



# *The Empowering Effective Teachers Plan*

## Introduction to the Research-based Inclusive System of Evaluation

### **Implementation Overview**

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#### **What is The Research-Based Inclusive System of Evaluation (RISE)?**

RISE is a differentiated system of teacher evaluation that defines effective teaching across 4 Domains and 24 Components of Practice. Multiple measures over multiple instances are used to collect the facts about a teacher's practice to inform and guide continuous professional growth. As a growth-oriented model, this evaluation system is differentiated to support the developmental levels of novice and experienced teachers across four performance levels and fosters teacher learning, promoting continuous growth of professional practice.

#### **What is the mission of RISE?**

The PPS/PFT mission is to grow and develop our students by continuously advancing the professional practice of our teachers. With that in mind, the administrators and teachers within the Pittsburgh Public Schools will adopt the RISE framework to effectively capture the complexity of teaching and learning through research-based best practices.

#### **How is an effective teacher defined in RISE?**

In the Pittsburgh Public Schools, effective PreK-12 teachers are professional educators who hold high expectations for all students and the belief that effort creates ability. They know their students, content and the curriculum thoroughly and have a broad repertoire of content-specific, culturally responsive strategies and activities to use with students to meet rigorous learning goals. They are flexible given their students' learning needs and the dynamics of the classroom and use formative assessment to adapt instruction to maximize learning opportunities for all students. Effective teachers have established rituals and routines that foster a safe learning environment where effort is privileged allowing students to fully engage in instructional activities, ask questions and take part in class discussions. Effective teachers continuously work to improve their practice and knowledge of students while acting as a resource for others in their professional learning community.

#### **How was RISE developed?**

Until 2009-10, District measures of teaching effectiveness in all schools were aggregated to reach a single summative satisfactory or unsatisfactory rating. A survey administered by PPS showed that less than 15% of teachers strongly agreed with the statement that "Teacher evaluation in my building is rigorous and reveals what is true about teachers' practice." As a result, starting early in the Fall of 2008, Dr. Jerri Lynn Lippert, Chief Academic Officer; Jody Spolar, Chief of Performance Management; Mary Van Horn, Vice President of the PFT; and Nina Esposito-Visgitis, Vice President of the PFT, formed the PFT/PPS RISE Leadership Team to initiate the development of a new system of evaluation.



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In April of 2009, a district-wide RISE information session was held for all administrators and instructional teacher leaders (ITLs). During this session the PFT/PPS RISE Leadership Team provided school-based leadership teams with information to take back to their school staff about the new evaluation system, which would be collaboratively designed and piloted in the upcoming year. Based on this information, each school-based instructional cabinet decided whether they were going to participate in the RISE Pilot. Initially, 32 schools elected to participate in the RISE Pilot. Currently, 24 schools are actively piloting RISE. We believe that the positive response from schools, both initially and throughout the pilot year, was linked to the collaborative nature of the design process and the fact that RISE Pilot Schools were actively involved in shaping the evaluation system.

In May 2009, the RISE Design Team consisting of Pittsburgh Public Schools central office administrators, principals, one teacher from each pilot school, and 20 teachers selected to represent the PFT, spent four days developing an evaluation system that is fair and transparent. The RISE Design Team has met throughout the 2009-2010 school year and continues to refine the RISE process. Teachers have contributed countless hours to create a tool that will be fair to their colleagues.

More specifically, throughout the 2009-2010 school year, RISE Pilot Schools have been supported by train the trainer sessions designed by the RISE Leadership Team, in collaboration with Dr. Paula Bevan, a consultant from The Danielson Group. These sessions provided learning opportunities for the school-based leadership teams and equipped them to support the learning of all teachers in their schools. These trainings also provided additional opportunities for the RISE Design Team to interact with all Pilot Schools.

### **What will happen in 2010-2011 and beyond?**

The system will be expanded to include all schools. Phase I Schools (in year 1 year of implementation) will begin implementation of the RISE Formal Evaluation Process. Phase II Schools (in year 2 year of implementation) will continue to differentiate the process by incorporating Supported Growth opportunities within RISE. The plan for the 2010-2011 schools year includes training for both Phase I and Phase II schools. Opportunities will also be provided between and within Phase I and Phase II cohorts to reflect and collaboratively refine the process.



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**RISE Implementation 2010-2011**

| Phase I – Year 1   |                        | Phase II – Year 2<br>(2009-2010 Pilot Schools) |                 |
|--------------------|------------------------|--|-----------------|
| Banksville Pre K-5 | Fort Pitt Pre K-5      | Allerdice HS                                   | Murray Pre K-8  |
| Concord K-5        | King K-8               | Allegheny K-5                                  | Perry HS        |
| Dilworth Pre K-5   | Northview Pre K-5      | Allegheny 6-8                                  | Phillips K-5    |
| Fulton Pre-K-5     | Weil Pre K-8           | Arsenal Pre K-5                                | Rooney 6-8      |
| Granview K-5       | Arsenal 6-8            | Beechwood Pre K-5                              | Roosevelt K-5   |
| Liberty K-5        | South Hills 6-8        | Brookline K-8                                  | Schiller 6-8    |
| Minadeo Pre K-5    | Brashear HS            | CAPA 6-12                                      | Sterrett 6-8    |
| Morrow Pre K-5     | Carrick HS             | Carmalt K-8                                    | Stevens K-8     |
| Spring Hill K-5    | Langley HS             | Pittsburgh Classical 6-8                       | Southbrook 6-8  |
| West Liberty K-5   | Oliver HS              | Lincoln K-8                                    | Westinghouse HS |
| Whittier K-5       | Peabody HS             | Linden K-5                                     | Westwood K-8    |
| Faison Pre K-8     | Schenley HS            | Manchester K-8                                 | Woolslair K-5   |
| Greenfield K-8     | IB 6-10*               |  |                 |
| Mifflin Pre K-8    | Sci Tech Academy       |  |                 |
| Miller Pre K-8     | Milliones 6-12         |  |                 |
| Montessori Pre K-8 | Conroy                 |  |                 |
| Schaeffer K-8      | McNaugher              |  |                 |
| Sunnyside K-8      | Pioneer                |  |                 |
| Vann K-5           | South Side Annex       |  |                 |
| Arlington K-8      | Gifted Center          |  |                 |
| Colfax K-8         | Stud. Achievement Ctr. |  |                 |
|                    | Clayton Academy        |  |                 |