



**Pittsburgh  
Public Schools**



*The Pathway to the Promise.™*

# **Pittsburgh Westinghouse High School: *An Initial Framework for Sustainable Improvement 2011-2013***

**Education Committee Meeting  
June 12, 2012**

# Part 1

## Putting Structures In Place 2011-2012

# School Achievement Indicators

		%
2011 Grade 11 PSSA Proficiency	% Prof & Adv	Below Basic
Reading - All	26.2%	60.7%
Reading - Male	27.0%	56.8%
Reading - Female	25.0%	66.7%
Math - All	6.9%	74.1%
Math - Male	2.8%	75.0%
Math - Female	13.6%	72.7%

2011-12 Advanced Placement (AP) Participation	
Students taking at least 1 AP Course	6.3%

# School Graduation Indicators

2010 4-Yr cohort Graduation Rate	
All	59.4%
Male	44.4%
Female	70.7%

6/7/12 Promise Readiness	
Gr 9-12	21.8%
Gr 9	21.4%
Gr 10	22.1%
Gr 11	19.1%
Gr 12	24.0%

2011 PSAT	
Gr 10 Met Indicator	0%
Gr 11 Met Indicator	0%

# School Other Student Indicators

April 2012 IEP Identification	
Gr 6-12 - All	22.0%
Gr 6-12 Male	27.0%
Gr 6-12 Female	17.0%

2009-11 Value Added Report	
Math	59
English/Lang Arts	38
Science	16
Social Studies	28
Overall	31

6/7/12 Attendance Rate	
Westinghouse	89.9%
District	92.4%
AYP Target	90.0%

1-3 Day Suspensions Aug 2011-Apr 2012	
All	55.9%
Male	64.9%
Female	48.1%

4-10 Day Suspensions Aug 2011-Apr 2012	
All	6.1%
Male	7.9%
Female	4.5%

# School Improvement Guiding Principles

- Respect Tradition
- Be Transparent
- Stay Focused
- Follow Through on Commitments
- Commit to Continuous Improvement

# Improvement Timeline

## Part 1 – Putting Structures in Place

**November 2011** – change in leadership, new schedules, school improvement meetings

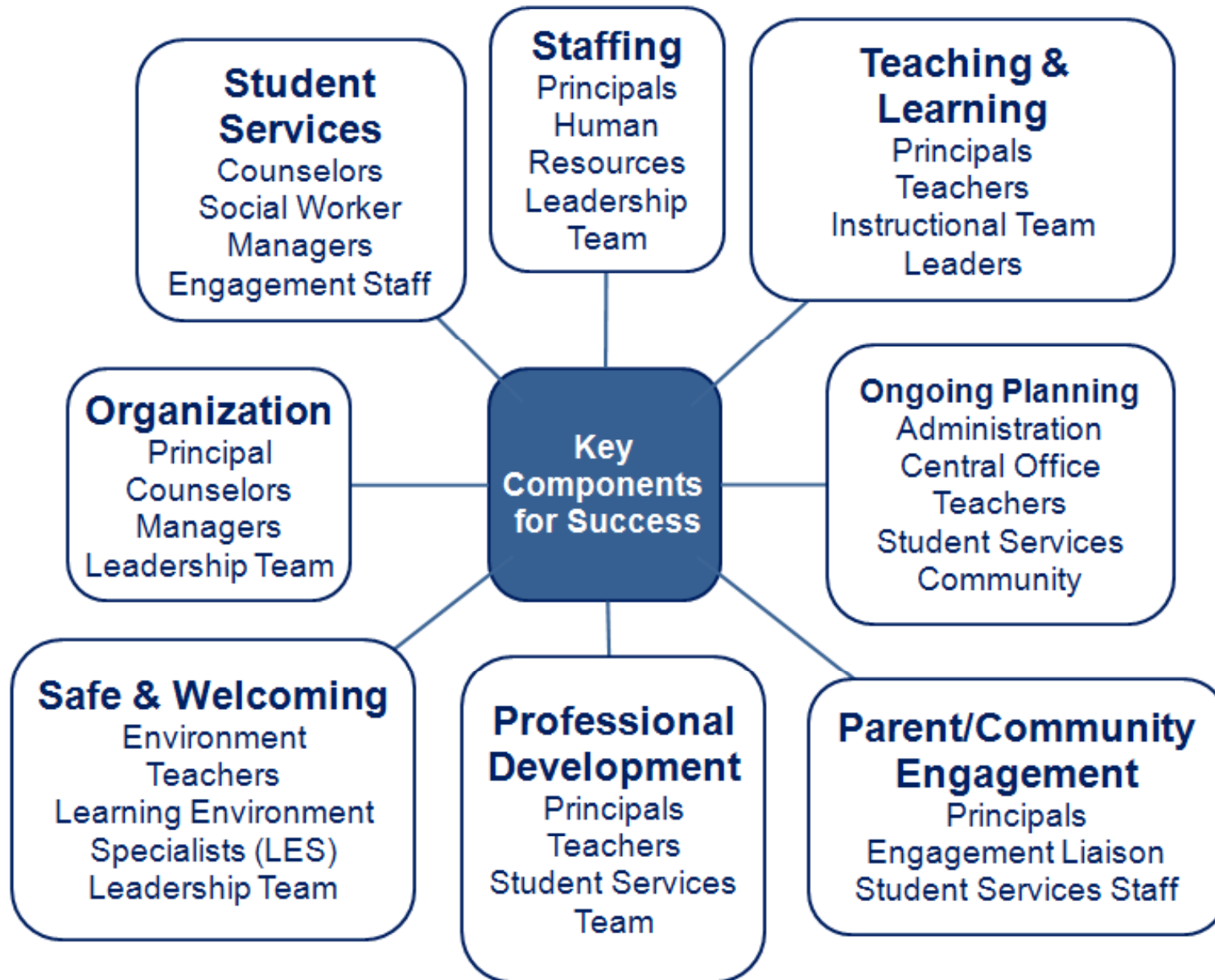
**February 2012** – course audit for all 11<sup>th</sup> and 12<sup>th</sup> graders, school improvement meetings

**March - April 2012** – 12<sup>th</sup> grade graduation requirements course, school improvement meetings

**May – June 2012** – opening of schools action plan, design team meetings/ retreats, school improvement meetings

**Summer 2012** – professional development planning, school improvement meetings, advanced placement curriculum training

# Optimal School Structure





# 2011-2012 Accomplishments

Student Support	Staff Support	Community Support
<ul style="list-style-type: none"> <li>• Calculus class for advanced seniors</li> <li>• PSSA preparation classes in grades 6-8, 11 for reading/math</li> <li>• PSSA Reading/Writing portfolio support for 12<sup>th</sup> graders. 100% completion/on time for graduation.</li> <li>• Promise Readiness safety nets (Saturday school, Nova Net, credit recovery)</li> </ul>	<ul style="list-style-type: none"> <li>• Classroom diagnostic assessment in reading/math grades 6-11</li> <li>• Course consolidation/reduction in preparation periods</li> <li>• Created middle school program on 1<sup>st</sup> floor</li> <li>• Heinz Fellows scheduled to support mentees</li> <li>• Monthly school meetings (Instructional Cabinet, Leadership Team, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Mentoring program for 12<sup>th</sup> graders</li> <li>• Homewood Children's Village provided – Social Work Interns, transportation, and morning recreation</li> <li>• Career Fair – local alumni and community agency provided overviews of careers to the students at Westinghouse</li> </ul>

# 2011-2012 Accomplishments

## Safe and Welcoming Environment

- Schedules
- Support periods for all staff – instructional, professional, etc.
- Established preliminary operational procedures – main office, cafeteria, etc.
- Re-engaged community organizers to support youth violence prevention – mediation, home visits, etc.
- Created and consistently supported building meeting protocol – building meeting schedule, etc.
- Re-engaged social service providers and enlisted new partners – SAP team meetings

# 2011-2012 Accomplishments

## Scheduling

- Master Schedule 2011-2012 implemented in Pinnacle, student grades updated on transcripts, colleges/universities received Promise Readiness data for graduation
- Master Schedule 2012-2013 implemented in Pinnacle, all students scheduled by June 1, 2012, student schedules printed and mailed June 22, 2012

# Collaborative Planning Process

## Meetings

- Monthly Staff Meetings
- Monthly Parent School Community Council
- Monthly Leadership Team Meetings

## Consultants

- Needs Assessment: Dr. Byrd-Bennett and Team
- Community Stakeholders Retreat: Dr. Byrd-Bennett  
May 11-12, 2012
- Collaborative Culture for Change Assessment: Dr. Pedro Noguera

## Services

- Mental Health Partnership – Family Links
- Student Assistance Team – Created cross-functional service provider teams (NEED, mental health, Allegheny County, probation, Homewood Children's Village, etc.)

## PART 2

# PLANNING THE SCHOOL TRANSFORMATION

# Improvement Timeline

## Part 2 – Planning the School Transformation

**Aug 2012-May 2013** - Visioning process to develop school focus for 2013-2014 school year through collaboration with all stakeholders

**Fall 2012** – Identification of career and technical education programs, school improvement meetings, Advanced Placement (AP) training

**Winter 2012** – Career & Technical Education (CTE) partner identification, school improvement meetings, AP training

**Spring 2013** – CTE launch of programs, school improvement meetings, AP teacher identification launch

# Future Planning

- **Career and Technical Education (2012-2013)**
  - Refinement of partnership, policy, and curriculum for Cosmetology, Health Careers, and Business Administration
- **Career and Technical Education (2013-2014)**
  - Development of partnerships, policy, and curriculum for Culinary Arts, Construction/Trades, and Informational Technology (building applications)

# Future Planning

- **National Math and Science Initiative** - Advanced Placement Curriculum
  - Advanced Placement Training and Incentive Program (APTIP) is a comprehensive program to increase teacher effectiveness and student achievement in Advanced Placement math, science and English courses.
- **Design Team Meetings** – Internally and with consultants
  - Monthly meetings with students, teachers, parents, and community partners
  - Quarterly community reporting sessions updating on progress/next steps



# Indicators of Improvement

## **Accountability determined by assessment metrics and ongoing refinement of operations:**

- Monthly student surveys – student council to develop tool
- Monthly parent/community surveys – PSCC to develop tool
- Monthly discipline reports – generate using District data
- Monthly staff climate surveys – instructional cabinet members to develop tool
- Monthly student/staff attendance reports – generated using Pinnacle and AESOP data
- Assessment Data – generated using Value Added Measures (VAM), Teaching & Learning Environment (TLE), RISE, Promise Readiness, etc.
- Monthly building meeting attendance and next step task completion – e.g. Instructional Cabinet, Leadership Team, Discipline Committee, etc.

# The Westinghouse Experience

## Video of Student, Staff and Community Experiences

# Commitment to Effective Teaching

**Of all school-based factors, effective teachers matter most.**

*“A 90<sup>th</sup> percentile teacher in Pittsburgh Public Schools produces, on average, a little more than a year of additional learning (in one school year of instruction) relative to a 10<sup>th</sup> percentile teacher.”*

– Mathematica Policy Research, Inc.