



School District of Pittsburgh | Pennsylvania

SUMMARY

The Differentiating Compensation in Pittsburgh program uses the Teacher Incentive Fund (TIF) grant to complete realization of the Pittsburgh Public Schools (PPS) Empowering Effective Teachers plan to support and empower effective teaching and ensure a strong teaching and learning environment in every school. The plan design is to foster continuous improvement in teacher practice and reward and recognize highly effective teachers with career ladder opportunities and increased compensation. The program recognizes the complexity of measuring teacher effectiveness and embraces the challenge of ensuring that PPS measures, and the compensation system they inform, are not just about summative decisions or singular rewards. PPS will use the measures to improve practice and increase the capacity of teachers and principals to raise student achievement.

PROGRAM GOALS AND EVALUATION

- Improving student achievement by increasing teacher and principal effectiveness
- Reforming teacher and principal compensation systems so that teachers and principals are rewarded for increasing student achievement
- Increasing the number of effective teachers providing instruction to poor, minority, and disadvantaged students in hard-to-staff subjects
- Creating a sustainable performance-based compensation system.

State: Pennsylvania

Location: Pittsburgh, Pennsylvania

Award amount: \$27,264,620

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 1

Number of schools participating: 51

Number of teachers eligible: 2,490

Number of principals eligible: 80 (Including assistant principals and directors)

Superintendent: Dr. Linda Lane

Key program staff:

Sam Franklin, Project Director

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REWARD STRUCTURE

There are two performance-based awards at PPS that TIF 3 supports: STAR and PRC Cohort awards.

Students and Teachers Achieving Results (STAR) schools are PPS schools that fall within the top 15 percent of Pennsylvania schools rank-ordered for growth. Each Pittsburgh Federation of Teachers (PFT)-represented staff member in STAR schools will be rewarded for his/her efforts—up to \$6,000 each. It is the intention of the STAR program to recognize at least eight schools a year.

The Promise-Readiness Corps (PRC) links teams of effective teachers to 9th -and 10th-grade students to ensure those students enter 11th grade ready to take advantage of a Pittsburgh Promise scholarship. The PPS Cohort Award rewards teams whose students realize an improvement in academic results over a two-year period as compared to the results achieved prior to the implementation of the PRC. Teachers on successful PRC teams can each receive up to \$20,000 for their efforts.

Additionally, the District's reward structure includes promotional Career Ladder opportunities for effective teachers. Career Ladder teachers expand their impact through several roles that involve coaching, teaming with, and observing peers while also maintaining a teaching schedule.

YEARS 1-4 HIGHLIGHTS

- Developed a growth and evaluation system that provides teachers with feedback on their classroom practice, their students' classroom experience, and their contribution to student learning and growth
- Used evaluation results to address the needs of experienced and novice teachers by providing specific tools and skills to improve their practices and increase their capacity to raise student achievement
- Paid a differential to nearly 150 teacher leaders working in Career Ladder roles to expand their impact in some of the highest need schools

- Established a Career Ladder Salary Schedule that links a teacher's compensation to his/her effectiveness
- Implemented a data warehouse and reporting platform to increase teachers' and principals' access to student data
- Recognized teachers serving in Career Ladder roles and those performing at the Distinguished level on their preview Annual Rating Form for their achievements and leadership at a special event that featured recognition and professional development
- Awarded over \$4.2 million to teachers and administrators through PPS reward and recognition programs not including career ladder differentials

YEAR 5 OUTLOOK

- Continue current Career Ladder teachers in their role, and opportunities and expand to include additional schools and teachers
- Anticipate that the Promise-Readiness will expand to three additional high schools
- Continue implementation of the District's teacher growth and evaluation system
- Continue rewards and recognition programs that provide awards to teachers based on student performance outcomes

SUSTAINABILITY

After TIF funding ends, PPS plans to continue Career Ladder programs and the performance-based awards. Both have been built into future budget obligations. They will continue with adjustments based on lessons learned over implementation and impact of the first cohorts.

PERFORMANCE-BASED COMPENSATION

Performance-Based Compensation Award data from the 2013–14 school year is presently unavailable