

Empowering Effective Teachers



Pittsburgh
Public Schools



The Pathway to the Promise.

Vision for empowering effective teachers

Unit of measure

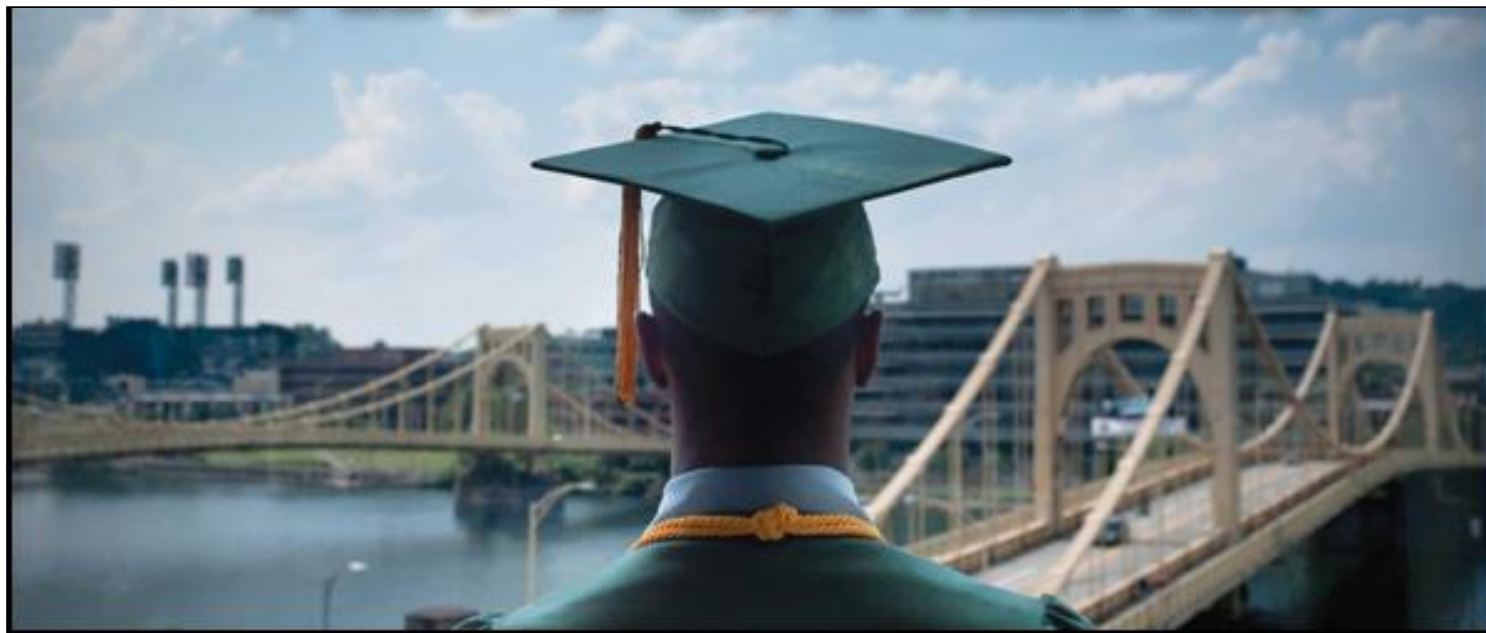
*We commit that with robust, enduring district support and mutual accountability, Pittsburgh's teachers will be empowered as effective leaders to do whatever it takes to foster a culture of striving, resilience, and college-readiness so that over 80 percent of all students **complete** a post-secondary degree or workforce certification.*

– Pittsburgh Public Schools

Helping students plan, prepare, and pay for education after high school

Unit of measure

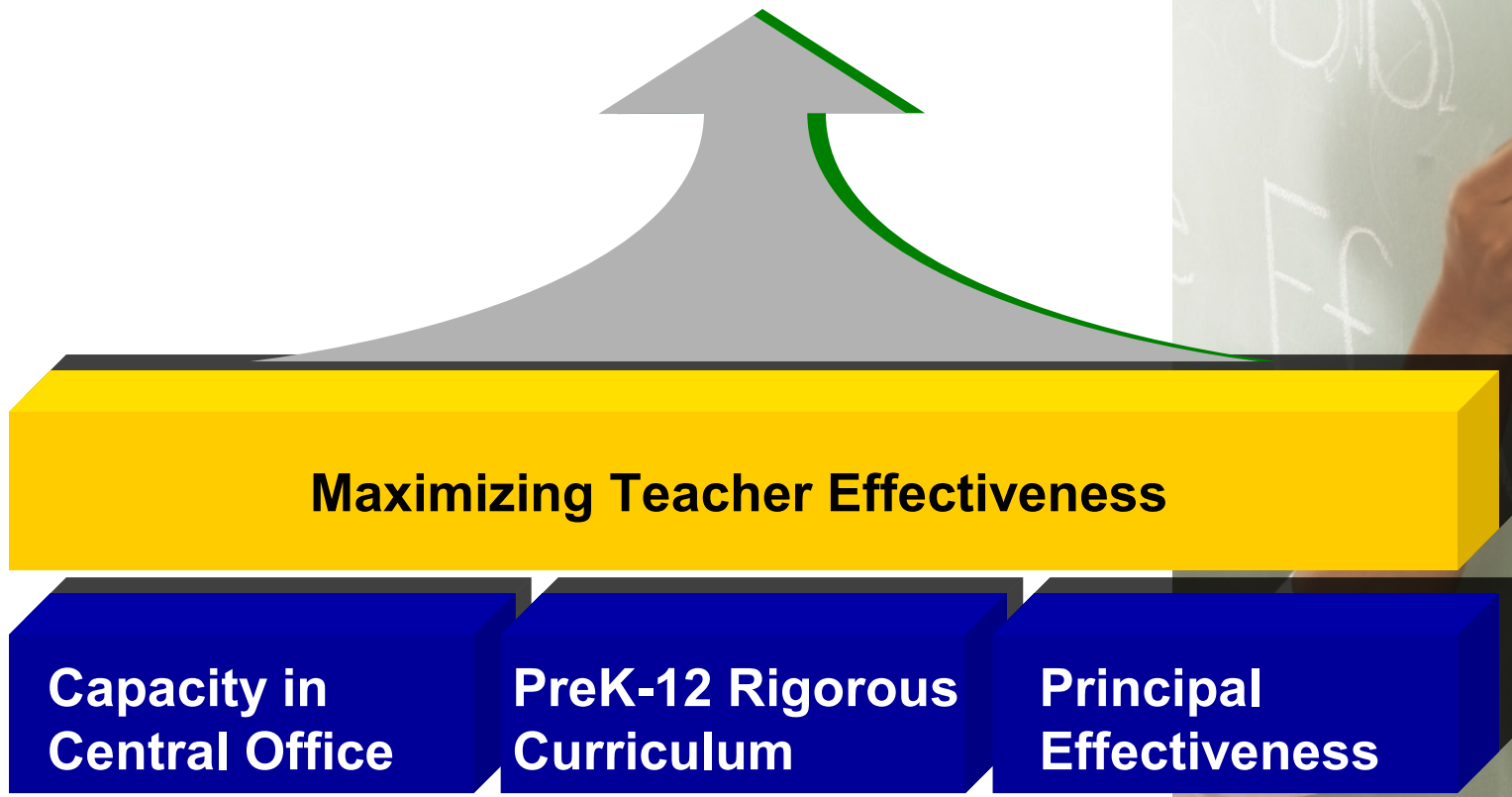
the pittsburgh promise



We have established a foundation for maximizing teacher effectiveness

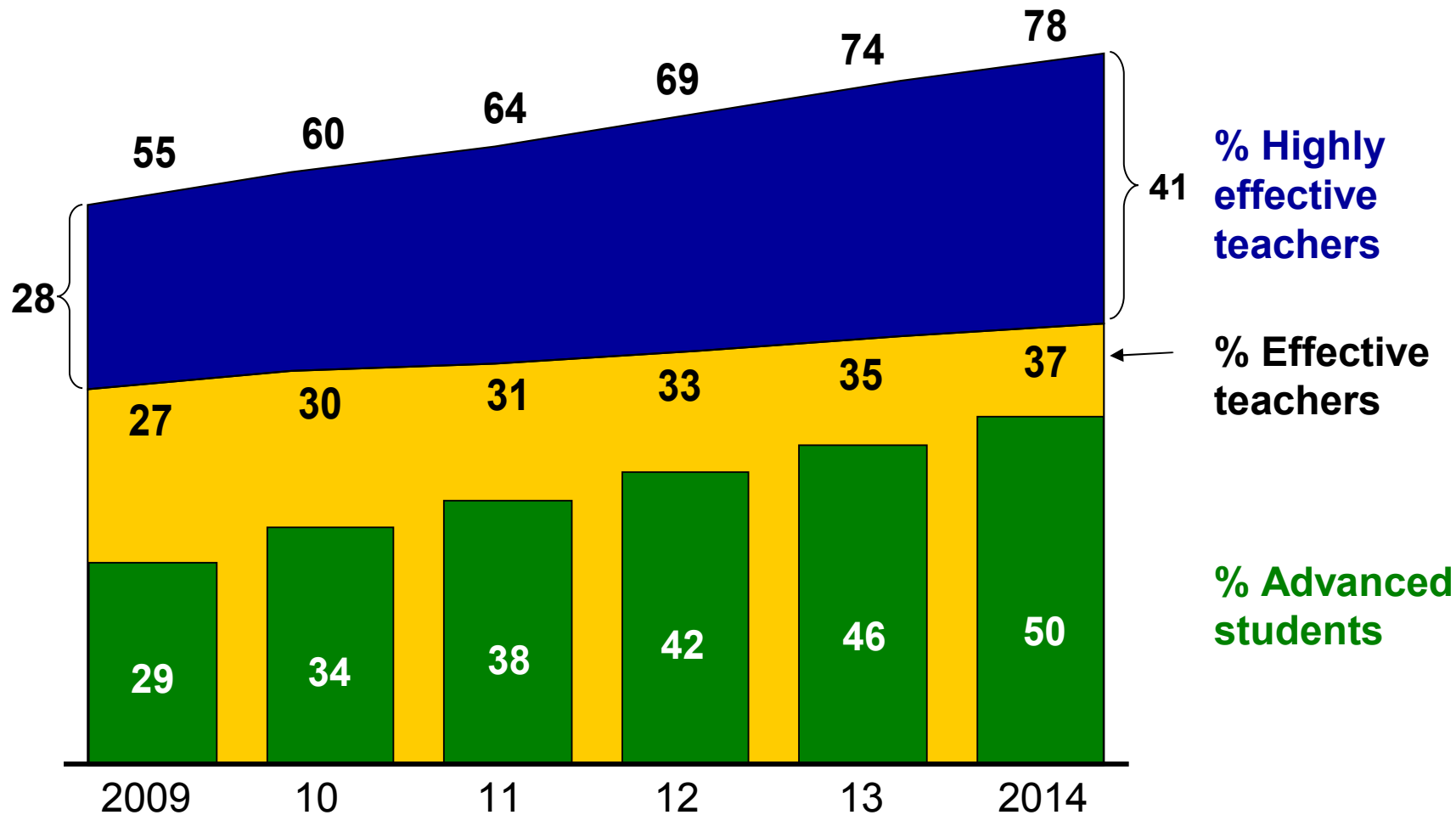
Unit of measure

the pittsburgh promise



Increasing the number of effective and highly effective teachers can improve college readiness to 50% in 5 years

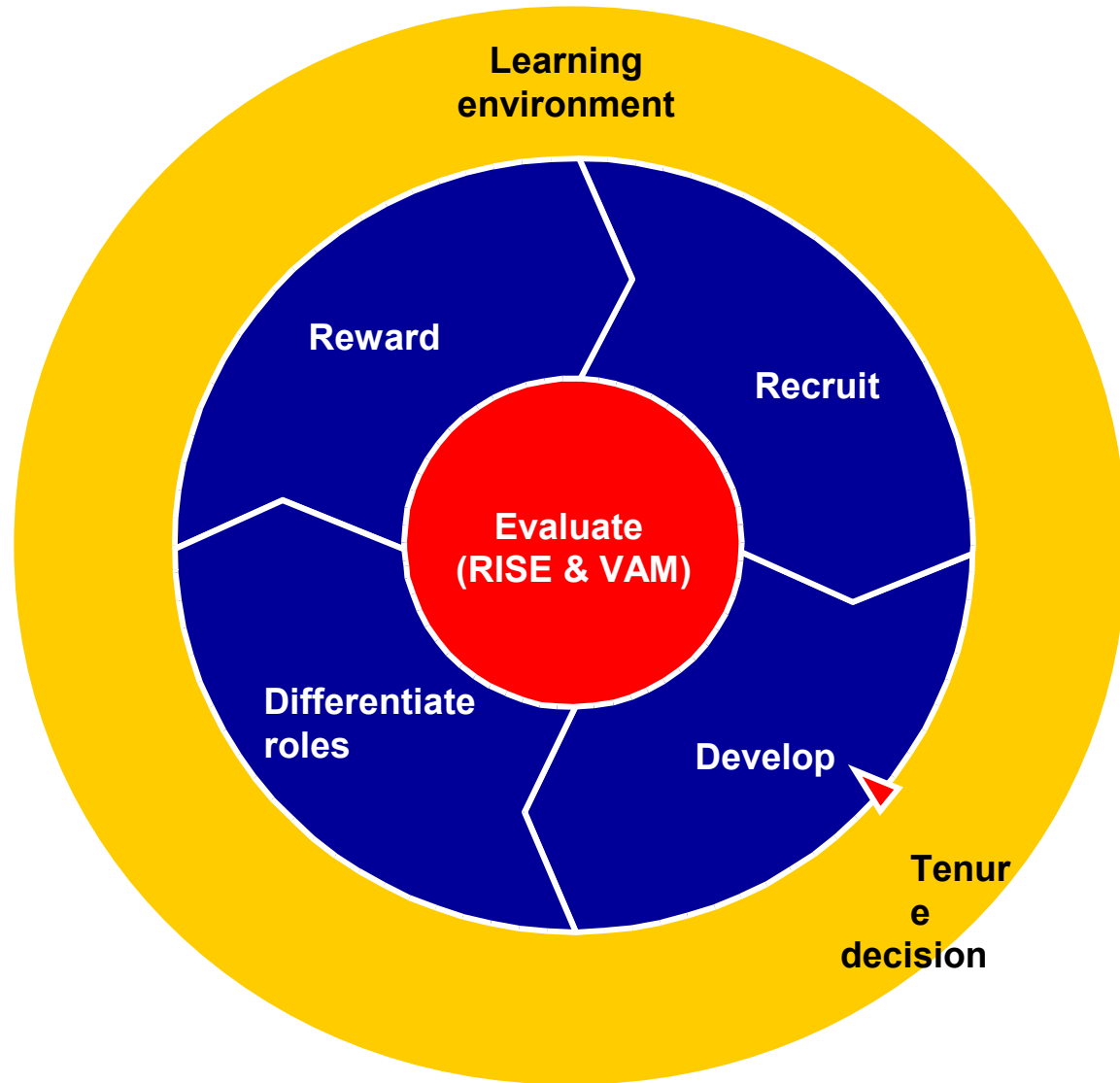
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Our “wheel” – a system for teacher effectiveness

Unit of measure



Pittsburgh teacher effectiveness strategic priorities

Unit of measure

- 1** Increase the number of highly effective teachers
- 2** Increase the exposure of high-needs students to highly effective teachers
- 3** Ensure all teachers and students work in learning environments that promote college readiness

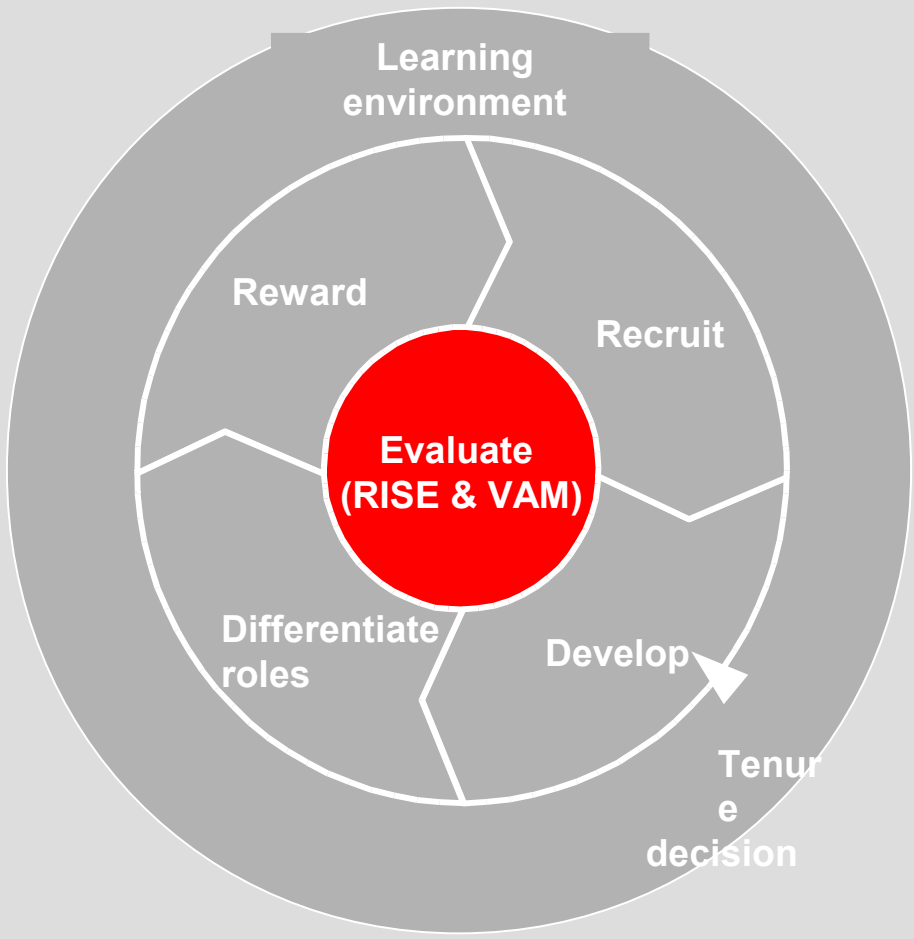
I will prepare for my future starting now at the age of eleven. I plan to start saving money to cover the extra expenses. Plus, I plan to earn the \$40,000 from the Pittsburgh Promise to pay toward the cost of my college tuition.

**Jade,
PPS 4th grader**



1 Increase the number of highly effective teachers

Unit of measure



❖ **RISE: Research-based Inclusive System of Evaluation**

❖ **VAM: Value-Added Measure co-developed with AFT, PFT and Mathematica**

1 Increase the number of highly effective teachers

Unit of measure

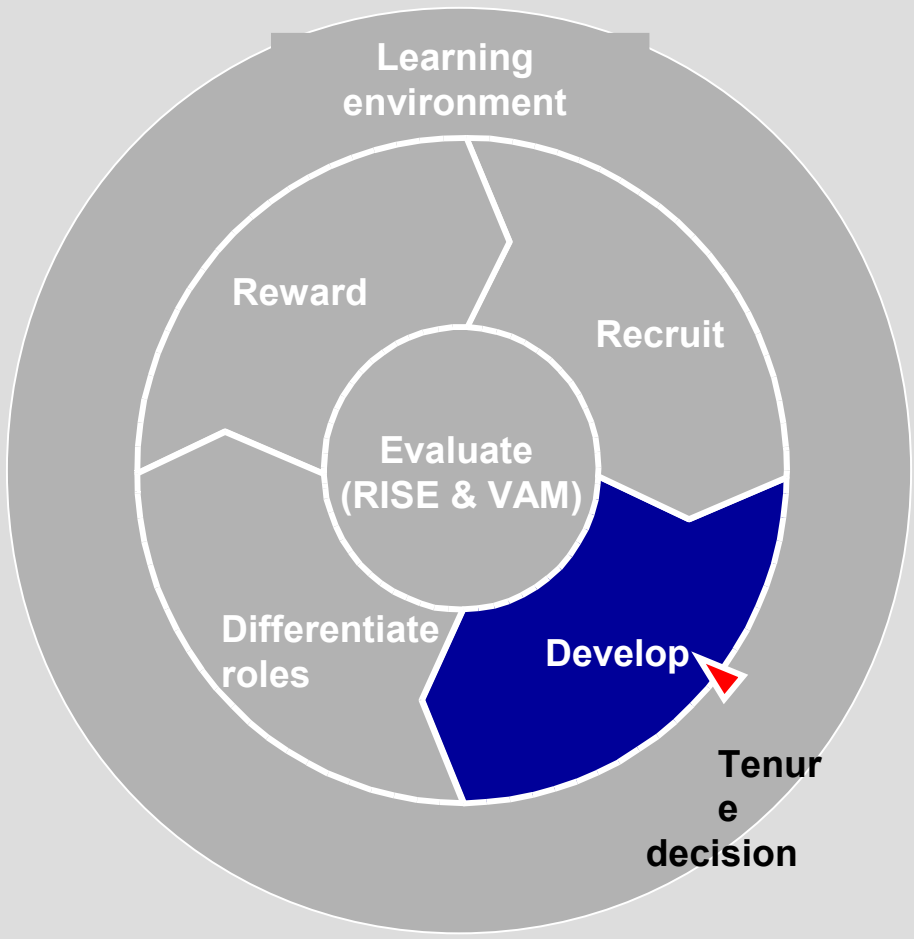


Transformed recruiting and selection:

- ❖ **Identify the right attributes**
- ❖ **Hire early**
- ❖ **Cast a broader net**

1 Increase the number of highly effective teachers

Unit of measure

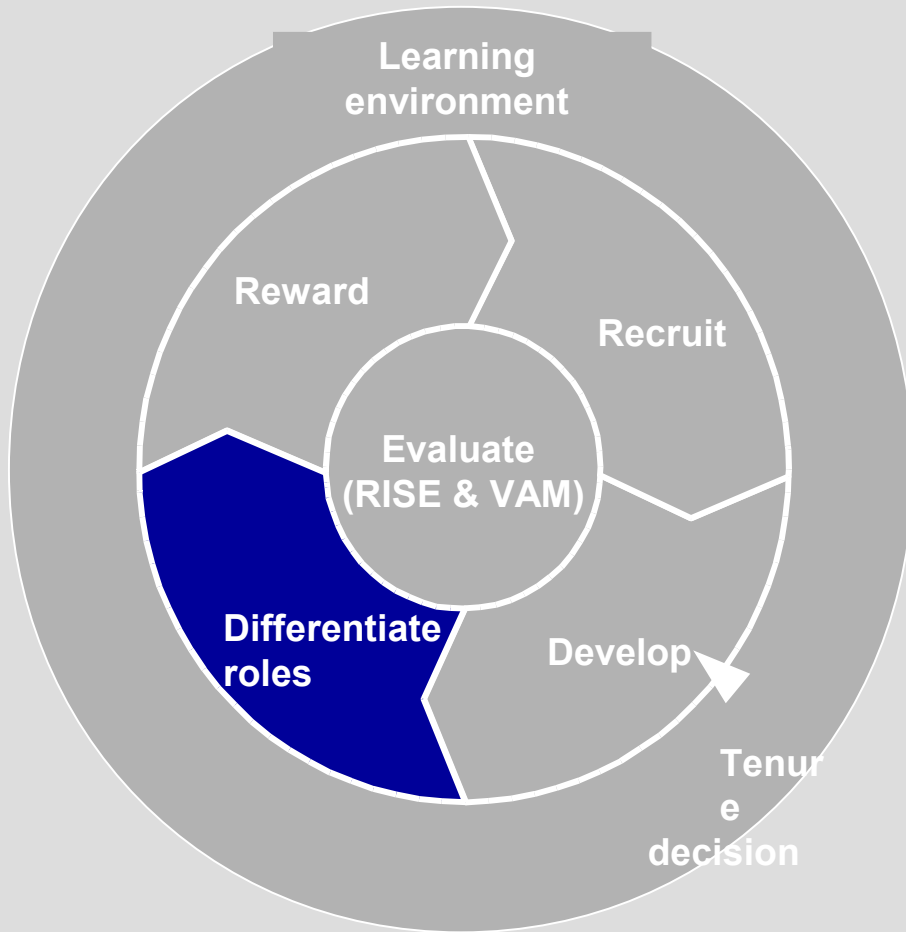


❖ **PPS/PFT Teacher Academy housed in a high-needs school**

❖ **Tenure becomes a milestone**

2 Increase the exposure of high-needs students to highly effective teachers

Unit of Practice



Career Ladder Roles:

- ❖ 9th and 10th grade Teacher Excellence Corps
- ❖ Behavior Specialists
- ❖ Instructional Teacher Leaders
- ❖ Clinical Resident Instructors
- ❖ K-8 Turn-around Teachers

The last part of our inner “wheel” is reward

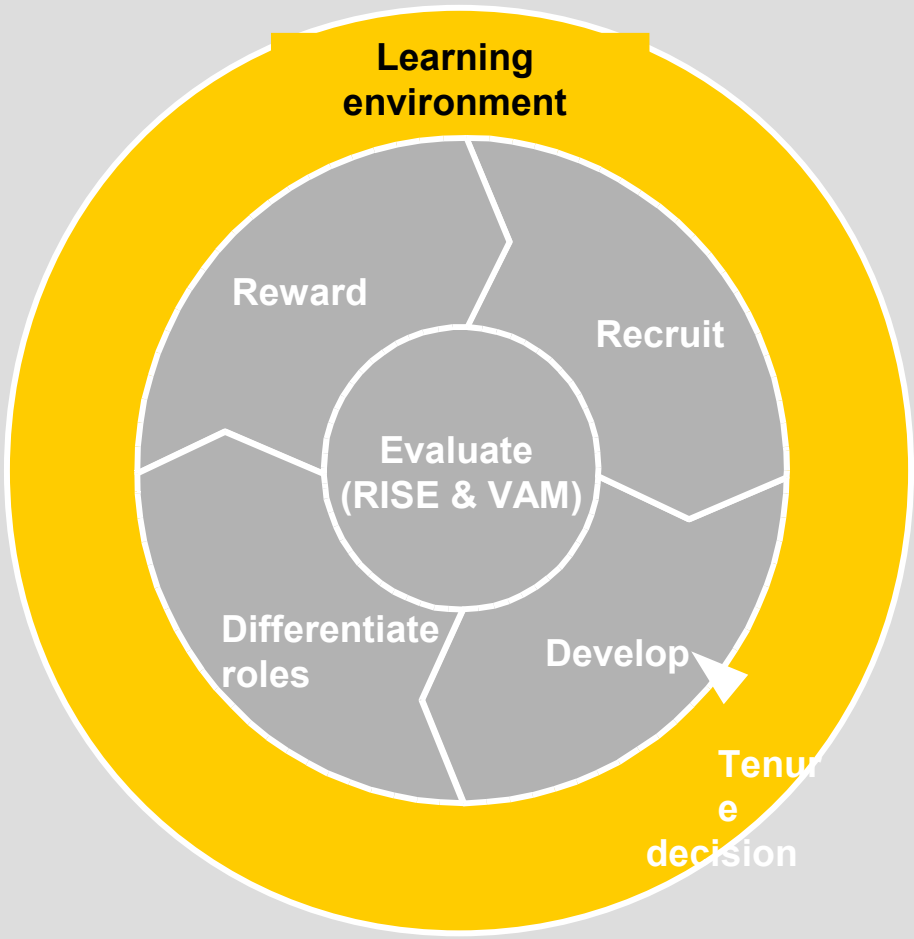
Unit of measure



- ❖ **Committed to performance pay and recognition**
- ❖ **Will be pursued as part of collective bargaining process**

3 Ensure all teachers and students work in learning environments that promote college readiness

Unit of measure



- ❖ Instill college readiness behaviors
- ❖ Empower teachers as leaders
- ❖ Provide wrap-around support
- ❖ Continually assess & improve

College-readiness is about successful behaviors and habits as well as academic achievement

Unit of measure

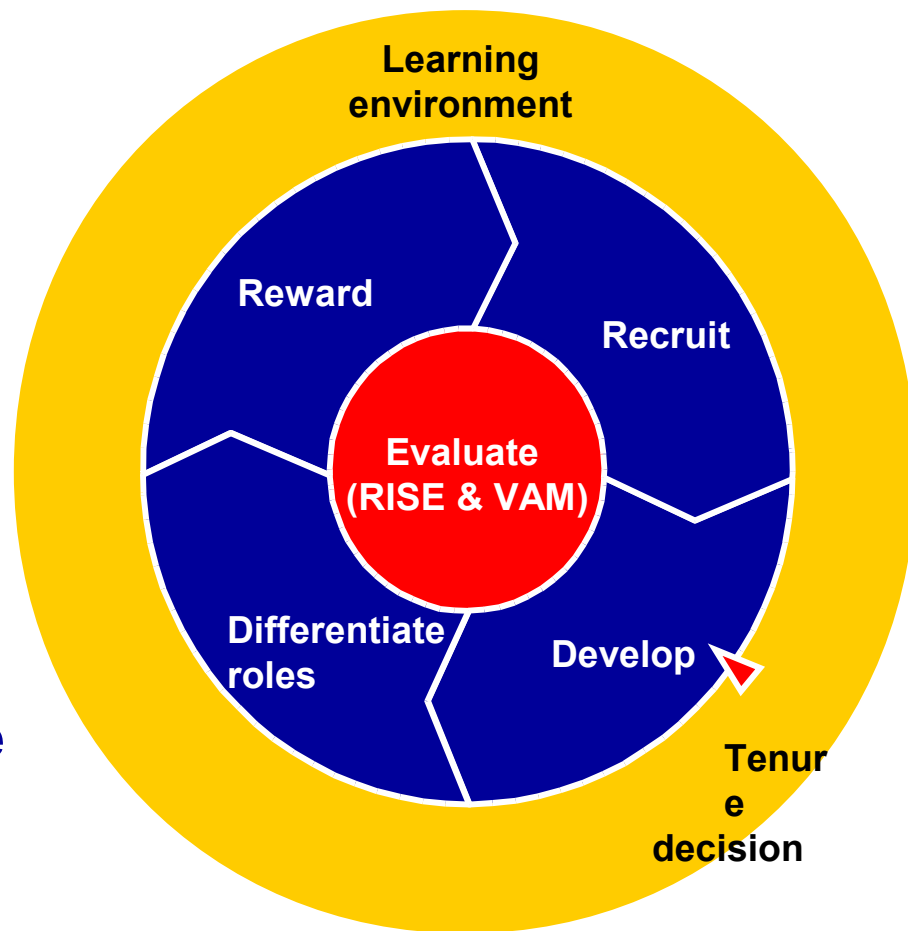
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Our actions along the three strategic priorities transform all parts of our teacher effectiveness “wheel”

- 1 Increase the number of highly effective teachers
- 2 Increase the exposure of high-needs students to highly effective teachers
- 3 Ensure all teachers and students work in learning environments that promote college readiness



Why Pittsburgh?

Unit of measure

- ❖ **Solid plan committed to PreK-16 vision**
- ❖ **Strong track record**
- ❖ **Leadership capacity and Office of Teacher Effectiveness**
- ❖ **Collective ownership with the PFT**
- ❖ **Sustainability through**
 - **Governance**
 - **Community support**
 - **Financial stability**

