"If one gets behind in a race, he must eternally remain behind or run faster than the man in front. You've got to give him the equipment to catch up."

Martin Luther King, Speech, 1966

CLOSING THE ACHIEVEMENT GAP:

INITIATIVES TOWARDS IMPROVEMENT

PREPARED BY
Johnson Martin, PhD
For the Pittsburgh Public Schools

2007 NAEP Reading Grade 4th / 8th

2009 NAEP Mathematics Grade 4th / 8th


- Brief history African-American education
- Desegregation
- Brown v. Board of education (1954)
- Pittsburgh’s plan/desegregation
"If one gets behind in a race, he must eternally remain behind or run faster than the man in front. You’ve got to give him the equipment to catch up."

Dr. Martin Luther King
Speech, 1966

▪ Adequate yearly progress report
▪ Mission for district
  - State tests below basic -> above
  - High expectations
  - Attractive safe environment
  - Best pedagogical practices
  - Highly trained teachers

▪ Challenge call
▪ The achievement gap/future
  - High percentage of minorities
  - Skills and the workplace
  - College questionable?
Purpose of this report facts/method (33) (15)

Programs and initiatives

- Curriculum
- Reading/Language
- Early Development
- Math
- High School Reform
- Suspension
- Parent Engagement
- Accelerated Learning Academies
- Youth Intervention
- Career Development
- Special Education
- Gifted Program
- Magnet Program
- Title/EAP
- Summer School
- Summer Dreamers
- Teacher/Leadership
- Courageous Conversations
- Pittsburgh Promise
- Models

Analyzing Data In The District

Gap (30.7% Reading-29.3% Math)
African-American Students-PSSA-2009

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<th>Gr.4 below basic</th>
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<th>adv.</th>
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<td>28.4%</td>
<td>26.1%</td>
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</tbody>
</table>

Source: Pennsylvania Department of Education Assessment and Accountability Division: e-metric system-2008-09/see appendixes
Below Basic to Proficient

PSSA, diagnostic: DIBELS, 4Sight, teacher made

Individual classrooms

Weaknesses

Attacking the problem
Initiatives/redesigned programs

• Curriculum
• Resources
• Personnel/learning teams

Professional development

• Meaningful/ongoing
• In school/District staff teachers/principals

Source: Pennsylvania Department of Education Assessment and Accountability Division: e-metric system-2008-09/see appendixes
EARLY CHILDHOOD

- Combined program
- Certified teachers
- Secretary of Education/state review
- 68% AA students
- 101 centers/31 support
- Sequenced curriculum/kindergarten
  Family-play-social and cognitive development

A solid program for early primary grades

Reading And Language Arts

- Phonics-research based
- National reading organizations
- Extended instructional time
- Variety of supplemental resources
- On-going diagnostic evaluation-SRI
- Differentiated instruction (AA skills)
- Coaches/intervention R.T.
- African-American literature (high school)
- Reading subgroups-180-skill building
  (Tier levels)

* AA history course
Mathematics

- Algebraic infusion early
- Extended time
- Diagnostic/weaknesses
- Differentiated groups (AA-skills)
- Computer skills building
- Peer discussion/student exploration
- 8th grade weakness
- Algebra requirements
- AB/BC algebra
- SBM-PSSA-help-workshop
- Coaches/tutors

Accelerated Learning Academies

- Start of reform
- Research backs extended time
- Improved environment-improved academics
- Fewer discipline problems
- America’s choice-training

High School Reform

- Small LC - design
- C+T - 1,475/590 AA
- IB, ST/UP - schools
- S&T-tutors-mentors, % average student/AA
- University Prep-tutors
- Large African American population
- Expansion of math & course requirements
- More rigorous for all
- Graduation requirement (AA-problem)
- 9th Grade Nation-high school orientation
Suspension
- Number of AA students
- Frequent 3 days out of school
- Alternative learning centers
  - Hearings/all cases evaluated
  - PBI/post behavior intervention

High School Summer School
- Needs to be redesigned
- High % of AA students

Summer Dreamers’ Academy
- Literature-locate BB - (AA students)
- Related recreation act
- Have 9th grade ready

Gifted Programs
- CAS 139 AA TOTAL 948
- AP 200 AA TOTAL 829

Gifted requires an IQ test, CAS and AP do not

Magnet Schools
- Good for racial diversity
- Local audit/nationally
- AA students show positive results

<table>
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<td>9-12</td>
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SOURCE: DISTRICT ASSESSMENT DIVISION
Stereotype Pressure

- What others think
- Difficult to produce

Courageous Conversations

- Equity in the classroom
- Inner thoughts about others
- Administrators/teachers

Parent Engagement-Major Events

- Community meetings/school PTA/PTO
- Need more African-American parent involvement
- Information to parents-students / mail
- Ideas to get young AA parents

Teacher / Leadership

- Better training for teachers
- Gates’ teacher effectiveness
- In depth evaluation system for both teachers and principals (RISE)
- PELA-selection and training of new principals
- AA teachers/ w teachers
- Recruitment-HBCU
Title / EAP

- Free lunch
- Instructional aides
- Tutors - EL, M, HS
- After school programs/curriculum on skills building

Youth Intervention/Gangs

- Before problem happens - team
- Visit schools - talk with students
- Good communication with police
- Good results with mentors
- After school support for AA students

Pittsburgh Promise

- Available to all students
- 2.0 grade point / increase to 2.5 (AA)
- Excellent marketing / contact students
- 1st year class
  - AA 286
  - other 438

SOURCE: PROMISE REPORT 2006

Models/African American Improvement

- Nationally / some charter schools
- Educational trust
- Own backyard
Recommendations

1. Early childhood
2. Understanding peer pressure
3. Differentiated instruction
4. Reading support vs. math
5. Closing the gap a major goal
6. Explore alternatives to suspension
7. New African-American literature course

8. Add books to summer dreamers
9. Make summer school worth something
10. Lasting results-Pittsburgh Promise
11. Team to monitor progress, maybe *ILP for BB students
12. Gifted African Americans
13. Target areas on the data

*Individual Learning Plan