

# Professional Pathways for Teachers



*“I think the PPfT Appraisal helps teachers think about all facets of being a teacher including professional development and responsibilities that people do not see on a day to day basis. It certainly helps teachers be more reflective about practices.”*

- **Rosalie Ip**, Teacher at Houston Elementary

## BACKGROUND

Professional Pathways for Teachers (PPfT) is a 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.

## 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 for 2016–2017. The PPfT is a multi-measure system that covers three areas:

### Instructional Practice

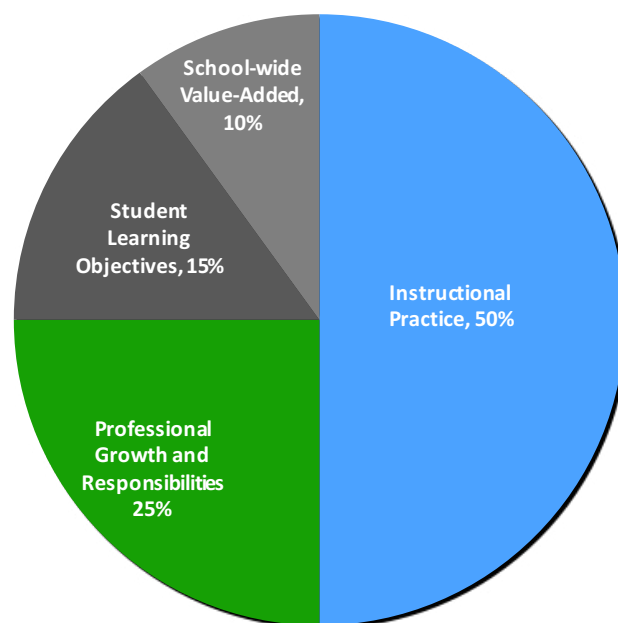
- Two Announced Observations (one in the fall and one in the spring from two different appraisers)
- Two Classroom Visits (one in the fall, one in the spring)
- Rubric covers seven Strands of observable teaching behaviors

### Professional Growth and Responsibilities

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

### Student Growth

- Student Learning Objective (SLO)
- School-wide Value-added





## 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: <http://www.austinisd.org/ppft/new-teacher>
- The PPFT Appraisal Support Guide provides detailed information about components and policies as well as directions and guidelines for how to complete the appraisal: [http://www.austinisd.org/sites/default/files/dept/reach/PPFT\\_Support\\_Guide\\_Final\\_15-16.pdf](http://www.austinisd.org/sites/default/files/dept/reach/PPFT_Support_Guide_Final_15-16.pdf)
- The Instructional Practices Online Resources site provides a teacher toolkit for each strand of the rubric, a classroom showcase and recommended reading: <https://sites.google.com/a/austinisd.org/ppft-instructional-practice-resources/teacher-toolkit>
- HCP includes appraisal resources, professional development opportunities and access to Edviation videos: <https://my.austinisd.org/>

## What Teachers are Saying About PPFT Appraisal

*"The PPFT is a more holistic view of teacher practice and a great tool for professional self-reflection."*

- **Ragnar Rowland**, Teacher at Harris Elementary

*"The PPFT Appraisal is more of a tool than an appraisal because it helps teachers guide their own learning and discover their own strengths and weaknesses within the profession."*

- **Katelyn Reinhart**, Teacher at Sunset Valley Elementary

*"I enjoyed having multiple feedback from different administrators. The PPFT appraisal has opened up new lines of communication between teachers and administrators, and has also provided us with more feedback that will allow us to reflect on our teaching and our practices throughout the school year."*

- **Amber Washington**, Teacher at Reagan High School

*"Similar to how multiple puzzle pieces are needed to see the big picture, multiple observations are needed to truly understand a teachers' effectiveness. I appreciate the PPFT because it leads us away from the managerial system of box checking and directs us toward meaningful conversation. Through productive dialogue, capacity is built."*

- **Alonzo Blankenship**, Teacher at Webb Middle School

*"The PPFT Appraisal is a huge help to our campus. We are thankful to have a system that is clear, concise and transparent for both teachers and administrators. Overall, I think we are more collaborative as an administrative team and we are speaking the same language."*

- **Brandi Hosack**, Principal at Akins High School