

Focus on Teacher Effectiveness:

Using Information to Provide Supports to Teachers & Help Students Achieve

Pittsburgh Public Schools
Education Committee Meeting
August 13, 2013

Setting the Context

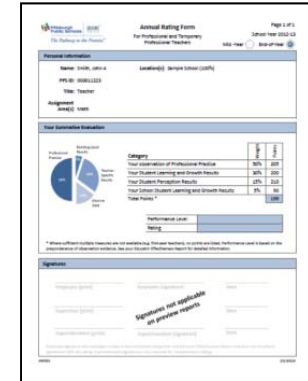
- ✓ To accelerate student learning, we have to improve teaching.
- ✓ Professional growth is the goal of our evaluation system.
- ✓ Teachers are using feedback to improve results for students.



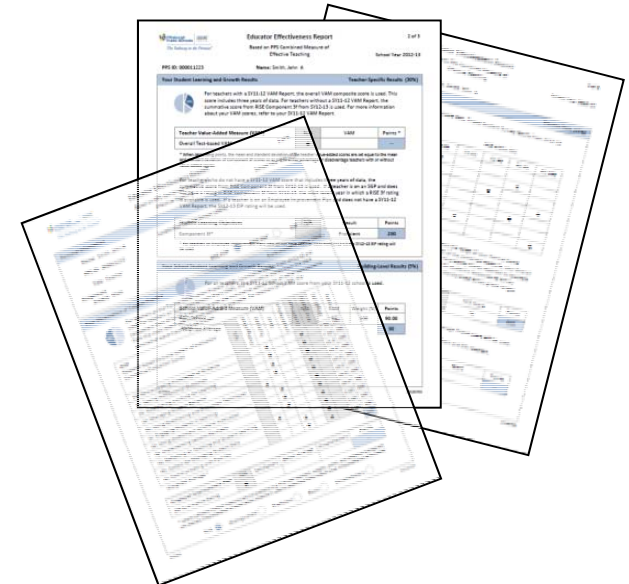
What's New?

Educator Effectiveness Reports

- 1,400+ teachers received their preview Educator Effectiveness Reports with guidance on how to read their reports and how to take action.
- Hotline and email support available to answer teachers' questions.
- Principals trained on data confidentiality & on using effectiveness data in their schools.



This form is titled "Annual Rating Form" and is used for the "Professional Teacher" role. It includes a section for "Personal Information" with fields for Name, ID, Title, and Assigned School. Below this is a "Your Performance Evaluation" section featuring a pie chart and a table of scores. The table has columns for "Category", "Your Rating", and "Target Rating". The categories and their ratings are: "Your Demonstration of Professional Practice" (90%, 85%), "Your Student Learning and Growth Results" (85%, 80%), and "Your Student Engagement Results" (85%, 80%). There is also a section for "Signatures" and a note about the importance of the report.



This is a detailed "Educator Effectiveness Report" for a teacher. It includes a "Teacher-Specific Results (STR)" section with a pie chart and a table of scores. The table has columns for "Category", "Your Rating", and "Target Rating". The categories and their ratings are: "Your Demonstration of Professional Practice" (90%, 85%), "Your Student Learning and Growth Results" (85%, 80%), and "Your Student Engagement Results" (85%, 80%). There is also a section for "Signatures" and a note about the importance of the report.

An Opportunity with No Evaluative Stakes Attached

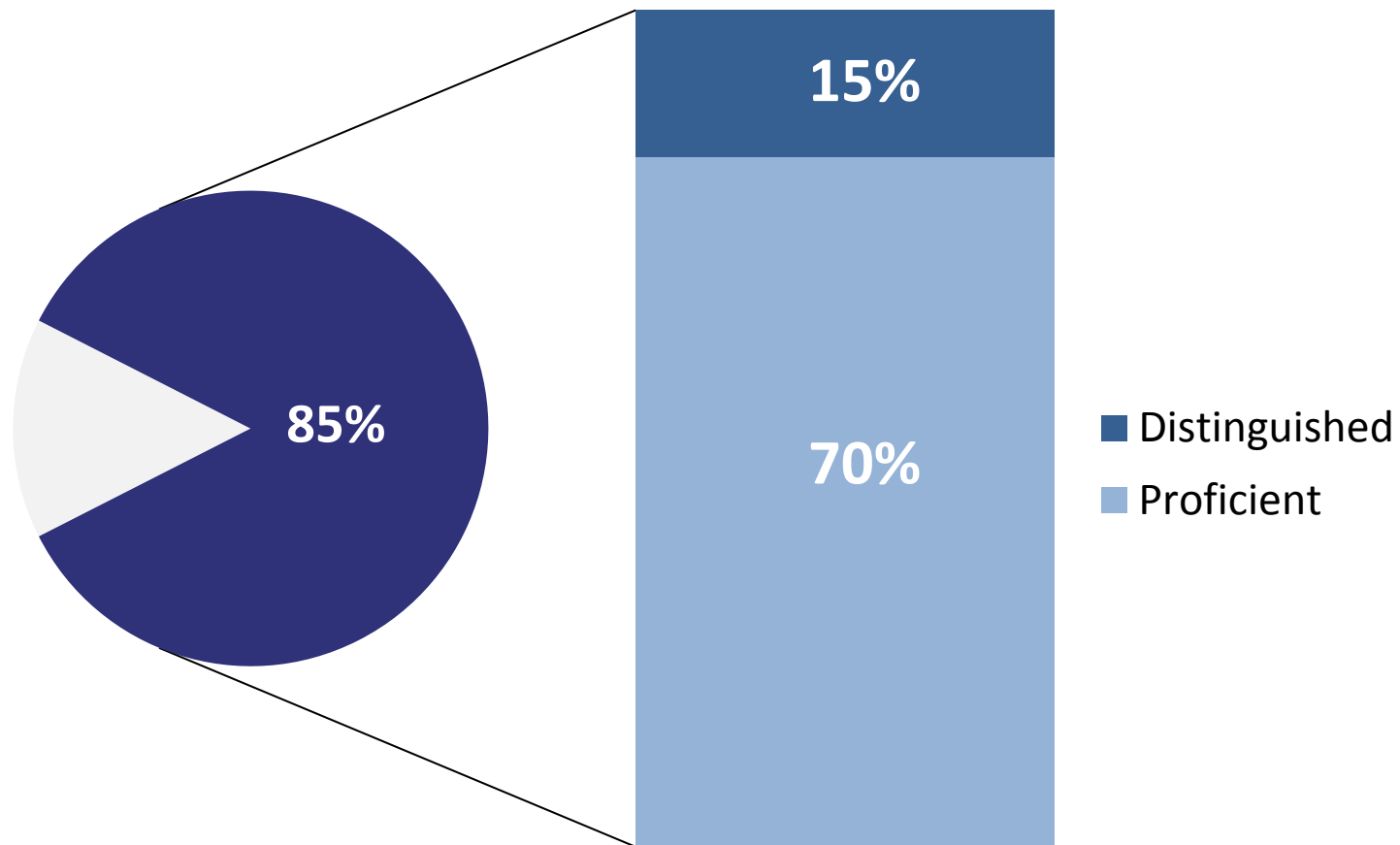
Pittsburgh Has a History of Leading The Way

PPS is the **ONLY** district in Pennsylvania providing teachers with an advanced look at their results as required under Act 82.



85% of PPS Teachers are Performing at Proficient or Distinguished Levels

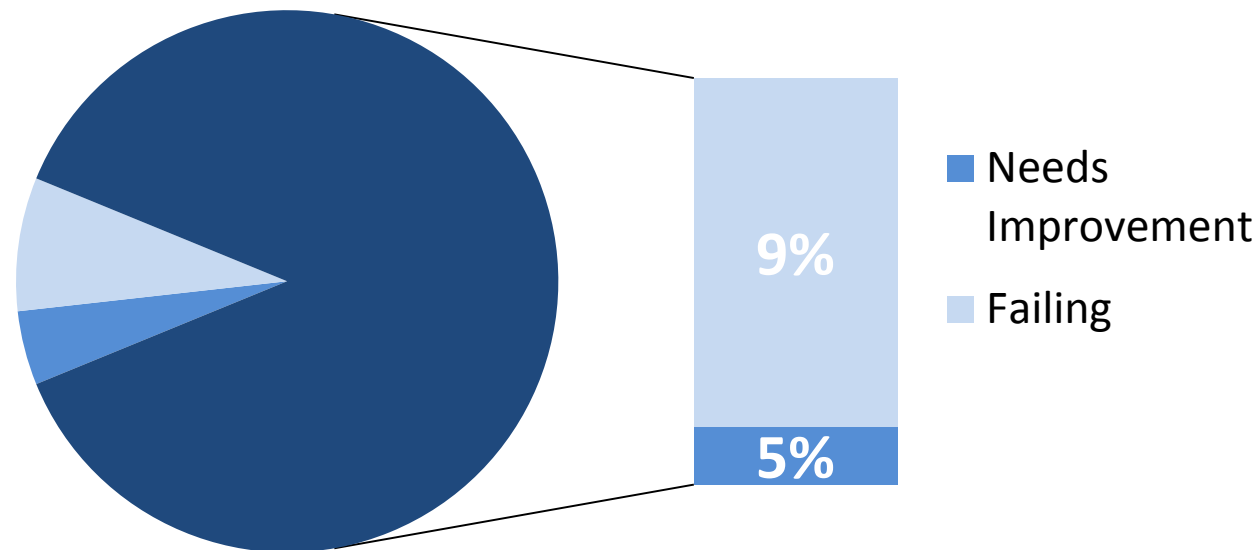
**Pittsburgh Public Schools Teachers
2012-13 Performance Levels**



Values are rounded to the nearest whole number.

Teachers Have the Opportunity and Time to Improve

Pittsburgh Public Schools Teachers 2012-13 Performance Levels



- Teachers performing at Needs Improvement or Failing earned fewer than half of the total points available through the evaluation process.
- Now they have access to Intensive Support and more than a year to improve.

Supports are Available to Help All Teachers Improve

Formal Training Courses and Workshops



Team-Based Learning



Independent Learning



1-to-1 Coaching and Support



More than 15 different types of professional learning and support opportunities are available to PPS teachers

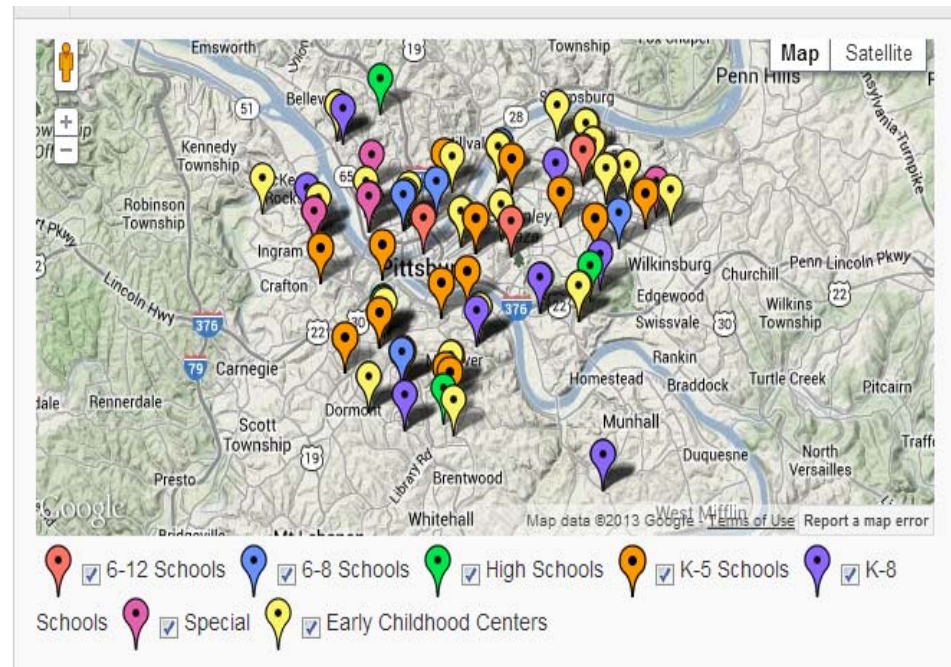
Highly Effective Teaching Matters

Let's take a look at the characteristics of a teacher performing at the Distinguished level:



Highly Effective Teaching is Happening Across our District

- In every region
- In magnet and neighborhood schools
- Across early-career teachers and our most seasoned veterans
- Every grade configuration
- Among teachers who received VAM scores and those who didn't
- Among teachers who received Tripod scores and those who didn't.



Success is Possible in All of Our Schools

- 12% of teachers in our schools serving more than 95% low-income students and/or students of color are performing at the Distinguished level.
- Students in these same schools are more likely to spend time with a teacher at the lowest level of performance.

We must work together to ensure that teacher effectiveness information results in **professional growth**, and we must persevere with our efforts knowing that the hardest work is still in front of us.

Advancing the Teaching Profession Supports District Goals



1. Accelerating student achievement
2. Eliminating racial disparities, and
3. Becoming a District of first choice.