



Pittsburgh  
Public Schools

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*The Pathway to the Promise.™*

341 South Bellefield Avenue | Pittsburgh, PA 15213-3516  
Parent Hotline: 412-622-7920 | superintendentoffice@pghboe.net | www.pps.k12.pa.us

**Linda S. Lane, Ed.D.**, Superintendent of Schools

May 30, 2013  
Via Hand Delivery

Dr. Carolyn Dumaresq  
Pennsylvania Department of Education  
333 Market Street  
Harrisburg, PA 17126-0333

Dear Dr. Dumaresq:

On January 31, 2013 the School District of Pittsburgh submitted an alternative teacher evaluation system for review by the Pennsylvania Department of Education. We appreciate your continued support and thorough review of our evaluation system, which is the product of considerable collaboration and engagement of teachers, administrators, experts, and our partners from the Pittsburgh Federation of Teachers (PFT).

Following up on this proposal, this letter includes the following supplemental details of the District's evaluation system. These specific aspects of our system were ultimately decided by District leadership.

1. Performance level ranges that meet the standard of rigor established in Act 82:

Distinguished: 210-300  
Proficient: 155-209  
Needs Improvement: 145-154  
Failing: 0-144

We intend to continue to monitor these ranges carefully and recognize the need to submit any changes to these ranges to the Department for review.

2. Confirmation of the weighting of our observation rubric:

After engaging all PPS schools in discussion about the weights of the four domains of our observation rubric (based on Danielson's Framework for Teaching) we will initially weight the domains as follows:

Domain 1: 15%  
Domain 2: 30%  
Domain 3: 40%  
Domain 4: 15%

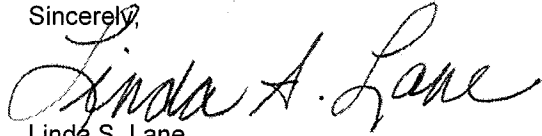
As with our performance level ranges, we intend to monitor this weighting carefully and recognize the need to submit any changes to this weighting to the Department for review.

Letter to PDE – PPS Alternative Teacher Evaluation 5.30.13  
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We look forward to hearing feedback on our submission as we continue efforts to deliver sample rating forms to almost 1500 PPS teachers this August, one year before this information is used in their end-of-year ratings.

Thank you for your attention to this request.

Sincerely,



Linda S. Lane

c: Jody Buchheit Spolar  
Ira Weiss

Jerri Lynn Lippert  
Nina Esposito-Visgitis

Jeannine French  
William Hileman

Sam Franklin



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**Linda S. Lane, Ed.D.**, Superintendent of Schools

July 29, 2013

Dr. Carolyn Dumaresq  
Pennsylvania Department of Education  
333 Market Street  
Harrisburg, PA 17126-0333

Dear Dr. Dumaresq:

On January 31, 2013 the School District of Pittsburgh submitted an alternative teacher evaluation system for review by the Pennsylvania Department of Education. We appreciate your continued support and thorough review of our evaluation system, which is the product of considerable collaboration and engagement of teachers, administrators, experts and our partners from the Pittsburgh Federation of Teachers (PFT).

On May 30, 2013 we submitted a follow-up letter to our proposal confirming the weighting of our observation rubric, and sharing performance level ranges. At the time, we stated that we intended to continue to monitor these ranges carefully and submit any changes to the Department for review.

With access to two full years of results and further input from stakeholders and analysis by experts we have chosen to submit updated performance ranges. Thank you for considering the following as part of our alternative teacher evaluation system. We are confident that these ranges are fair to teachers and meet the standard of rigor established in Act 82:

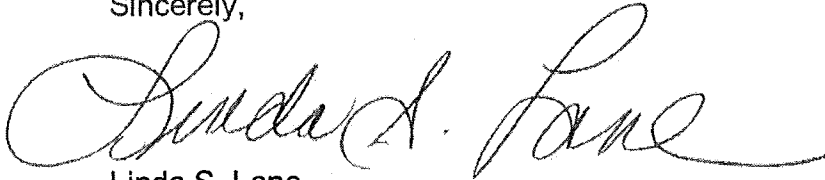
Distinguished: 210-300  
Proficient: 150-209  
Needs Improvement: 140-149  
Failing: 0-139

It is not our intention to change these ranges on an annual basis, but we will continue to monitor them and submit any changes to the Department for review.

We look forward to hearing feedback on our submission as we continue efforts to deliver sample rating forms to almost 1500 PPS teachers on August 2, one year before this information is used in their end-of-year ratings.

Thank you for your attention to this request.

Sincerely,

A handwritten signature in cursive script that reads "Linda S. Lane". The signature is fluid and elegant, with the first name being the most prominent.

Linda S. Lane  
Superintendent of Schools

c: Jody Buchheit Spolar  
Ira Weiss

Jerri Lynn Lippert  
Nina Esposito-Visgitis

Sam Franklin  
William Hileman