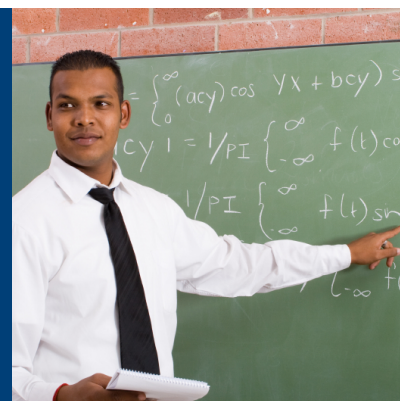
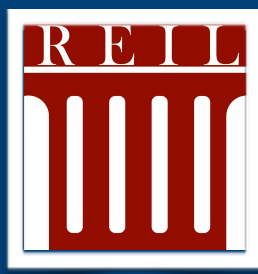


Rewarding Excellence in Instruction and Leadership

At A Glance: Year Two, 2011-2012



Developing Talent, Enhancing Careers,
Improving Student Learning



An Initiative of the Maricopa County
Education Service Agency





Rewarding Excellence in Instruction and Leadership (REIL), an initiative of the Maricopa County Education Service Agency, engages six Maricopa County school districts in implementing systemic change aimed at transforming how schools recruit, retain, support, and compensate effective teachers and principals. The ultimate goal is building the capacity of educators to improve student learning.

Rigorous, fair and transparent educator evaluations, targeted professional learning, tools for measuring student success, establishment of multiple career pathways, and sustainable, differential, performance-based compensation are critical elements of REIL.

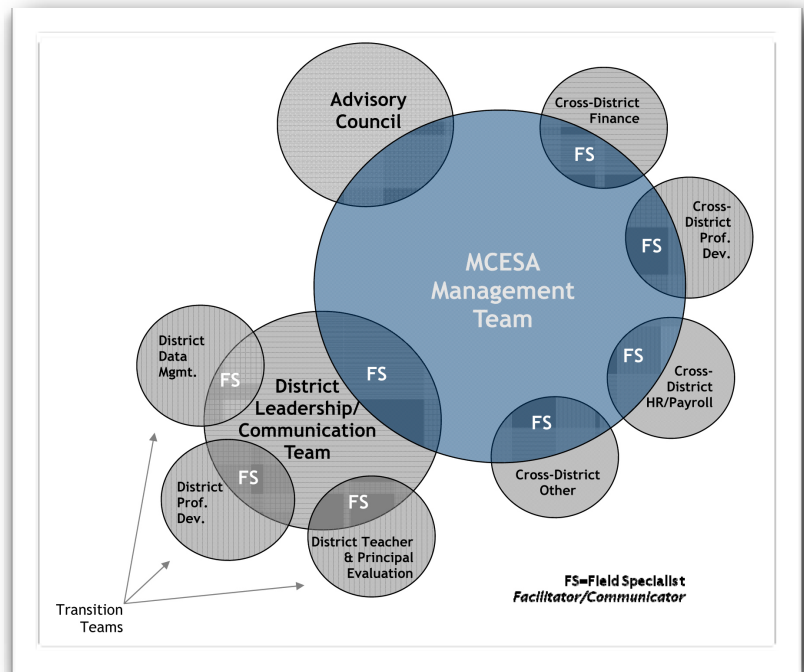
The five-year initiative, which will culminate in 2014-15, is funded by a \$51.5 million Teacher Incentive Fund grant from the U.S. Department of Education.



MARICOPA COUNTY EDUCATION SERVICE AGENCY
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A Dynamic Communication Structure

This first year has seen our dynamic communication structure come to life! District-level transition teams and cross-district teams, comprised of over 300 individual members, have worked collaboratively to implement the Rewarding Excellence in Instruction and Leadership (REIL) program. These teams developed teacher and leader observation instruments, informed our career pathway and STEP processes (Selecting Teachers to Enter Pathways), participated in data management system planning, identified opportunities for program sustainability, and assisted in the refinement of policies and practices.



Additional Year 1 Highlights include:

- Strategic professional development opportunities including an intensive 30-hour qualified evaluator training for administrators and up to 18 hours of training for teachers on the Learning Observation Instrument.
- Participation of over 70 individuals, including governing board members, district, county, and state leaders, and professional organization leaders in the REIL Governing Board Symposium.
- Unprecedented collaboration between the Maricopa County Education Service Agency and Arizona Department of Education, with the support of Arizona Governor Jan Brewer, to pool human and capital resources toward development and implementation of a statewide education data management system.

Welcome to Year Two

Developing Talent

Develop talent in teaching and leading through a sustainable, comprehensive program of performance-based evaluation and support.



Enhancing Careers

Enhance careers for effective teachers and principals by implementing a fiscally sustainable performance-based compensation system.



- Hard-to-staff positions finalized.
- STEP process finalized.

- Hard-to-serve schools identified.
- Data extraction teams begin course mapping.

- First cycle of teacher observations complete.
- First set of professional development modules aligned to observation instruments complete.

- First round of teacher and principal feedback on observation instrument collected.
- Grade 7-12 math and science leaders begin PLC training.

- Master Educator Observation Instrument complete.

- Districts adopt revised hiring process for filling vacancies for hard-to-staff positions.

October
2011

November
2011

December
2011

January
2012

February
2012

March
2012

Improving Student Learning

Ensure students graduate college-and-career ready by increasing student achievement and growth in all content areas.



- Phase 1 Data Management System in place.
- STEP process screening complete for career pathway candidates.
- Second cycle of teacher observations complete.

- Second round of teacher and principal feedback on observation instruments collected.
- Feedback collected on pre-post-pilot for Galileo.

- Validation process complete for observation instruments.

- Adoption of observation instruments and processes.
- REIL Guidebooks completed for each employee group.
- REIL Annual Performance Report complete.
- Phase 1 Pre-/post-assessments in place for core subject areas.
- All evaluators are qualified and certified.

- Phase 1 data management system dashboards complete.
- Master educators & peer evaluators in place.
- Online observation tool complete.

- Phase 1 videobank complete.

April
2012

May
2012

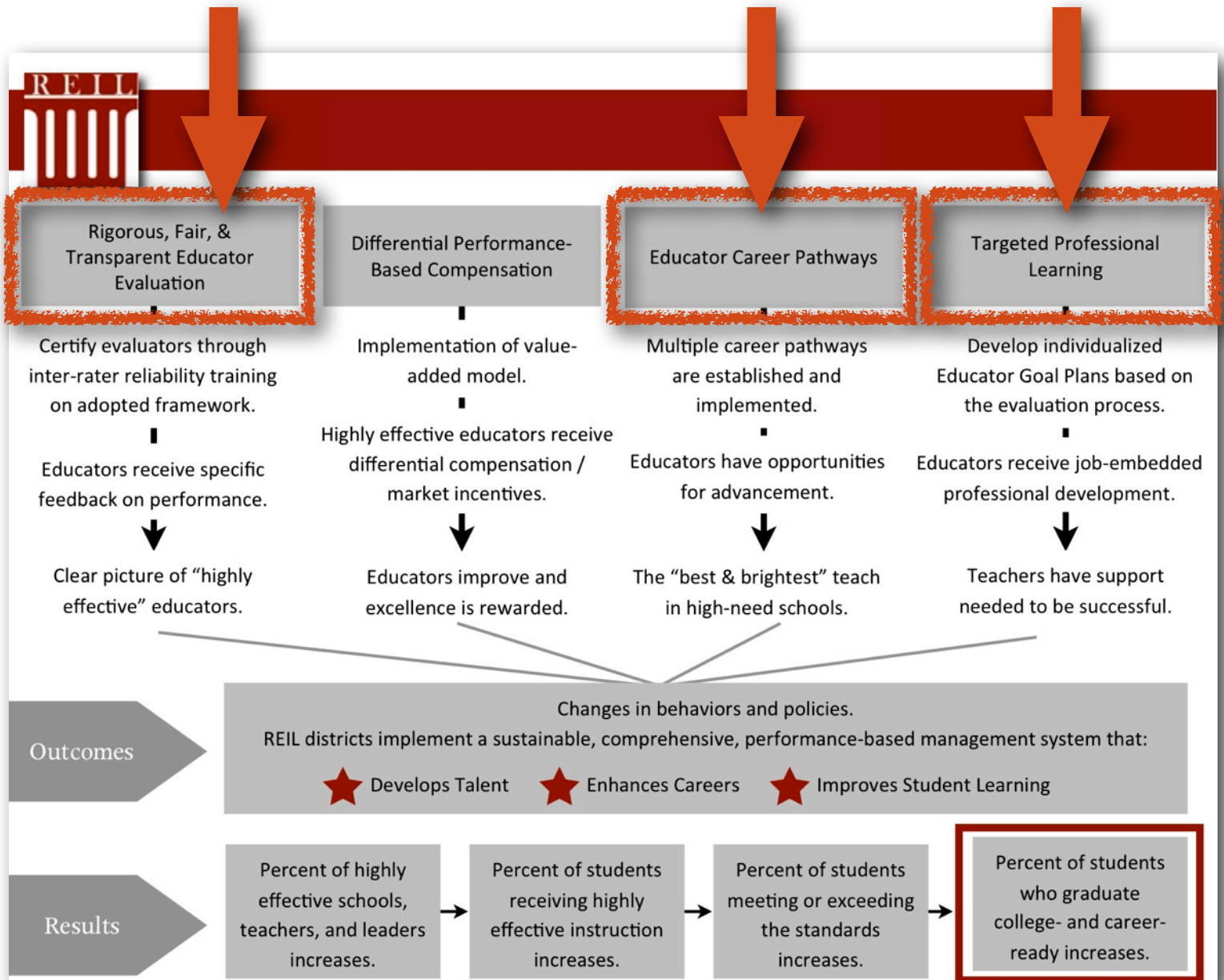
June
2012

July
2012

August
2012 September
2012

Achieving REIL Change

The Rewarding Excellence in Instruction and Leadership program began Year 1 with a focus on the development of a rigorous, fair, and transparent educator evaluation system. In Year 2, this effort will expand to include establishment of career pathways, identification of highly effective educators to serve in those positions, establishment of educator goal plans for 2012-13, and ongoing support for teachers and administrators in the implementation of the Learning Observation and Leading Observation Instruments. At the end of these first two productive and collaborative years we will have created the infrastructure and systems necessary to support continuous improvement of teachers and leaders so that all children will graduate college-and-career ready.



An Initiative of the Maricopa County Education Service Agency
in partnership with

Alhambra Elementary School District

Gila Bend Unified School District

Isaac Elementary School District

Nadaburg Unified School District

Phoenix Union High School District

Tolleson Elementary School District

Arizona School Boards Association

Arizona School Administrators

Arizona Education Association

Arizona Association of School Business Officials

Arizona Department of Education

Greater Phoenix Educational Management Council

Chairmen of the Arizona Senate & House Education Committees

Office of the Governor

