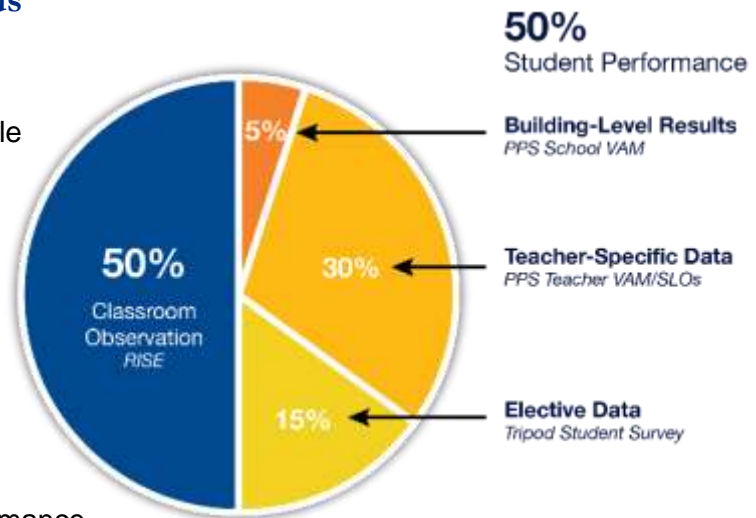


Bringing Effectiveness into Focus

Pittsburgh Public Schools (PPS) is ahead of the curve in seeking ways to comprehensively understand and be able to identify teacher effectiveness. Since 2008, the District has been working with teachers, administrators, the Pittsburgh Federation of Teachers, and national experts including Mathematica, the American Federation of Teachers, and others to develop new ways to look at teaching that provide meaningful feedback to teachers about their practice and performance.



PPS teachers and administrators have been instrumental in this work, and the District has sought to be thoughtful and deliberate in the work of designing and using measures of effective teaching—recognizing that there’s no single tool that can do justice to the work teachers do. And thanks to this hard work, PPS is now able to look at teaching through three lenses: observation, student learning and growth, and student perception.

Each individual lens for effective teaching takes a closer look at the things that really matter for student success. When we step back and combine all three lenses, we gain a more comprehensive picture of effective teaching. The combined lens is a panoramic view that unifies observation of teacher practice, student learning and growth, and student perception.

In PPS, teachers’ end-of-year ratings include other ways of looking at effectiveness that get beyond traditional evaluation systems that look at classroom observations alone. In fact, consistent with state policy legislated through Act 82 of 2012, teacher evaluation is now based 50% on observation and 50% on student outcomes, specifically:

- 50% classroom observation using the RISE rubric
- 50% student outcomes, specifically:
 - 5% building-level student growth information (value-added measures)
 - 30% teacher-specific student growth information (value-added measures or Student Learning Objectives)
 - 15% Tripod student survey results

Most importantly, the District believes that effective teachers make a difference in the lives of students. PPS is committed to identifying effective teaching using multiple measures to support teachers as we all work together to ensure that all students are eligible to take advantage of a Pittsburgh Promise® college scholarship.