Envisioning Educational Excellence: A Plan for All of Pittsburgh’s Children

Envisioning Update to the Board of Directors Education Committee Meeting

Tuesday September 10th, 2013
Table of Contents

• The Envisioning Goal

• The Envisioning Process So Far

• The Envisioning Path Forward
We have a Vision, Goals, and Theory of Action that ground our efforts.

**Vision**
80% of our students will complete a two or four year college degree or workforce certification.

**Goals**
- Increase the achievement of all students
- Eliminate racial disparities in achievement
- Become a District of first choice
- Develop a student focused culture

**Strategies**
- **Connected families and community:**
  - Well-governed district:
    - High-capacity workforce and teams:
      - Engaged students:
        - Relevant curriculum that motivates and prepares;
        - Programs to support strong and equitable outcomes;
        - Supportive teaching & learning environments;
        - Equitable access to high-quality schools & programs
      - Trusted support teams across the district
    - Effective governance & management
    - Fiscal sustainability; value-based use of resources
  - Partnerships within PPS and across Pittsburgh
  - Culture of service and commitment
  - Effective & empowered teachers in every classroom
The Goal is to Address School Quality and Fiscal Sustainability

In order to meet our goals, we must continue our investment in effective staff, look for innovative new approaches… while simultaneously reducing our annual costs by $46.3M by 2016.
Table of Contents

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Engagement, Research, and Analysis has provided the foundation for making recommendations

Engagement Participation: 700+ members of the PPS community

Internal Analysis

External Research
Our process identified five key components to pursue

- School Quality
- Central Office Service Delivery
- Educational Delivery Model
- School Portfolio
- Student Support
There is a yearning for Effective Schools District-wide.

• Empowering Effective Teachers
• Principal Professional Growth and Evaluation (PULSE 2)
• School Improvement Plans as project management
• 1:1 meeting with each Principal
• Accountability for Central Office Support
We must have a plan for Central Office service delivery.

What services do we need to provide in a sustainable way?
The Envisioning plan will include recommendations related to our education delivery model.

In 2012-13 and in 2013-14 each school had...

<table>
<thead>
<tr>
<th>Schools with:</th>
<th>2012-13</th>
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<tbody>
<tr>
<td>At least 1 full time counselor or social worker</td>
<td>✔️</td>
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<tr>
<td>Library services</td>
<td>✔️</td>
</tr>
<tr>
<td>Art offerings</td>
<td>✔️</td>
</tr>
<tr>
<td>Music offerings</td>
<td>✔️</td>
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<tr>
<td>1 or more AP or IB classes (9-12)</td>
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<td>Dedicated resources for parent, family and community engagement</td>
<td>✔️</td>
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..but our average class size is still well below our targets, particularly in high schools.

2012-2013 Average Class Size

<table>
<thead>
<tr>
<th></th>
<th>Target</th>
<th>Actuals</th>
<th>Shortfall</th>
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</thead>
<tbody>
<tr>
<td>K-5</td>
<td>25</td>
<td>23.8</td>
<td>1.2</td>
</tr>
<tr>
<td>K-8</td>
<td>25</td>
<td>20.5</td>
<td>4.5</td>
</tr>
<tr>
<td>6-8</td>
<td>28</td>
<td>24.3</td>
<td>3.7</td>
</tr>
<tr>
<td>6-12</td>
<td>30</td>
<td>20.8</td>
<td>9.2</td>
</tr>
<tr>
<td>9-12</td>
<td>30</td>
<td>21.6</td>
<td>8.4</td>
</tr>
</tbody>
</table>

What is the right class size, mix, and format of our academic offerings?
Some of our Schools Fall Below the Effective and Efficient Range

School Size by Grade Configuration

Elementary scale
Potential target range:

PPS AVG 337
PPS AVG 506

Average

K-5
K-8

# of Schools
22
12

Source: School data provided by PPS; enrollment figures are projected for 2013-14
Notes: Schools (not school buildings) of approximately 400-600 elementary students and 500-1,000 secondary students are the most effective and efficient (Odden and Picus, School Finance: A Policy Perspective, 2008).
Any school portfolio proposals will take into account factors previously discussed with the Board.
The Envisioning plan will include recommendations related to improving student support.

How should PPS organize both internal and external resources dedicated to providing support services to our students?

How can we leverage our partnerships more effectively (e.g. Allegheny County DHS, United Way, etc.)?
Table of Contents

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Upcoming Envisioning Engagement Opportunities

• Successfully transitioned a new team to support the work
• PPS Board of Directors
  • Board Workshop Date: TBD
  • Agenda: In addition to the plan outline discussed, what other ideas do Board Members wish to discuss?

• Community/Family
  • VIVA-Online community crowd-sourcing platform
    • 130 PPS community members and 40 teachers registered
    • Final report expected mid October
  • Advisory Committee
    • Last Meeting: August 15th
    • Next Meeting Expected for mid-October
    • Contact with key community Members

• Principals and staff
  • Dr. Lane holding 1:1 meetings with principals through end of October
  • Central Office staff meetings continuing to occur