

Empowering Effective Teachers Timeline

Over the past five years, Pittsburgh Public Schools has been on a journey to advance the teaching profession in order to help our students achieve excellence. In 2009, the District and the Pittsburgh Federation of Teachers (PFT) co-authored the *Empowering Effective Teachers* plan in order to advance the teaching profession and ensure that our students have effective, motivated teachers in every classroom, every day. The timeline below provides detailed information about the major milestones in PPS's journey to revolutionize the way we look at effective teaching.

2014-15 School Year

- The first cohort of teachers hired onto the Career Ladder Salary Schedule reaches a Level Decision, which means they are eligible for additional salary increases based on effectiveness information. Twelve new teachers advance to Professional Growth Level 2, earning a \$5,000 salary increment.
- For the first time, PPS teachers are required to participate in the student learning objectives (SLO) process, which allows them to set goals for their students and then measure and assess those goals throughout the year.
- **September** – 25 educators earned tenure under the Career Ladder Salary Schedule, resulting in a \$6,000 salary increment.
- **November** – Over 800 teachers, District staff, and community members attended the *Teachers Matter: Empower. Lead. Celebrate.* event, designed to celebrate teachers and the teaching profession, at the Carnegie Science Center.
- **March** – Pittsburgh teachers hosted a second teacher-led Pittsburgh ECET2 convening, during which PPS educators shared best practices and innovative ideas that support an equitable classroom and culture.
- **March** – 14 educators earned tenure under the Career Ladder Salary Schedule, resulting in a \$6,000 salary increment.
- **March** – Principals and teachers receive access to detailed information about student growth in their school through school-level value-added measure (VAM) reports.
- **April** – The Students and Teachers Achieving Results (STAR) Award is given out to six schools for their extraordinary contributions to student growth, placing them in the top 25% of schools state-wide, rank ordered for growth.
- **April** – The Promise-Readiness Corps Cohort Award was given to six teams for their contribution to student learning over the 2011-12 and 2012-13 school years.
- **April** – Approximately 600 teachers received confidential and exclusive access to their individual value-added measures reports, indicating their contribution to student learning and growth.

2013-14 School Year

- One-hundred-fifty (150) effective teachers continued in their roles as teacher leaders by serving as Instructional Teacher Leader 2s, Clinical Resident Instructors, Learning Environment Specialists, and Promise-Readiness Corps members.
- **August** – More than 1,400 teachers received preview effectiveness ratings that told teachers what their ratings would have been if the growth and evaluation system had been in effect in 2012-13. The preview Annual Rating Forms and Educator Effectiveness Reports established an unprecedented platform for professional growth and provided specific ways for teachers to get help where they need it.
- **August** – PPS received a one-year approval from the state for its professional growth and evaluation system for teachers.
- **September** – The first cohort of teachers hired onto the Career Ladder Salary Schedule achieves tenure. As a result, these 25 educators earn a \$6,000 salary increment.

- **November** – Over 100 teachers attended *Teachers Matter: Celebrating and Empowering Great Teaching and Teacher Leadership*, a recognition event for highly effective teachers and teacher leaders.
- **January** – Principals and teachers receive access to detailed information about student growth in their school through 2012-13 school-level value-added measure (VAM) reports.
- **January** – Over 50 teachers and administrators gathered for a collaborative policy engagement session focused on highly effective instruction.
- **February** – Payout of the second annual Students and Teachers Achieving Results (STAR) Award to three schools for their extraordinary contributions to student growth, placing them in the top 25% of schools state-wide, rank ordered for growth.
- **February** – Principals and teachers receive access to detailed information about student growth in their school through school-level value-added measure (VAM) reports.
- **March** – 15 educators earned tenure under the Career Ladder Salary Schedule, resulting in a \$6,000 salary increment.
- **April** – The Promise-Readiness Corps Cohort Award was given to six teams for their contribution to student learning over the 2011-12 and 2012-13 school years.
- **May** – The PPS Board of Directors approved a new Annual Rating Form for use in school leader, non-teaching professional, and central office evaluations for the 2014-15 school year. The new rating tools for non-teaching professionals and school leaders were developed in order to align with the requirements of Act 82. The central office evaluation tools were not mandated by Act 82, but were developed to align with evaluation measures for other employee groups.
- **May** – Approximately 700 teachers received confidential and exclusive access to their individual value-added measures reports, indicating their contribution to student learning and growth.
- **June** – More than 1,700 teachers received end-of-year ratings based on a comprehensive view of their performance through Annual Rating Forms and Educator Effectiveness Reports. The results showed positive growth in teacher performance from the preview reports teachers received in August.

2012-13 School Year

- Seventy (70) effective teachers began providing support to their peers by serving as K-8 or Secondary Instructional Teacher Leader 2s.
- **November** – The Students and Teachers Achieving Results (STAR) Award is given out for the first time to 11 schools for their extraordinary contributions to student growth, placing them in the top 25% of schools state-wide, rank ordered for growth.
- **January** – The Pittsburgh Public Schools Board approved a new Annual Rating Form for use in teacher evaluations beginning in 2013-14. This new rating tool was developed with input from teachers, principals, the PFT, and national experts, and reflects the requirements of Act 82.
- **March** – Over 600 teachers received confidential and exclusive access to their final individual value-added measures reports, indicating their contribution to student learning and growth.
- **March** – The Promise-Readiness Corps Cohort Award was given to three teams for their contribution to student learning during the 2011-12 school year.

2011-12 School Year

- For the first time, all three measures of effective teaching were administered District-wide including RISE, value-added measures, and the Tripod student perceptions survey.
- The Teaching Institutes were launched at Pittsburgh King (K-8) and Pittsburgh Brashear (9-12).
- Ninety-four (94) effective teachers began serving in the first three Career Ladder roles: Promise-Readiness Corps teachers, Clinical Resident Instructors, Learning Environment Specialists.
- **November** – The Annual Yearly Progress (AYP) Award is paid out.

- **November**– For the first time, principals and teachers receive access to detailed information about student growth in their school through school-level value-added measure (VAM) reports.
- **February** – Over 700 teachers received confidential and exclusive access to their individual value-added measures reports, indicating their contribution to student learning and growth.
- **March** – First payout of the Promise-Readiness Corps Cohort Award to eight teams for their contribution to student learning during the 2010-11 school year.
- **June** – For the first time, teachers receive confidential and exclusive access to information about students' experience in the classroom through individual Tripod student survey results.
- **July** – Pennsylvania state legislature passed Act 82 of 2012, a comprehensive education reform bill that requires teacher evaluation be based 50% on observation and 50% on other student outcomes.

2010-11 School Year

- Over 70 teachers, principals, and District and PFT staff collaborated to design new Rewards and Recognitions opportunities built on the 2010 collective bargaining agreement.
- **September 2010** – Teachers began experiencing the power of feedback and support through a pilot of the Research-based Inclusive System of Evaluation (RISE).
- **November 2010** – PPS and the PFT are awarded a \$40 million grant from the Bill & Melinda Gates Foundation for the co-authored Empowering Effective Teachers plan.

2009-10 School Year

- **August** – The District and the PFT co-authored the Empowering Effective Teachers plan.
- **April** – Approximately 50 teachers and administrators volunteered to form the Student Learning Subcommittee to help develop a value-added model that would capture the contribution of teachers, teams, and schools to student learning and growth.
- **June 2010** – Pittsburgh Public Schools teachers ratified a landmark five-year collective bargaining agreement in a 2:1 vote.

2008-09 School Year

- **September 2008** – The District, PFT, and a team of teachers and principals begin collaborating to develop the Research-based Inclusive System of Evaluation (RISE), a new system of teacher observation.