

Rewarding Excellence in Instruction and Leadership - The Next Generation

AT A GLANCE - YEAR THREE

2014-15



MCESA

Maricopa County Education Service Agency



REIL-TNG

*Rewarding Excellence in
Instruction and Leadership -
The Next Generation*

Celebrating Year Two!

The credit for the success of Year Two lies directly with the REIL-TNG school leaders and teachers. Focus, commitment, and grit went into implementing major system initiatives that will transform teaching and learning and elevate the education profession to its rightful place. One of the most impactful activities was the launch of the Peer Evaluator Program.

The key to a successful Peer Evaluator Program is in the relationships that are built between teachers and their evaluators. To begin building those relationships, the 2013-2014 school year kicked off with multiple “meet and greets” to ensure that every teacher had the opportunity to meet their peer evaluator and get to know them. However that was just the beginning. The real relationship-building happened during the thousands of pre- and post-conferences conducted by peer evaluators, and the numerous interactions that occurred between observation cycles.

Together, peer evaluators, building level administrators, and teachers have created a national model of professional learning. The research coming out of the peer evaluator program is proving that educator observations are much more than an evaluation. The observation cycles in the REIL-TNG systems are one of the most effective differentiated professional learning opportunities we have. By having intentional conversations about pedagogy and student learning, supported with strong evidence, educators are given the time and resources needed to focus on their specific areas of need.

As we move into Year Three, educators will have the opportunity to combine the resource of peer evaluators with educator goal plans and multiple professional learning resources, in order to make unprecedented professional and student learning growth. It’s going to be a great year!

“Peer evaluators are making a huge difference in Wilson. I was going to retire this past year but decided to delay and stay in teaching one more year. I want to really implement what I have learned from my peer evaluator. Because of my peer evaluator, I realized you are never too old to learn something new!”

*Wilson Elementary
School District Teacher*

The seven Maricopa County alliance partners involved in REIL-TNG include the Arizona Department of Juvenile Corrections, Balsz Elementary School District, Maricopa County Regional School District, Mobile Elementary School District, Phoenix Elementary School District, Roosevelt School District, and Wilson Elementary School District.

These schools were selected due to their reputation for focusing on student success.



Additional Highlights

Revised Salary Structure

Educators came together to affirm the phasing in of 301 funds to support a salary structure that compensates educators based on their effectiveness.

Implementation of the COI and LdOI

Implementation of these two instruments provided the missing pieces that provide comprehensive support to teachers. All systems were able to successfully restructure and shift priorities in order to make time to complete all necessary observations. All educators are now held to the same high standard of excellence.

Custom Assessments

By administering custom assessments for physical education, music, art, technology, and social studies, we now stand behind the truth that all subject areas equitably count toward student growth.

Professional Development

School systems moved full speed ahead in creating and owning data-driven PD aligned to the LOI. Field specialists, peer evaluators, and district and school leaders stood together to deliver high quality professional learning designed to meet the individual needs of educators. Evaluators also received 30 hours of Qualified and Certified Evaluator Training to ensure every educator received a fair and transparent evaluation.

Data System

100% of REIL TNG educators visited the REILize Decision Support System to view and verify their educator observations and rosters. All educators had the opportunity to verify that they are linked to the students they impacted, and ensure they are not linked to the students that were not in any of their courses. The rostering initiative was a massive undertaking that resulted in the approval of over 18,000 course rosters!

"I am continually amazed at how the seven REIL-TNG school systems have committed to making the goals of this project stick.

They are unbelievably focused on implementing a human capital management system that will be around a lot longer than this five-year grant.

I am so humbled to work with educators that believe in teachers and believe those teachers can dramatically improve student learning."

*Janice Johnson
REIL-TNG Project Manager
MCESA*

Year Three Timeline



- Peer Evaluators assigned and “meet and greets” scheduled
- Pre-assessments tied to student achievement begin
- Roadshows and webinars about REIL score verification process

- First of four formal teacher observations completed
- Career advancement opportunities (STEP/PATH) communicated
- REIL score verification process complete
- First of three formal coach conferences completed

- Base salary increase added to educator pay
- Begin implementation of Career Pathway Academy and PD for Spotlight Schools
- Second of four formal teacher evaluations completed

AUG 2014

SEPT 2014

OCT 2014

NOV 2014

DEC 2014

- Monthly site-level transition teams resume
- Educators begin verifying REIL scores
- First of three formal building-level administrator conferences completed

- Educator goal plans in place
- Policies and procedures supporting Spotlight Schools finalized
- Educator transfer policies and related procedures finalized





- Implement Spotlight Schools/ Career Pathway candidate screening process

- Contracts awarded to effective and highly effective educators for STEP and PATH at Spotlight Schools
- Third of three formal building-level administrator conferences completed
- Third of three formal coach conferences completed

- Analysis of data to inform SY 15-16 year-long professional development aligned to the LOI, COI, and LdOI begins
- Trainer-of-Trainer professional development conducted

JAN 2015 FEB 2015 MAR 2015 APR 2015 MAY 2015 JUN 2015 JUL 2015

- Second of three formal coach conferences completed
- Second of three formal building-level administrator conferences completed
- Retention incentive awarded

- Third of four formal teacher observations completed
- Rostering process begins



- Fourth of four formal teacher observations completed
- Post-assessments tied to student achievement begins
- LOI, COI and LdOI CEA begins

- Analysis of data to inform SY 15-16 year-long professional development aligned to the LOI, COI, and LdOI continues
- Trainer-of-Trainer professional development conducted

REIL-TNG Partners

Arizona Department of Juvenile Corrections

Balsz Elementary School District

Maricopa County Regional School District

Mobile Elementary School District

Phoenix Elementary School District

Roosevelt School District

Wilson Elementary School District