

Rewarding Excellence in Instruction and Leadership - The Next Generation

AT A GLANCE - YEAR FIVE

2016-17



MCESA

Maricopa County Education Service Agency



REIL-TNG

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

Celebrating Year Four

Year Four was dubbed, “the Year of Sustainability” for our alliance. The foundation for a Human Capital Management System (HCMS) was in place, and the focus was on confirming and internalizing the structures and processes so that all students demonstrate increases in student academic progress.

Notable accomplishments from Year Four include the work with Spotlight School leaders. 14 principals enrolled in a rigorous twelve-week Spotlight Academy that included yearlong follow up coaching. Our alliance work emphasized the importance of highly effective school leaders and the responsibility of district leadership to break down silos and re-engineer systems that aligned to support and service to each school.

A huge breakthrough propelling the sustainable success of our Human Capital Management System was noted through our REILize Decision Support System (RDSS). The ability to analyze data and make informed decisions was greatly enhanced through the efficiency and accuracy of reports found in RDSS. The ability to gather and analyze data in one location (i.e. a “one stop shopping” concept) and in real-time allows educators to receive differentiated support and service, which in turn allows students greater access to effective educators.

So, what’s ahead in Year 5, our last year of REIL-TNG? With each alliance having their sustainability plan firmly in place, Year 5 can focus on utilizing the structures, processes, and tools from prior year’s grant work, increasing opportunities for each educator to be the best that they can be, so that each student has equitable access to highly effective and effective educators.

Onward!

““The clarity of focus that is provided by the three evaluation instruments (LOI, COI, LdOI) is helpful. This clarity of focus has served as a catalyst in helping the District achieve a certain degree of coherence among its systems.

We now have folks at all levels of our organization speaking a common language about the work we do.”

—Dr. Gary Zehrbach, Director of Principal Effectiveness, Phoenix Elementary School District #1

The six Maricopa County alliance partners involved in REIL-TNG include, Incito Schools, Maricopa County Regional School District, Mobile Elementary School District, Phoenix Elementary School District, Roosevelt School District, and Wilson Elementary School District.



Year 4 Highlights:

The Evolution of a Comprehensive Human Capital Management System (HCMS) to Attract, Place, Retain, Sustain, and Develop Effective and Highly Effective Educators

D

Attract

Strategies used to recruit top talent to work in high-need schools included:

- Continued strategic compensation that rewards effective and highly effective teachers, coaches, and leaders
- Implementation of Spotlight Academy that encompassed systemic PD to support leaders of high-need schools
- Human Resource branding including HCMS web design, recruitment posters, and flyers

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Place

Strategies that initiated purposeful staffing efforts through hiring, selection, and placement/policy practices included:

- Informed staffing decisions using LOI, COI, and LdOI formal observation data and REIL scores.
- Administered transfer policies and selection processes for placing effective and highly effective teachers, coaches, and leaders at Spotlight Schools
- Utilized multiple data point hiring process to select high-quality candidates

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Retain

Strategies in order to maintain top talent in high-need schools and exiting those who were persistently ineffective included:

- Used LOI, COI, and LdOI formal observation data and REIL scores to inform retention decisions
- Differentiated PD to support the needs of top talent
- Opportunities for teachers, coaches, and leaders to participate in shared decision making via school-level leadership teams and site-level transition teams

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Sustain

Strategies for maintaining a highly engaged, effective educator workforce focused on a common vision of instructional improvement included:

- Streamlined RDSS REIL score review process with LOI single-page entry
- Educator support via individualized and targeted professional development, i.e. initiating Educator Goal Plans

Attract

- *Formal observations for all educators underway*
- *Data analysis completed and differentiated PD begins*
- *ATI and custom pre-assessments administered*
- *Texts for Teachers and Leaders resumes*

- *Opportunity Culture strategies explored in order to extend the reach of effective/highly effective educators*
- *Certified Evaluator Training for district- and building-level administrators in place*
- *District and/or site-level transition teams resume*

Year 5 Timeline

AUG 2016

SEPT 2016

OCT 2016

NOV 2016

DEC 2016

- *REIL Scores acknowledged*
- *Performance-based salary compensation in place*
- *Educator Goal Plans (EGP) created*

- *Walk through tools LOI, COI, and LdOI discussed*
- *RDSS data analyzed and yearlong PD opportunities refined*
- *Alignment to revised Arizona framework confirmed*

Retain



Place



- *ATI and custom post-assessments administered*
- *Data used to calculate REIL scores reviewed and finalized*
- *Certified Evaluator Assessment underway*

JAN 2017

FEB 2017

MAR 2017

APR 2017

MAY 2017

JUN 2017

JUL 2017

- *RDSS Roster process for REIL Scores begins*
- *Plan for equitable distribution of effective teachers for students in place*
- *Enhanced HCMS hiring process to attract effective educators completed*

- *SY 2016-17 REIL score calculation process begins*

Sustain



REIL-TNG Partners

Incito Schools

Maricopa County Regional School District

Mobile Elementary School District

Phoenix Elementary School District

Roosevelt School District

Wilson Elementary School District



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