to,

- Participate in a defined, collaborative process with their supervisor
- Align their goals to District/School Goals
- Receive Feedback and Support
- Utilize a growth and tracking platform that promotes more engagement in the evaluation process



Office of Human Resources

Performance Management: Orientation and Onboarding Updates

Updated and Enhanced Employee Orientation Offered

- Virtual, asynchronous course; all new employees enrolled, receive a welcome email and reminders from HR
- All new employees are now registered within 5 days of their start date and receive reminders to complete the course
- Content: high level District information applicable to all role groups; Vision, Mission, Beliefs, Priority Goals, Equity, Organizational Structure, Navigating PPS tools, resources, and webpages, Benefits, Growing at PPS

Expanded Onboarding Opportunities Available for Additional Employee Role Groups

- General school support for school leaders and onboarding teams
- Training, templates, customization support meetings, more upcoming
- Specific role-based support on request
- Support completing before-first day logistics, designing onboarding schedule and activities, and identification of stakeholders
- Secretary Training: All new Secretaries enrolled in 12 hours of self-paced role-specific training with specific contact points given for further questions



Office of Human Resources

Employee Benefits

Journey Live

- 24/7 On-Demand Resources for Staff Wellness
- Supports for students, families, and partners

journey

We're here to support you

Journey offers a range live and on-demand content to help you navigate any situation, from stress management to relationships and beyond for a happier, healthier you.



Explore Journey Today
app.journey.live

New Voluntary Benefit Offerings for Staff

- Pre-Paid Legal
- Term Life Insurance
- Pet Insurance



Program for Students with Exceptionalities (PSE)

Summer Extended School Year:

- 406 students attended PSE ESY
- 55 students attended Summer Boost ESY

Covid Compensatory Services:

- Over 20,000 hours were provided during the 2023-24 school year
- 128 students received services in summer of 2024
- Over 10,000 hours were provided in summer of 2024
- Preparing future programming for 2024-25



Program for Students with Exceptionalities (PSE)

Summer Professional Development:

- Safety Care (De-Escalation/Physical Management)
- IEP Essentials (Conroy/OCA Satellites)

Oliver Citywide Academy:

- Satellite program model year 2
- Smaller settings at Perry, UPrep and MLK showed significant improvements
 - Increased transitions out of Full-Time ES
 - Decreased number of suspensions and higher percentage of attendance
- OCA Greenway was largest setting 6-12 together (36 students)
 - Fewer transitions, more suspensions and lower average daily attendance
- Splitting 6-8 to OCA Clayton (new site) and Greenway will now be only 9-12
 - More space for related arts/services
 - Separates 6-8 and 9-12



QUESTIONS