



Pittsburgh
Public Schools

EXCELLENCE
FOR ALL

The Pathway to the Promise.™



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**Collaborating to Transform the
Teaching Profession
Cincinnati, Ohio
May 24, 2012**

Two Cards...

- On your Yellow/Purple Card- Please write down what you would like to get from this presentation this morning.
- On your White Card- Please write down the collaborative effort you have undertaken in your district which you would like to share with us or a lesson learned that could benefit the group.

What is it we are trying to get done around here?

“Our work is not about reaching our goals, it is to help our students reach theirs.”

-Jeannine French, Chief of School Performance, PPS, 2011

The Vision

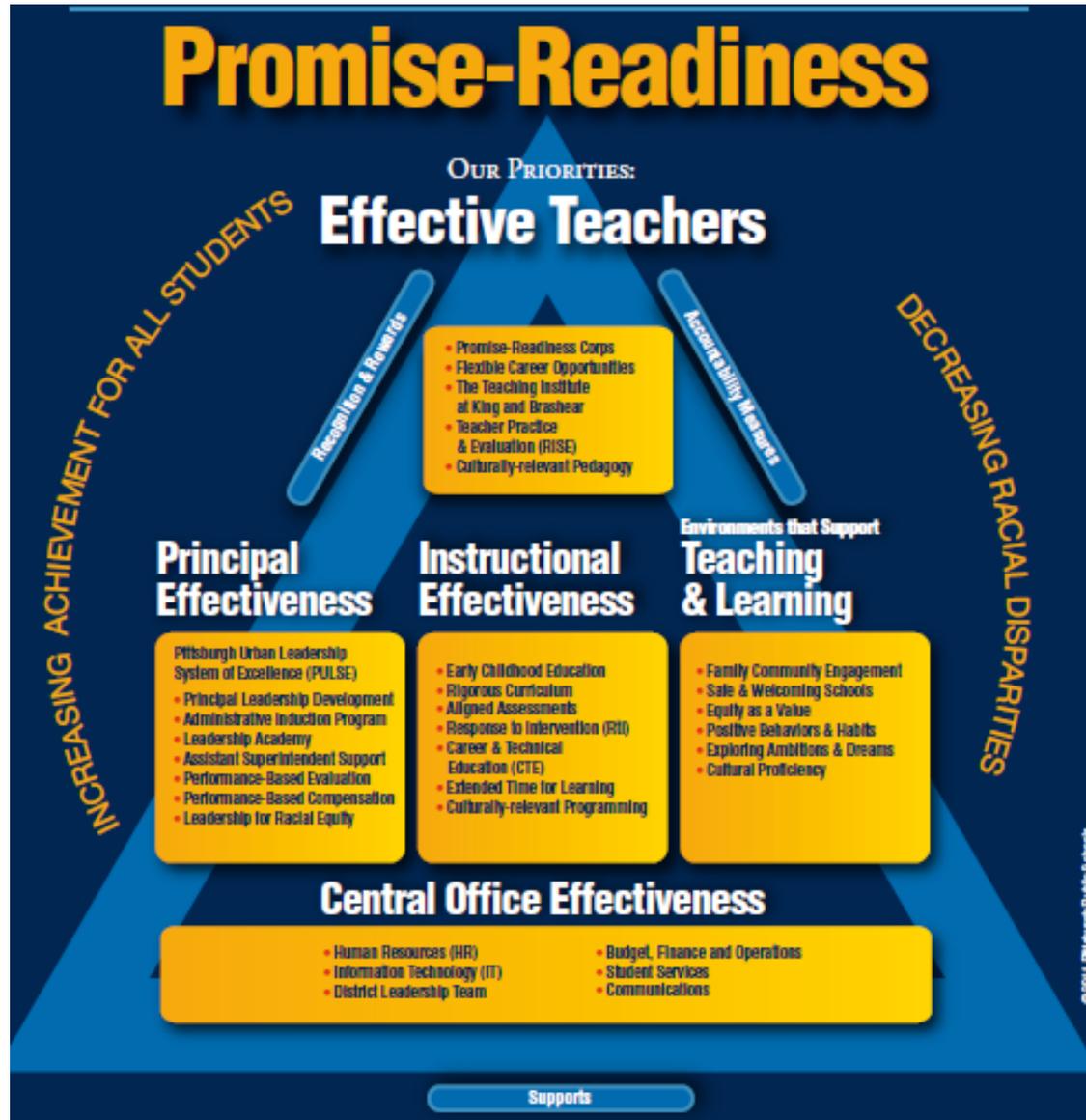
**80% of PPS
students will
complete a two
or four year
college or
workforce
certification**



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**3,200 PPS Graduates
Have Benefited from
The Pittsburgh Promise**

Theory of Action



Theory of Action: Investments in the two most powerful areas

**Effective Teachers
Effective School Leaders**

**Research supports the
assertion that among
school-based factors,
teachers are the most
powerful influence on
student achievement.**

Marzano, 2000; Hattie, John, 2008

“The most effective teachers produce gains in student achievement that, if accumulated over several years without decay, could erase achievement gaps between black and white students, or between Pittsburgh students and statewide averages.”

-- Mathematica Report, August 2010

The New Team...

- **New Board President- December 2010**
- **New Union President- September 2011**
- **New Superintendent- January 2011**

This section will answer the following questions:

- What is RISE?
- How was RISE developed?
- How does RISE actually work?
- What happened the first year of implementation?
- Lessons Learned
- Next Steps for RISE

RISE Process 2008

***RISE: Research-Based,
Inclusive System of Evaluation
Teacher Evaluation System***

RISE Improves the Old Process

- Until 2009-10 District teacher evaluation resulted in a single summative satisfactory or unsatisfactory rating without any differentiated assessment of performance.
- Our survey showed that <15% of teachers strongly agreed with the statement that “Teacher evaluation in my building is rigorous and reveals what is true about teachers’ practice.”

RISE Timeline

- **Fall 2008 RISE District-PFT Leadership Teams convene**
- **April 2009 RISE event, RISE survey to all teachers**
- **April 20th 30+ schools express interest in RISE Pilot**
- **May 2009 4-Day RISE Design Retreat with over 130 teacher representatives**
- **June 2009 RISE Design Team reconvenes**
- **August 2009 3-5 day School Leadership Teams Training**

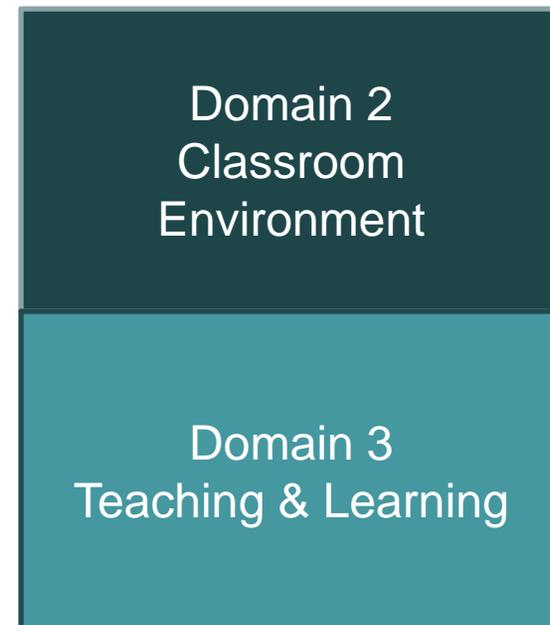
RISE

- **September 2009 – April 2010**
 - **24 Rise Pilot Schools**
 - **8 School Leadership train the trainer sessions**
 - **Over 100 District-PFT Leadership Team visits to pilot schools**
 - **6+ RISE Design Team Meetings**
- **1,850 Teachers received end-of-year ratings through the RISE process in 2010-11.**

Standards of Effective Teaching:

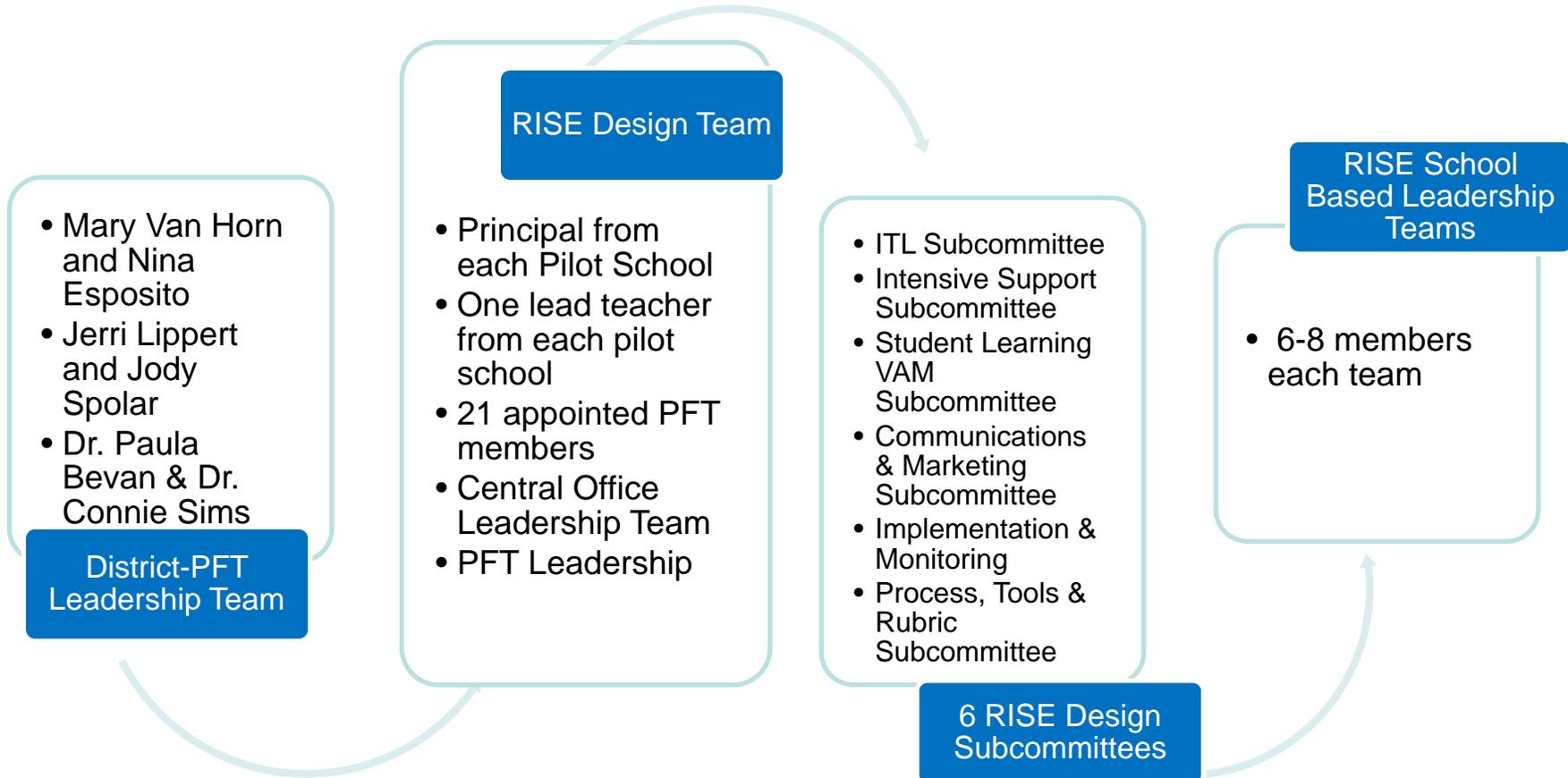
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4 Domains, 24 components of practice, 4 performance levels



RISE Rubric is based on Charlotte Danielson's Framework for Teaching

RISE Design Team



Our Joint Effort

- PPS, the PFT and more than 120 teachers and administrators created an **evaluation system** that is **useful, fair, and informed** by the expertise of Pittsburgh teachers
- **National effort** to develop better tools for **evaluating and understanding effective teaching, and increasing student achievement**

Lessons Learned and Next Steps

- **Value of Pilots**
- **Design Team with broad engagement**
- **Consultant Support**
- **Measures of Effective Teaching work builds on RISE**
- **Too much to focus on at one time-power components**
- **Process matters**

Empowering Effective Teachers

- 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



Seven Components



Positive Teaching and Learning Environment

Positive Teaching and Learning Environment (TLE)



Promise-Readiness Corps

Promise-Readiness Corps (PRC)



Career Opportunities

Career Opportunities



The Teacher Academy

The Teacher Academy



Teacher Practice and Evaluation

Teacher Practice and Evaluation (TPE)



Human Resources Effectiveness

Human Resources Effectiveness (HRE)



IT Systems

IT Systems

New Contract June 2010

- **Process was different**
 - No Lawyers
 - No details
- **Convening**
- **Product was different**
 - New Schedule
 - Career Ladder Roles
 - Approved by Greater than 2-1 Margin

Convening Process



**Career Ladder Planning Team
2010**

- In 2011-12, 320 teachers applied for 1 of 4 Career Ladder roles:
 - Promise-Readiness Corps teacher
 - Clinical Resident Instructor
 - Learning Environment Specialist
 - Clinical Resident Instructor/Promise-Readiness Corps teacher
- 94 effective teachers accepted

Board Support

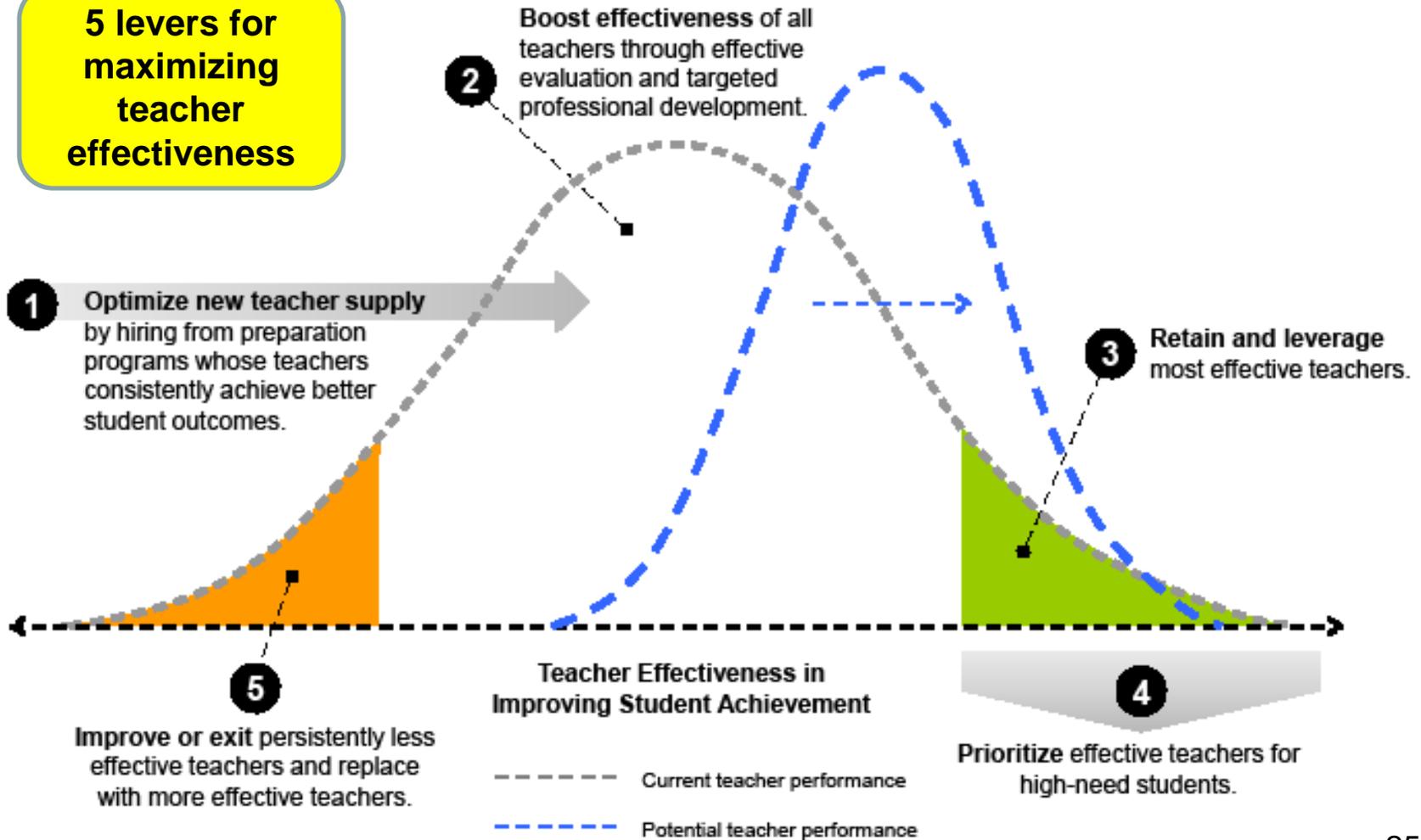
- **Excellence for All Reform Agenda 2005**
- **Engagement in Development of the Empowering Effective Teachers Plan 2009**
- **Regular Monitoring of Plan at Board meetings- ongoing**
- **Participation in Stock Sessions- ongoing**

Challenges We Face

- **Political Challenges**
- **The Teacher Academy 2011**
- **Sustainable District**
- **Furlough Process 2012**

Levers for maximizing teacher effectiveness

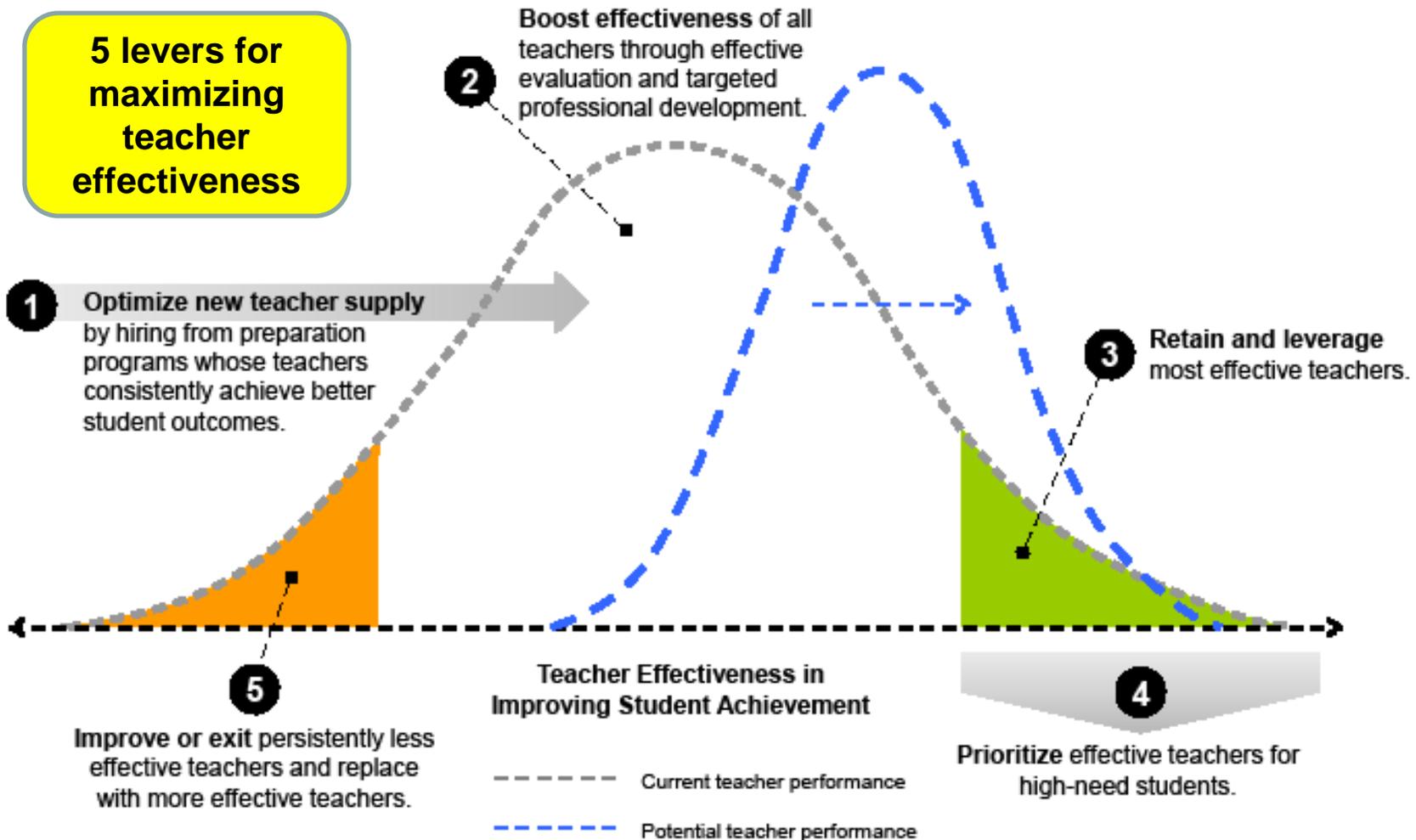
5 levers for maximizing teacher effectiveness



Loss of Levers 1 and 3

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5 levels for maximizing teacher effectiveness



110 teachers have exited since 2009 as a result of unsatisfactory ratings.

“Retaining a teacher whose VA [value add] is at the 95th percentile (based on 3 years of data) for an extra year would generate PV [present value] earnings gain of \$192K.”

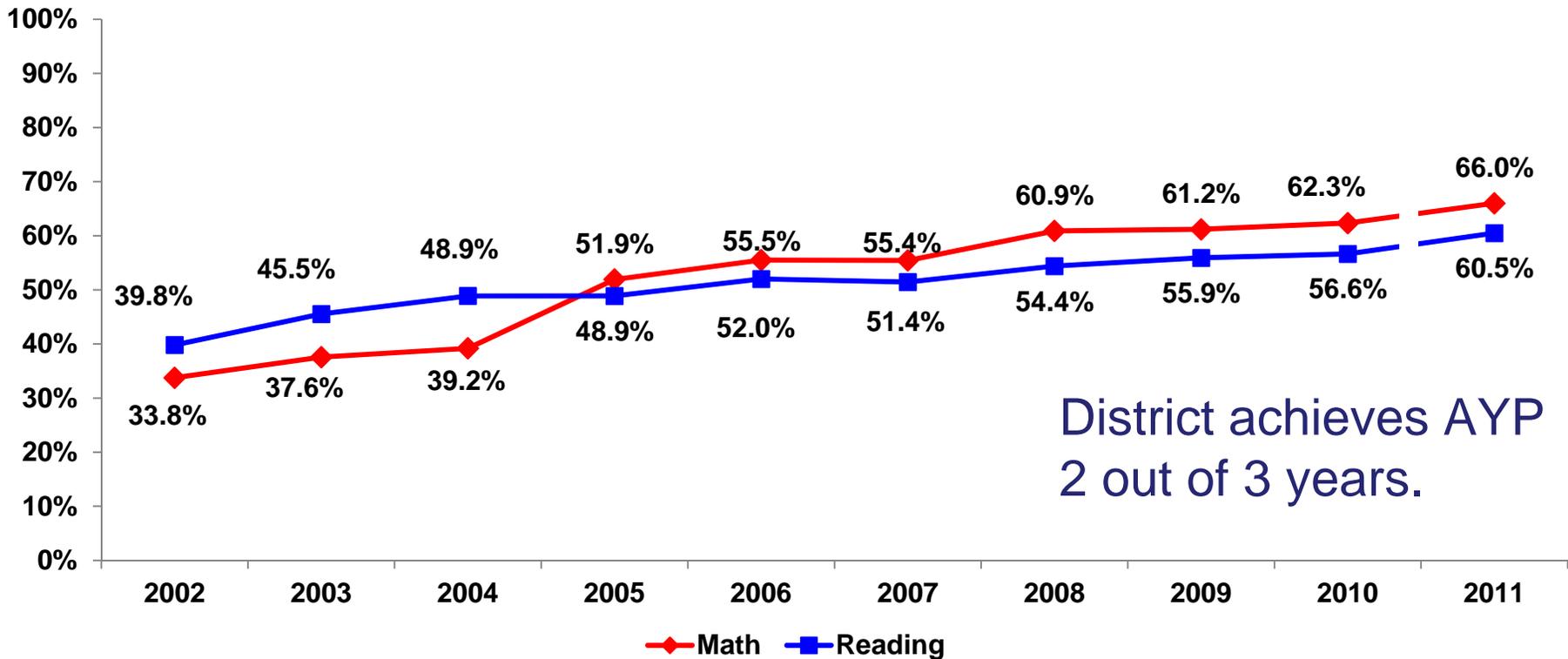
Chetty, R., Friedman, J., Rockoff, J., *The Long Term Impact of Teachers Teacher Value-added and Student Outcomes in Adulthood*

During this school year:

- **7 high-school Promise-Readiness Corps teams received monetary recognition for their extraordinary contributions to student growth.**
- **1,400 eligible teachers received the AYP Award in November 2011, as the result of the District achieving AYP (Annual Yearly Progress).**
- **Students in more than 1,300 classrooms are providing feedback about their learning experience as the District elevates student voice as one of multiple measures of effective teaching through the Tripod Student Survey.**

Increase in Proficient and Advanced: Students have continued to make gains in proficiency in both Mathematics and Reading from 2002 to 2011.

Percentage of Students Scoring Proficient or Advanced on PSSA Exams All Grades Combined



Note: The break in the line between 2010 and 2011 indicates the introduction of PSSA-Modified tests for students with IEPs who meet eligibility criteria. The introduction of the PSSA-M reduced the number of students taking the PSSA in 2011. Data Source: 2010-2011 Preliminary PSSA data from the Pennsylvania Department of Education

African-American Students: PPS Gains Compared to State Gains in the Percent of Students Scoring Proficient or Advanced on PSSA

Reading

Grade	PPS			State			PPS Change vs. State Change
	2010	2011	Change	2010	2011	Change	
3	46.8%	53.8%	7.0%	52.9%	57.9%	5.0%	2.0
4	44.5%	48.3%	3.8%	49.9%	51.1%	1.2%	2.6
5	34.6%	42.7%	8.1%	41.3%	45.8%	4.5%	3.6
6	40.2%	39.2%	-1.0%	45.4%	45.8%	0.4%	-1.4
7	47.1%	53.4%	6.3%	54.1%	55.9%	1.8%	4.5
8	63.7%	64.3%	0.6%	67.3%	64.1%	-3.2%	3.8
11	34.8%	41.2%	6.4%	42.4%	44.5%	2.1%	4.3
All Grades	45.0%	49.2%	4.2%	50.5%	52.2%	1.7%	2.5

Mathematics

Grade	PPS			State			PPS Change vs. State Change
	2010	2011	Change	2010	2011	Change	
3	62.6%	65.7%	3.1%	66.1%	65.6%	-0.5%	3.6
4	61.3%	68.8%	7.5%	65.6%	68.2%	2.6%	4.9
5	51.0%	54.5%	3.5%	52.1%	54.6%	2.5%	1.0
6	55.7%	54.6%	-1.1%	57.0%	59.8%	2.8%	-3.9
7	50.9%	58.3%	7.4%	57.0%	58.4%	1.4%	6.0
8	47.3%	52.9%	5.6%	53.6%	55.2%	1.6%	4.1
11	23.9%	28.4%	4.5%	33.0%	34.5%	1.5%	3.0
All Grades	51.2%	55.3%	4.1%	55.2%	56.8%	1.6%	2.5

“...a child’s successful schooling should depend on a great deal more than the efficacy of any individual mother. That is the promise of public education.”

School-Smart and Mother-Wise by Wendy Luttrell; New York: Routledge 1997, p. 112.

PPS Ranked 7th in the nation among public school systems in large U.S. cities.

GreatSchools' Best Cities to Live and Learn 2010 report.

[Video: The Journey Continues](#)

