

New Teachers, Teachers New to AISD, Teachers who transferred from a location that does not have value added, and Teachers with the assignments listed below will only have student learning objectives for the student growth portion since they will not have a campus value added score from the previous year. Assignments: Clifton, Rosedale, Instrumental Music, Uphaus, Special Ed, Audio H, Visual H, State Deaf

BACKGROUND

Professional Pathways for Teachers (PPfT) is collaboration between Austin Independent School District, Education Austin, and American Federation of Teachers to design a Human Capital System that blends appraisal, compensation, leadership pathways and professional development. This work focuses resources on building the capacity of our teachers through a comprehensive system of supports and rewards with the ultimate goal of impacting student achievement to ensure that all students are college, career, and life ready. For the PPfT system, a teacher is defined as directly instructing students 50% or more of the instructional day and whose title is teacher in the HR system.

OVERVIEW

Austin ISD has developed the Professional Pathways for Teachers (PPfT) Appraisal in response to the state's requirement of a new teacher appraisal system. The PPfT is a multi-measure system that covers 3 areas:

Instructional Practice

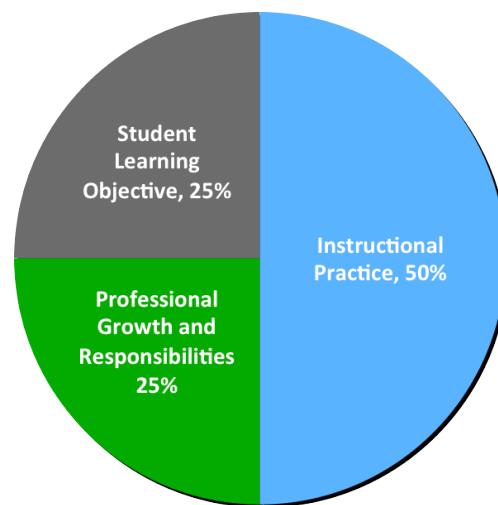
- 2 Announced Observations
(1 in the fall and 1 in the spring from two different appraisers)
- 2 Classroom Visits
(1 in the fall, 1 in the spring)
- Rubric covers 7 Strands of observable teaching behaviors

Professional Growth and Responsibilities

- Rubric that covers 5 strands related to professionalism
- Completed toward the end of the year

Student Growth

- Student Learning Objective (SLO)



GOALS

The ultimate goal of the new teacher appraisal system is to promote professional growth for all teachers, encourage more frequent, timely and formative feedback and to incorporate multiple indicators of success, including measures of student growth. The new appraisal system will:

- Foster open and collaborative campus cultures that focus on instructional growth, supportive and contextual feedback, and the development of individual and school wide practices that more effectively improve student learning;
- Incorporate multiple measures of teacher effectiveness including in- and out-of-classroom indicators, student learning growth, and teacher self-reflection; and
- Offer professional development that links to evaluation results.

PPfT APPRAISAL RESOURCES

- The [AISD PPfT Appraisal website](#) provides links to resources for instructional practice, rubrics, timelines and the support guide.