

Rewarding Excellence in Instruction and Leadership

At A Glance: Year Four, 2013-2014



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 five Maricopa County school districts in implementing systemic change aimed at transforming how schools recruit, retain, support, and compensate effective teachers and principals.

Through rigorous, fair and transparent educator evaluations, targeted professional learning, tools for measuring student progress success, establishment of multiple career pathways, and sustainable, differential, performance-based compensation districts will have increased capacity to improve student learning.

The five-year initiative, which will culminate in 2014-2015, 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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Celebrating Year Three!

- All evaluators completed 30 hours of Certified Evaluator Training to ensure inter-rater agreement across classrooms, schools, and districts. This included co-observations conducted in the field, calibrated cadres, training in instructional conferencing and completion of the Certified Evaluator Assessment.
- Multiple career pathway models, designed to meet individual school district goals, were implemented across Alliance School Districts. Models include Master Educator, Turn-Around Teacher, Turn-Around Principal, In-Demand Teacher, and full and part-time release Instructional Coach.
- Completed Phase-One of the REILize Decision Support System (RDSS), which includes the Observation Tool, the Assessment Tool, the Data Verification Tool, and the first phase of the Educator Profile Tool which displays the REIL Score.
- Assessments collaboratively created and validated for social studies, art, music, physical education, band, dance, and theater. 95% of teachers now have a reliable and valid assessment at the classroom level.
- Peer evaluators provided increased validity to REIL Scores with multiple cycles and evaluators. Support was provided to teachers through content specific feedback and job-embedded professional development.
- Strategic professional development opportunities delivered aligned to the Learning, Leading, and Coaching Observation Instruments.



Welcome to Year Four

Developing Talent

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

- REIL Score Verification.
- First cycle of teacher observations complete.
- Master Educators receive salary enhancements based on effectiveness and career pathway placement.
- Certified Evaluator Training begins for evaluators.
- Professional development delivered on data analysis and Educator Goal Planning.
- Performance-based compensation complete.
- First cycle of principal/assistant principal observations complete.
- Assessments administered in all content areas.
- Field specialist co-observations begin with superintendents, assistant principals, and peer evaluators.
- Educator Goal Plans in place for teachers, coaches, and leaders.

August/
September
2013

October
2013

Enhancing Careers

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

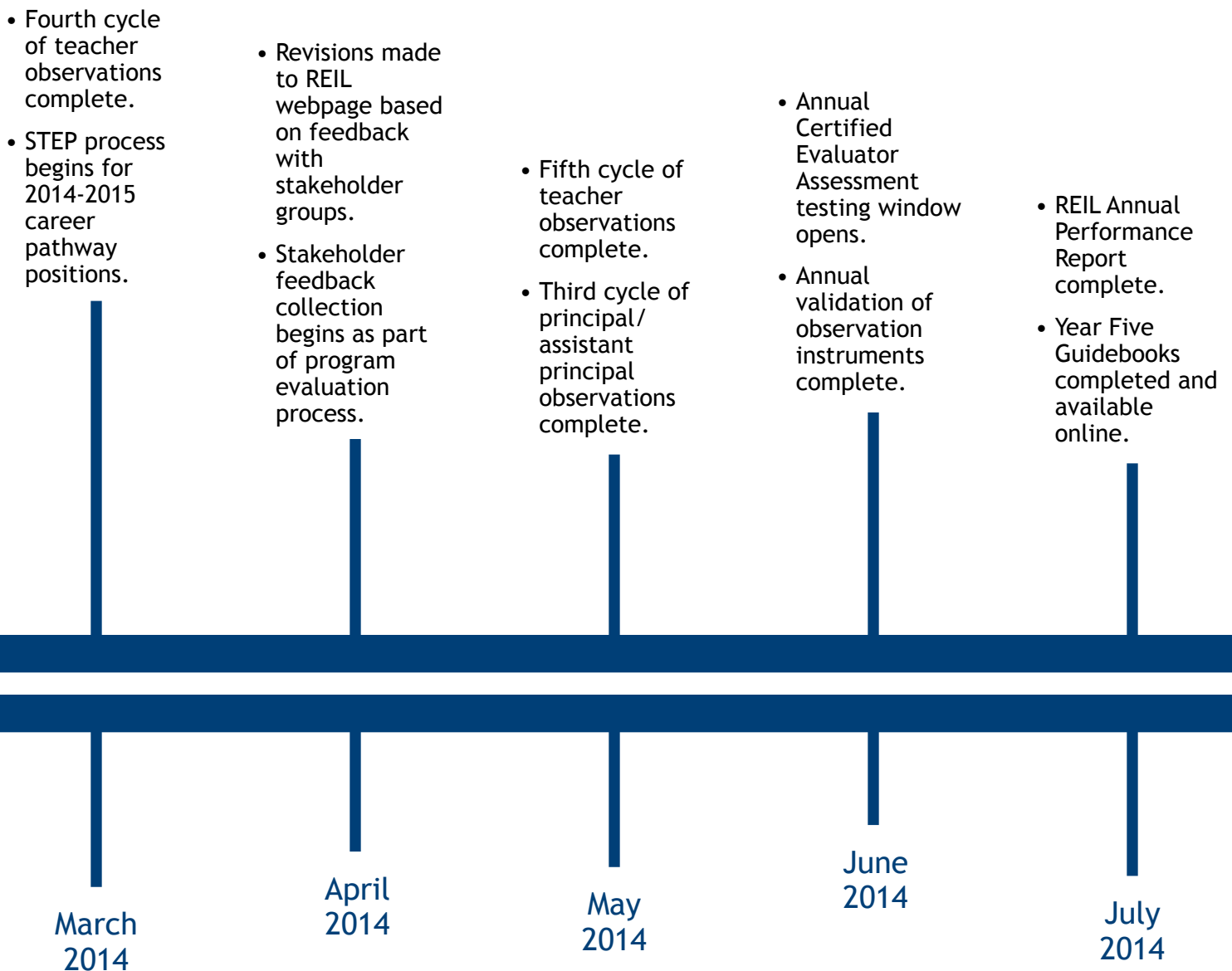
- Second cycle of teacher observations complete.
- Performance-based Management Feedback Groups Meet.
- Third cycle of teacher observations complete.
- Second cycle of principal/assistant principal observations complete.
- Teachers in “hard-to-staff” positions review performance award.
- Online survey to collect feedback on components of Performance-based Compensation System as well as educator support systems.

November/
December
2013

January/
February
2014

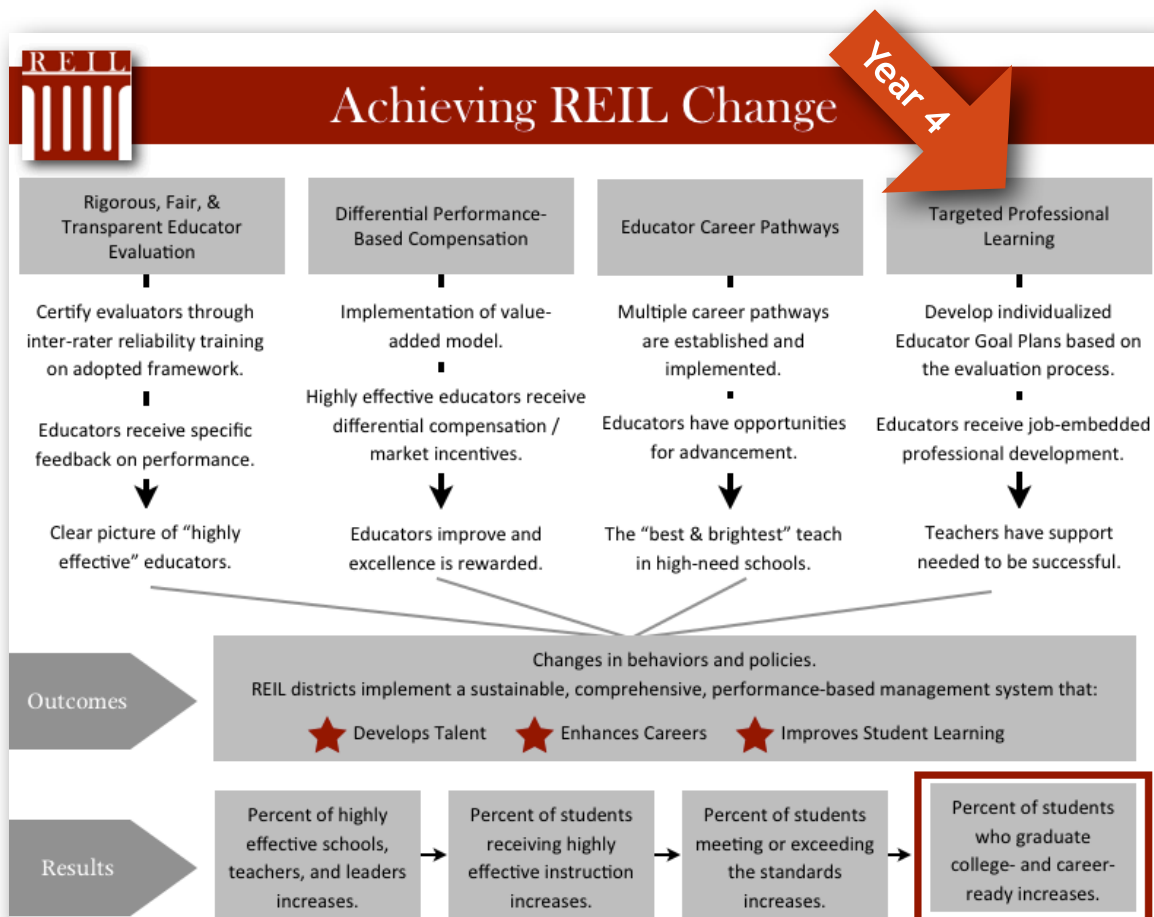
Improving Student Learning

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



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 there was a focus on the establishment of career pathways, identification of highly effective educators to serve in these positions through the STEP process, and ongoing support for teachers and administrators in the implementation of the Learning and Leading Observation Instruments. In Year 3 those efforts were expanded to include implementation of the school level value-added model along with the necessary tools and supports. Year four moves past just looking at school level growth and focusing on the value-add that the individual teacher has on each student. With this increase in accountability comes an increase in the amount of supports offered to educators. Differentiated professional learning aligned to identified areas of growth will be realized through Educator Goal Plans, the REILize Decision Support System, and Peer Evaluators. At the end of this year, we will have put in place a ground breaking Performance-Based Compensation System that properly supports and rewards effective instruction and leadership.



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

Tolleson Elementary School District

Arizona School Boards Association

Arizona School Administrators Association

Arizona Education Association

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Arizona Department of Education

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