



Pittsburgh Public Schools

Promise-Readiness Corps

Education Committee Meeting
April 10, 2012



The Pathway to the Promise.

Dream Big + Work Hard =
Promise-Readiness is Our Goal



Currently, 15% of students in PPS complete post-secondary education

20 children starting high school in PPS



13 graduate from high school



9 pursue higher education



3 earn a higher education degree



GOAL: 80% of PPS students complete a post-secondary degree or workforce certification

20 children starting high school in PPS



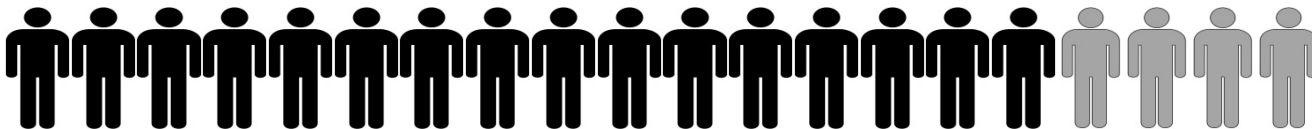
18 graduate from high school



17 pursue higher education

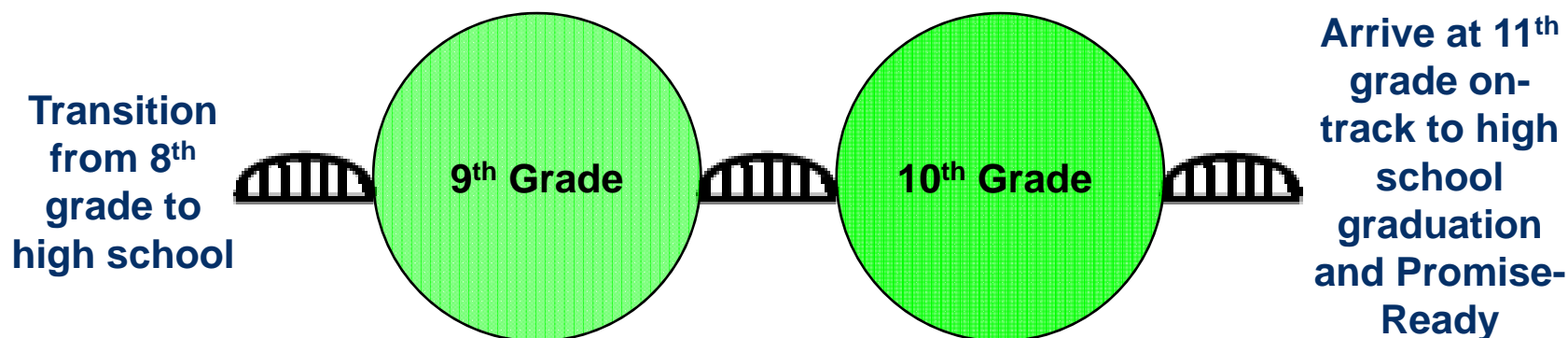


16 earn a degree / workforce certification



The Promise Readiness Corps (PRC) moves us closer to the goal.

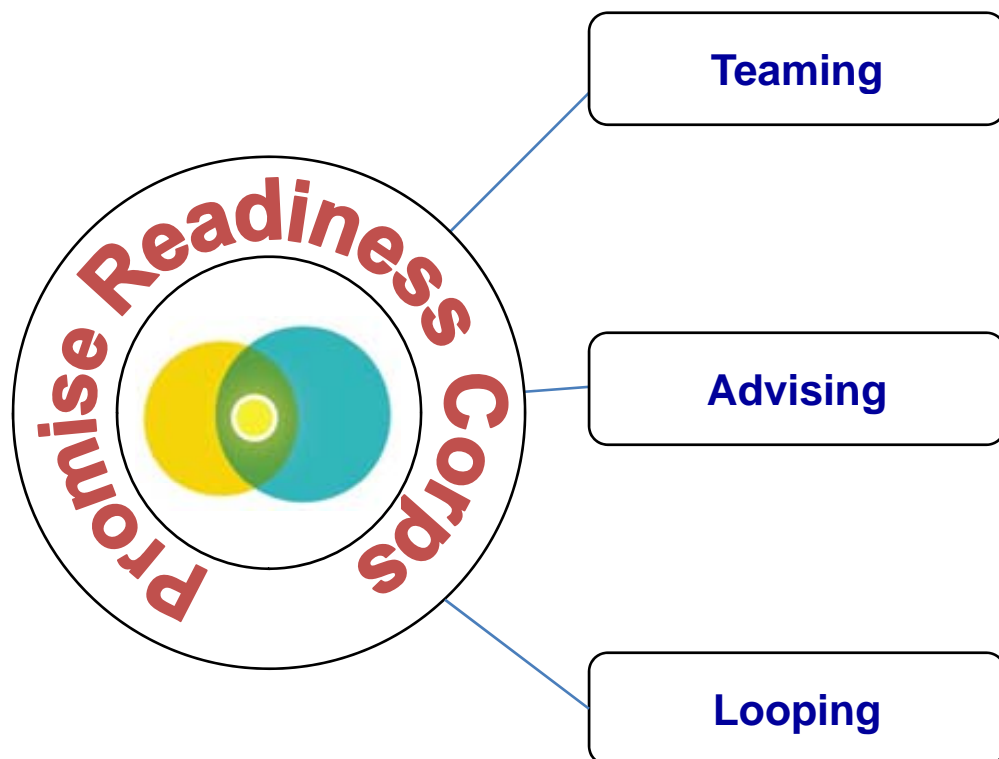
The goal of the PRC is to support students transitioning into high school and ensure that they arrive at 11th grade Promise-Ready.



➡ The PRC is comprised of teams of highly effective and motivated teachers, each linked to a cohort of students.

➡ The PRC provides intensive academic and personal support in the 9th grade, then follows students to the 10th grade.

Three elements are fundamental to the Promise-Readiness Corps.



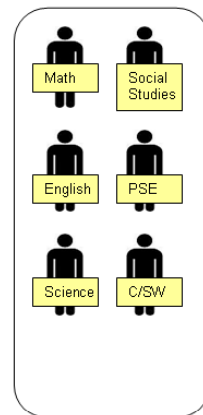
Promise-Readiness Corps members meet and discuss the progress of their students daily. This is enabled by adding an additional period to their day.

In recognition of the positive influence adult relationships have on a student's success, Promise-Readiness Corps members play a student advisory role. An advisory time is built into each student's schedule.

Promise-Readiness Corps members begin teaching 9th grade students and transition with them to the 10th grade to be able to better support their academic and social development.

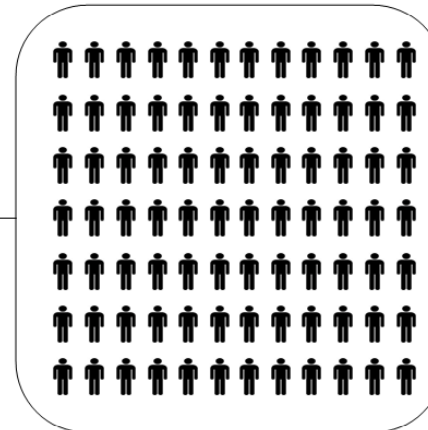
Effective Teams of Teachers Linked to Students

Team



Teachers meet daily to plan for students.

Cohort



Each member of team is responsible to guide students in advisory for a minimum of 45 minutes per week.

Promise-Readiness Corps Cohort Awards Recognize Teams of Teachers for Better than Expected Student Results

Promise-Readiness Corps Cohort Award Key Facts:

- Team awards based on better than expected results in student academic achievement, attendance and core credits earned.
- Informed by value-added modeling (VAM) of a team's contribution to student progress.
- Team performance is relative to student growth prior to the introduction of Promise-Readiness Corps; therefore all teams that perform better than historical expectations earn performance compensation.
- Fair and transparent award criteria; criteria communicated to eligible teachers in advance of payouts
- Up to \$20,000 for a two-year loop.

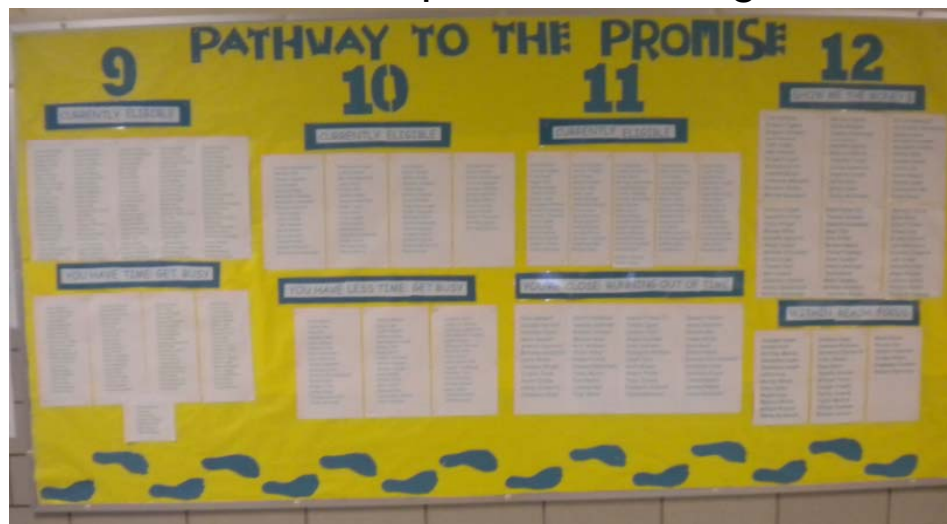
Where do we implement the Promise-Readiness Corps?

Five “high needs” high schools implement the Promise-Readiness Corps as a career ladder opportunity:

- Pittsburgh Alderdice
- Pittsburgh Brashear
- Pittsburgh Carrick
- Pittsburgh Langley
- Pittsburgh Oliver

Promise-Readiness Corps Rollout a Collaborative Process: Program Implementation Highlights

- January 2010 – May 2010 – Program design and planning includes teachers
- Spring 2010 – Teachers solicited for first Promise-Readiness Corps
- August 2010 – Promise-Readiness Corps Team Kickoff event
- September 2010 – June 2011 – Teams implement teaming and advisory
- January 2011 – May 2011 – Career ladder selection
- Spring 2011 - PRC Leadership Team begins meeting monthly
- Summer 2011 – Developed support lessons for PRC Advisory
- August 2011 – Career Ladder Promise-Readiness Corps teams begin
- Spring 2012 – PRC teachers develop *PRC Teaming Effectively Tool* based on best practices



Promise-Readiness Corps Rollout a Collaborative Process: Awards

- June 2010 - Award provisions ratified as part of the 2010 collective bargaining agreement
- July 2010 – Teacher Incentive Fund award provides funding for first four years of award payments
- September 2010 – May 2011 – Design team develops criteria and business rules for Promise-Readiness Corps Award coefficients and team value-added
- September 2011 – October 2011 – 2010-11 Teachers validate Coefficient A – D data
- March 26, 2012 – Promise-Readiness Corps Teams Convene for Award Notification



Award measures are fair and transparent

$$\mathbf{A} \times \mathbf{B} \times \mathbf{C} \times \mathbf{D} \times \mathbf{E} = \text{Amount of individual team member's award}$$

- A. The maximum attainable amount, \$20,000 (index number)
- B. Teacher's PRC or non-PRC status (type)
- C. The number of 9th or 10th grade classes¹ taught (%9th/10th)
- D. Scaled student to teacher ratio (Cohort:Corps)
- E. Team value-added score results based on Promise-Ready measures of student academic achievement, attendance and course credits earned (VAM).

Reference: Attachment C of the Settlement Agreement

1 – “classes” refers to teaching periods

District supports are in place for Promise-Readiness Corps students and teachers

- Conducting monthly site visits, checking in with teams and principals
- Supporting PRC students with 12th grade advisors (3/5 schools) peer to peer mentoring
- Rewarding and recognizing student success (recognition assemblies, Promise-Readiness celebrations)
- Building community with students and teachers within and across cohorts
- Helping teachers to become experts in analyzing student data
- Providing student safety nets (Period 10, tutoring, SAP, etc.)
- Engaging families during teaming time

Initial Promise Readiness Corps Results Shows Changes Beginning to Take Hold

| Promise Readiness Report | | | |
|--|--------------------------|--------------------------|---|
| Number of Students who meet both GPA and Attendance Criteria for Promise (GPA of at least 2.5 and a minimum 90% Attendance) | | | |
| School | 2009-10* | 2010-11** | 2011-12*** |
| Allderdice | 187 out of 370 50.54% | 204 out of 401 50.87% | (9 th) 222 out of 337 65.88% |
| Brashear | 176 out of 408 43.14% | 189 out of 379 49.87% | (9 th) 178 out of 332 53.61% (10 th) 186 out of 298 62.42% |
| Carrick | 68 out of 286 23.78% | 94 out of 311 30.23% | (9 th) 106 out of 221 47.96% |
| Langley | 39 out of 149 26.17% | 29 out of 119 24.37% | (9 th) 49 out of 92 53.26% |
| Oliver | 22 out of 127 17.32% | 15 out of 166 9.04% | (9 th) 32 out of 108 29.63% |

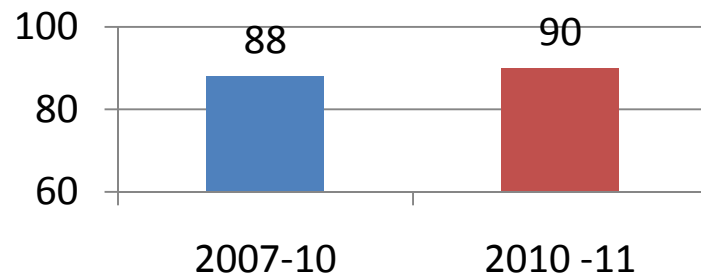
*Year prior to PRC.

** Pilot Year of PRC (voluntarily served)

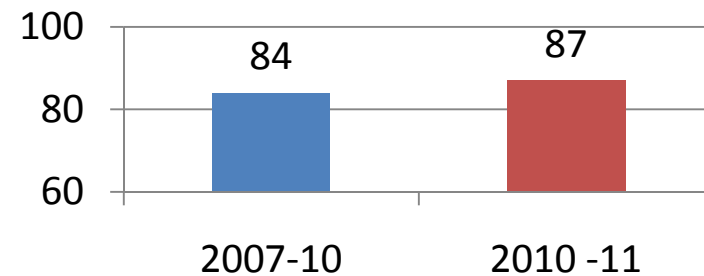
***Program + Career Ladder Teachers

Pilot year (2010-11) also showed modest growth over prior years

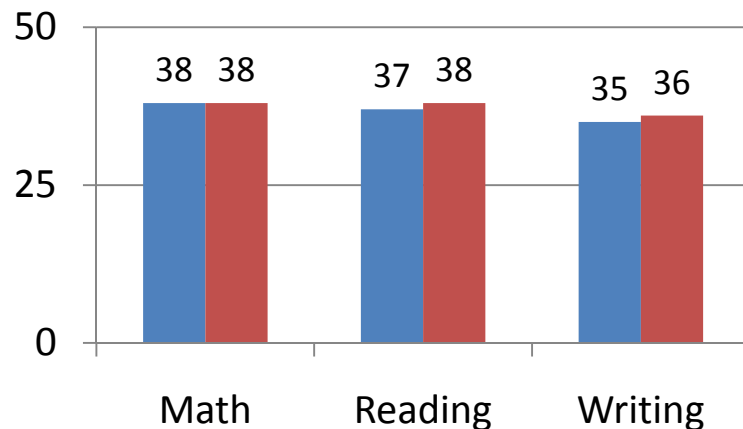
Attendance %



Core Pass Rate %



10th Grade PSAT Score



Key

- 2010-11 Promise-Readiness Corps Cohorts Average
- 2007-10 9th Grade PPS District Average

2010-11 Promise-Readiness Corps student outcomes increased slightly over prior years in almost every area. As a result \$230,000 in performance compensation was awarded to teams through a generous grant from the U.S. Department of Education's Teacher Incentive Fund.

We have early indicators that Promise Readiness Corps is working

Our core work is to **accelerate achievement of all students** and **decrease racial disparities** so Pittsburgh students are Promise-Ready.

Effective teachers matter.

Team work matters.

Relationships matter.

Effective teachers working as teams developing strong relationships with students can get us to our desired results more quickly. **The Promise-Readiness Corps is a strategy that does these things, and we have early indicators that it is getting results.**