Teachers are **HUMAN BEINGS**, not interchangeable parts.

#1 **SCHOOL-BASED FACTOR**

**IN STUDENT SUCCESS:**

**TEACHERS**

85% of 1,500 PPS teachers perform at PROFICIENT or DISTINGUISHED LEVELS.

**WHAT DOES DISTINGUISHED TEACHING LOOK LIKE?**

- **STUDENTS LEARN** at a rate that outpaces their peers.
- **EXPERT PRACTICE** is recognized by the school principal.
- **CLASS BEHAVIOR** is positive and well-managed.
- **STUDENT RELATIONSHIPS** are strong and caring.
- **ENGAGED STUDENTS** feel challenged and inspired.

**100% OF TEACHERS CAN HELP STUDENTS SUCCEED.**

PPS teachers are **AHEAD OF THE CURVE** by working together to develop new ways of looking at teaching.

**OBSERVATION** of teacher practice (RISE)

**STUDENT LEARNING AND GROWTH** (Value-Added Measures, or VAMs)

**STUDENT PERCEPTION** (Tripod)

**P 70% D 15%**

85%

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