

Rewarding Excellence in Instruction and Leadership

At A Glance: Year Five, 2014-2015



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 Four!

Rewarding the Individual

Recognizing the contribution that an individual teacher makes on student learning requires incredible amounts of data to be effectively and efficiently collected and processed. Year Four marked the first time in Arizona history where this process was successfully completed, and you all made it happen!

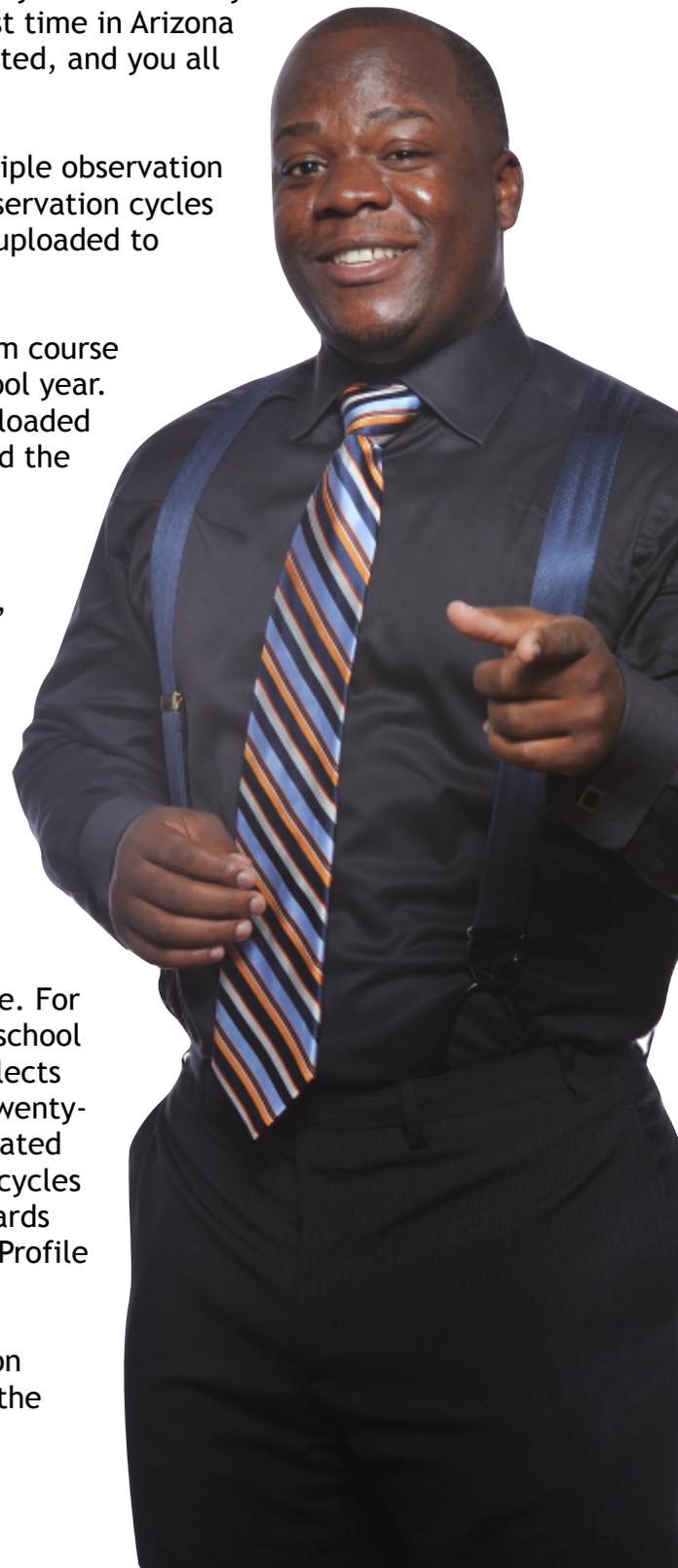
The first step in this process was to complete multiple observation cycles. Evaluators successfully completed 8,526 observation cycles on over 2,000 educators and ensured all data was uploaded to REILize Decision Support System: Observation.

In addition to educator observations, 47,381 custom course student assessments were conducted over the school year. These assessments were administered online or uploaded to REILize Decision Support System: Assessment and the results were combined with additional district and state assessments.

Once observations and assessments were captured, REIL Scores needed to be generated. In order to ensure every educator was recognized for the growth of their students, their course rosters had to be identified and verified. Hours were spent by every educator reviewing, and in some cases creating, course rosters. This work was all completed in REILize Decision Support System: Rostering.

This data all works together to populate every educators REIL Score Card and produce a REIL Score. For the first time, every educator in the REIL Alliance school districts has a customized REIL Score Card that reflects their unique professional situation. One hundred twenty-three different types of Score Cards have been created to ensure every educator's number of observation cycles and assessment types are recognized. The Score Cards are contained in REILize Decision Support System: Profile and will be available in the fall of 2014.

This marks a historical moment in Arizona education history. Educators are finally being recognized for the individual contribution they make with individual students, and will be rewarded accordingly!



Additional Year Four Highlights

- Creation and implementation of Educator Goal Plans based on observation scores and student data that are tailored to the individual needs of the educators.
- Completion of co-observations between administrators and peer evaluators that supported rich dialogue and strengthened inter-rater agreement.
- Development of professional development modules aligned to observation instruments.
- Selection and placement of In-demand teachers via a rigorous hiring process, which then qualified them for salary enhancement.
- Launching the Video Bank with over 150 video clips of proficient examples to support teachers in understanding the LOI.

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Welcome to Year Five

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.
- Assessments administered in all content areas.
- REIL Score verification.
- Performance-based compensation complete.
- First cycle of principal / assistant principal / coach observations complete.
- Assessment data available in the *RDSS: Assessment*.
- Field specialist co-observations begin with superintendents, principals, assistant principals, and peer evaluators.
- Educator Goal Plans in place for teachers, coaches, and leaders.

August/
September
2014

October
2014

Enhancing Careers

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

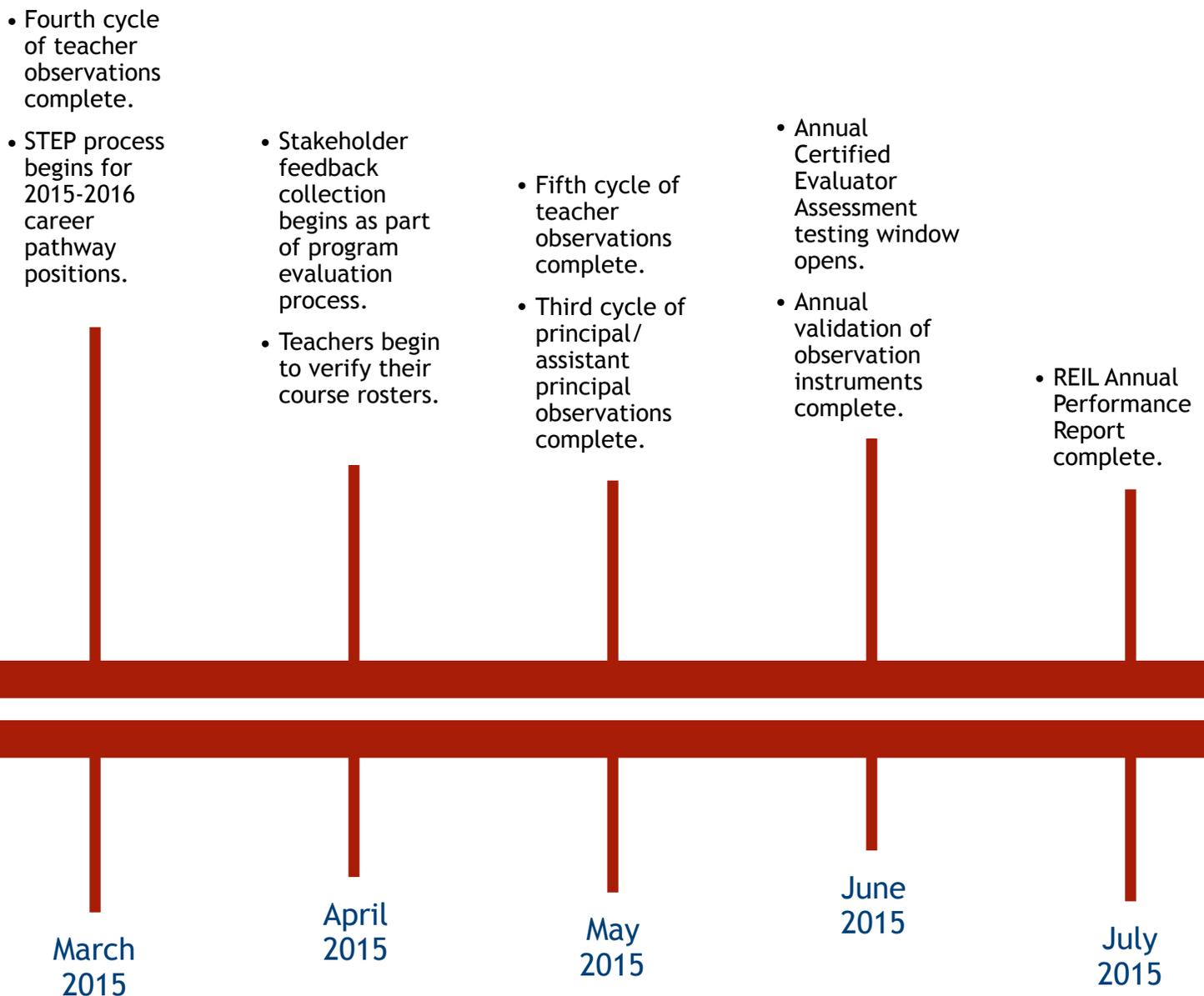
- Second cycle of teacher observations complete.
- Performance-based Management Feedback Groups Meet.
- Development of differentiated professional development for leaders.
- Third cycle of teacher observations complete.
- Second cycle of principal/assistant principal / coach observations complete.
- Online survey to collect feedback on components of Performance-based Compensation System as well as educator support systems.

November/
December
2014

January/
February
2015

Improving Student Learning

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



Achieving REIL Change

As we move into the final year of TIF3, the focus on the professional growth of teachers and administrators is at the forefront. Peer evaluators will continue to provide districts with individual teacher support and working with grade level teams. This work has focused on planning, objective writing, segmenting lessons, formative assessment, student engagement, and increasing teacher content knowledge.

Educator Goal Plans will be developed and implemented through a collaborative process based on educator and student data. Support teams will be created to assist in ensuring the successful growth of all educators and, in return, continue the growth of our students. The final year of TIF3 will allow our districts to run with the tools that have been developed over the past few years and continue to push forward as we close in on reaching the goals we set in the beginning of this project.

