

Rewarding Excellence in Instruction and Leadership - The Next Generation

AT A GLANCE - YEAR TWO

2013-14



MCESA

Maricopa County Education Service Agency



REIL-TNG

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

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.

Celebrating Year One!

All of the groundwork, planning and dedication that began in the REIL-TNG initiative's first year began to fully blossom and show significant positive impact in each of the member LEAs (Local Education Agencies) in 2012-13.

Field Specialists were hired for each of the member LEAs, to act as a liaison between the agencies and MCESA. Field Specialists come to the role with a variety of experiences that make them experts in the areas of communication, instructional leadership, and project management. Each Field Specialist was selected, in collaboration with their respective district, to ensure his or her areas of expertise match the district's areas of need and focus.

Transition Teams were created in order to collaboratively develop REIL-TNG. Teachers and administrators regularly came together to hear updates, give feedback and gather necessary information to deliver to peers. Transition Teams focused on the areas of revising the salary structure, implementing a Human Capital Management System with educator evaluation at the center, and implementing student assessments for the non-tested subject areas.

Implementation of the Learning, Leading and Coaching Observation Instruments empowered educators to look into the effectiveness of their daily practice, as well as their own professional development. The transition to the new observation instruments brought a needed clarity and transparency to the observation process.

The development and facilitation of professional development workshops, such as the Learning, Coaching, Leading, and Evaluating Series - Year One workshops was a highlight of the year, delivering over 175 hours of quality professional development opportunities.

The results are clear: tightly-focused lesson plans closely aligned to the common core standards; a shared vocabulary for teachers and administrators to discuss imbedded professional development; and perhaps most importantly, increased student achievement.



*Alaina Hartnett
Teacher
Griffith Elementary
Balsz Elementary School District*

"...Hopefully as a new educator to the field, I'll be able to earn a salary increase and be rewarded for the hard work I put into my classroom each and every day, sooner than I would have based on the old observation system."



The REILize Decision Support System

During the 2013-2014 school-year, educators in the REIL-TNG Alliance will access a customized data management system, called the REILize Decision Support System (RDSS) which will empower them to analyze multiple data points and then be guided to make “next step” professional learning decisions. Coming online this school year is the ability to view the educator’s REIL

Score, an Educator Goal Plan, high-level visuals of both observation and student achievement data, the ability to verify student rosters - ensuring the right students are connected to the right teachers connected to the right schools - and an online learning platform populated with courses, resources, and videos aligned to the REIL Observation Instruments.

Additional Highlights

Because many of the features of the REIL-TNG initiative require significant change, communication was an area of vital focus this year. Questions were solicited from teachers and administrators early in the year to gain better understanding of which areas of the grant needed additional explanation and coverage. The resulting questions were used to create a series of monthly roadshows, which covered subjects like how to calculate a REIL score, the educator salary structure, info about the Peer Evaluators, and how REIL-TNG is advancing the profession of teaching.

Additionally, LEA-level Transition Teams were established to ensure that everyone involved in REIL-TNG received up-to-the-minute information on the initiative's key components, as well as provided feedback to MCESA on progress made in the individual LEAs.

Looking Forward

Important components of the initiative will come online in the coming year. The Educator Salary Structure will be developed and implemented, offering financial incentives for teachers and building-level administrators in the highest performance classifications.

To help ensure all educators get to that level of skill, the second year of Learning, Coaching and Leading professional learning opportunities will also be designed and facilitated. Additionally, the Career Pathway Academy for aspiring teacher leaders will be put in place, and the STEP/PATH process will be further developed.

The Peer Evaluator process will also provide vital feedback for REIL-TNG teachers with five formal observation cycles. To ensure that every educator receives a fair and consistent observation, all evaluators will receive ongoing support with observing and scoring. This support will be in the form of additional training on the LOI, co-observations with Field Specialists, and the passing of the annual Certified Evaluator Assessment.



*Shannon Durocher
Teacher
Greenfield Elementary
Roosevelt School District*

“These students are the future leaders of our nation and the world.

We need to make sure that we are the best we can be in the classroom.

The advice I have for my fellow colleagues is to learn to embrace this opportunity. Look at it as (a chance) to help our country stand stronger in education.”

Year Two Timeline

AUG 2013

- Peer Evaluators introduced
- Professional development aligned to LOI, COI, LdOI, and Common Core continues
- Assessments tied to student achievement introduced

SEPT 2013

- Monthly site-level transition teams on salary structure, assessment, and evaluation meet
- Policy revisions to support TNG and HB2500 shared
- Pre-assessments completed
- First of five formal teacher observations completed

OCT 2013

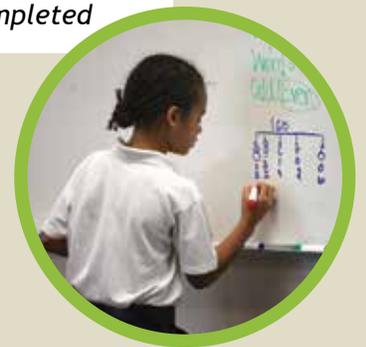
- Career Pathway Academy program finalized
- Career advancement opportunities (STEP/PATH) communicated
- Logic model for Professional Responsibilities shared
- Calculation, process, and implication of educator REIL score verified

NOV 2013

- Online educator professional development and evaluation resources in place
- Second of five formal teachers observations completed

DEC 2013

- First of three formal coach conferences using the COI completed
- First of three formal principal/assistant principal conferences using the LdOI completed





- Salary restructuring shared
- Second of three formal coach conferences using the COI completed

- Third of three formal coach conferences using the COI completed



- Second of three formal principal/assistant principal conferences using the LdOI completed

- Stakeholder feedback gathered to inform program evaluation

- Third of three formal principal/assistant principal conferences using the LdOI completed

JAN 2014

FEB 2014

MAR 2014

APR 2014

MAY 2014

JUN 2014

JUL 2014

- Third of five formal teacher observations completed
- Training on Educator Goal Plan completed

- Phase One revised hiring and selection process in place
- Fourth of five formal teacher observations completed

- Fifth of five formal teacher observations completed
- Post assessments completed
- Class rosters verified
- Staff rosters verified

- Year-long PD plan based on educator observation data and student achievement in place
- 2013-2014 REIL Score Calculation process begins



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