

# REPORT CARD

## 2009-2012 Phila. Teachers Contract

PRIORITY	WHAT THE CONTRACT SHOULD SAY	GRADE	NOTES
<b>Full Site Selection</b>	All schools have committees - including teachers, parents and (at high schools) students - that select and hire the teachers for that school.	<b>B+</b>	<ul style="list-style-type: none"> <li>+ Required, without a vote, in all High Needs Schools</li> <li>+ Site selection committees include an additional teacher.</li> <li>+ Consensus requirement gives teachers &amp; parents stronger voice on committees.</li> <li>- Schools not required to include a student on site selection committees.</li> <li>- Still not all positions.</li> <li>- Process still very complex and confusing.</li> </ul> <p><i>Priority now that the contract's done:</i> Train principals and hiring teams; evaluate principals, on how they conduct site selection; collect data to monitor implementation.</p>
<b>Teacher Incentives</b>	The district provides much stronger incentives to attract teachers to hard-to-staff schools.	<b>D</b>	<ul style="list-style-type: none"> <li>+ Masters Degree Program in High Needs Schools.</li> <li>- Omission of stronger incentives for individuals or teams to transfer.</li> <li>- No incentive grants for schools to use to attract teachers.</li> </ul> <p><i>Priority now that the contract's done:</i> Build on the increased resources provided to Empowerment Schools to substantially improve recruitment and retention at High Needs Schools.</p>
<b>Standards and Evaluations</b>	Everyone knows what is expected of teachers. Evaluations are clear and meaningful.	<b>A-</b>	<ul style="list-style-type: none"> <li>+ Peer Assistance and Review (PAR) system increases professionalization and represents a major commitment to resolve issues of effectiveness quickly.</li> <li>+ PAR consulting teachers coach, review, and evaluate new teachers.</li> <li>- Does not require student input in teacher evaluations.</li> </ul> <p><i>Priority now that the contract's done:</i> Include student input in teacher evaluations.</p>
<b>Professional Development</b>	Professional development that is driven by the needs of teachers and their schools.	<b>B</b>	<ul style="list-style-type: none"> <li>+ PAR consulting teachers assist new and unsatisfactory teachers.</li> <li>+ Teachers &amp; their principals design individual Professional Development Plans (PDPs).</li> <li>- Does not provide for a school's faculty, as whole, to identify school-wide needs.</li> </ul> <p><i>Priority now that the contract's done:</i> Monitor implementation to ensure teachers' PDPs are truly individualized, and not pro forma, and are linked to school-wide planning.</p>

# Effective Teaching for Every Child!