

AT A GLANCE  
**YEAR  
THREE**

2018-19

# Celebrating

Year Two of REIL-Extend focused on increasing student access to effective educators, and the implementation of game-changing practices by each partner LEA to enhance their Human Capital Management Systems.

## Extending the Reach of Excellent teachers

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The new teaching models and job roles developed in Year One through the Opportunity Culture initiative were implemented in five schools in Year Two. Twenty-one positions were added at the beginning of the 2017-18 school year, providing career advancement opportunities while maintaining direct contact with students and increasing student access to effective educators. Examples of these job roles included *Multi-Classroom Leaders*, which support a teacher team and also maintain direct contact with students, *Extended Impact Teachers*, who extend their reach to more students by specializing in a content area), and *Reach Associates*, paraprofessional positions that work under the direction of a teacher/teacher team in order to allow more students access to effective teachers.

## Increasing Access to Peer Evaluators

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Peer evaluators were deployed to partner LEAs to continue supporting the observation process, as well as ongoing professional learning for educators. Field specialists and their peer evaluator cadres met regularly with school and district leadership to tailor support based on many factors including CIP goals and the results of evaluation data. Examples of support points included modeling of lessons, lesson planning, Educator Goal Plans, Collaborative Team Meetings, co-observations, and 1:1 coaching.

## LdOI Refinements

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The Leading Observation Instrument was prepped for a refinement roll-out in SY2018-19 by fine-tuning descriptor language, adjusting observation settings, adding an element, and renaming some elements to better reflect the intent of the instrument, as well as the new standards. The refinement process ensured the revisions would support evaluators to facilitate increased scoring accuracy, maintain multiple observations in different settings, differentiate performance, and streamline the scoring process. This will assist LEAs in long-term use of the LdOI due to increased flexibility in the use of the tool moving forward.

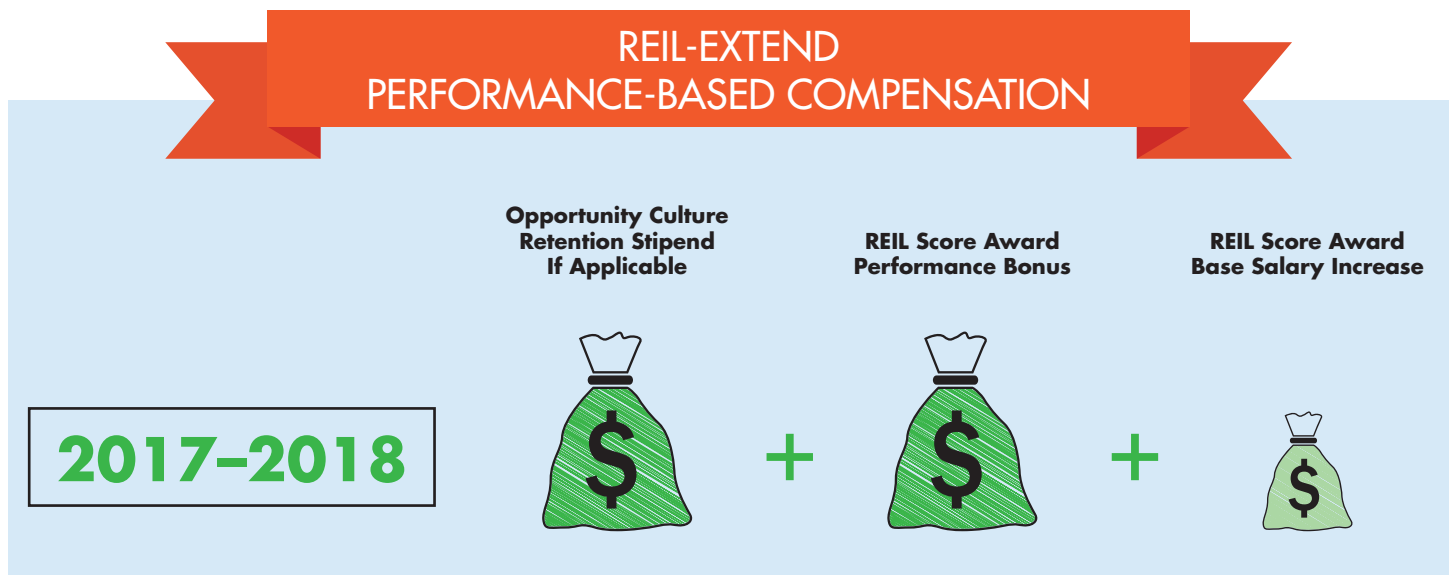
## Human Capital Leadership

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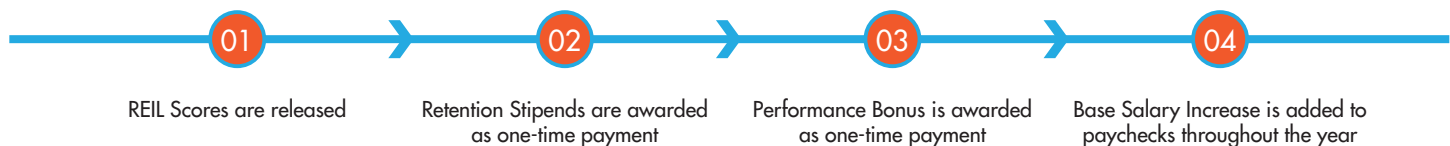
REIL-Extend partnered with Batelle For Kids and the American Association of School Personnel Administrators (AASPA) to facilitate the first set of pHCLE (Professional Human Capital Leaders in Education) training sessions. Thirty-two participants attended in-person training, including principals and district-level HR personnel from partner LEAs. The content provided participants with the framework for establishing a Human Capital Management System (HCMS) in their districts by showing how each of the four components (Performance Excellence, Strategic Staffing, Talent Management & Development, and Culture & Total Rewards) plug into a management system.

# Year Two!

REIL scores earned during the 2016-2017 academic year correlated with the performance-based compensation educators received beginning in the Fall of 2017. Eligible educators received a one-time Retention Stipend, a performance bonus paid out over the course of the year, and a base salary increase. This base salary increase compounds year-over-year for all eligible educators.



## Timeline for REIL Score Activities

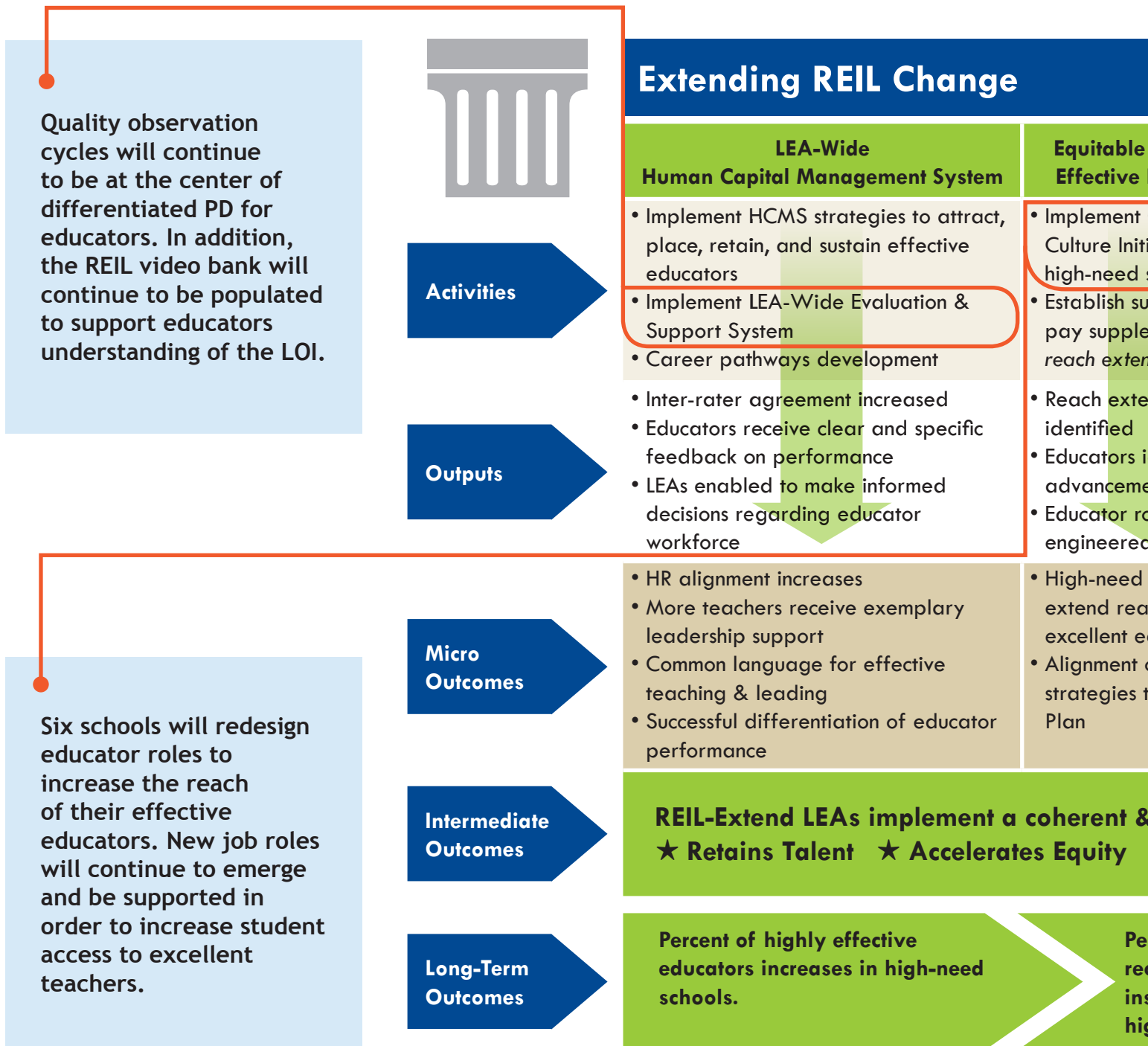


## Additional Year 2 Highlights include:

- Launching new observation instruments for new job roles.
- Rolling out a qualified evaluator training “booster” session to assist in maintaining scoring fidelity and enhancing delivery of feedback to educators.
- Implementation of educator salary structures that included differential base salary increases and a retention stipend component for effective educators.
- Implementation of revised hiring practices to include multi-data point hiring processes, including Behavior Event Interviews to attain data on desired competencies.
- Ongoing development and enhancement of the REILize Decision Support System (RDSS) suite of tools to further support the user experience.

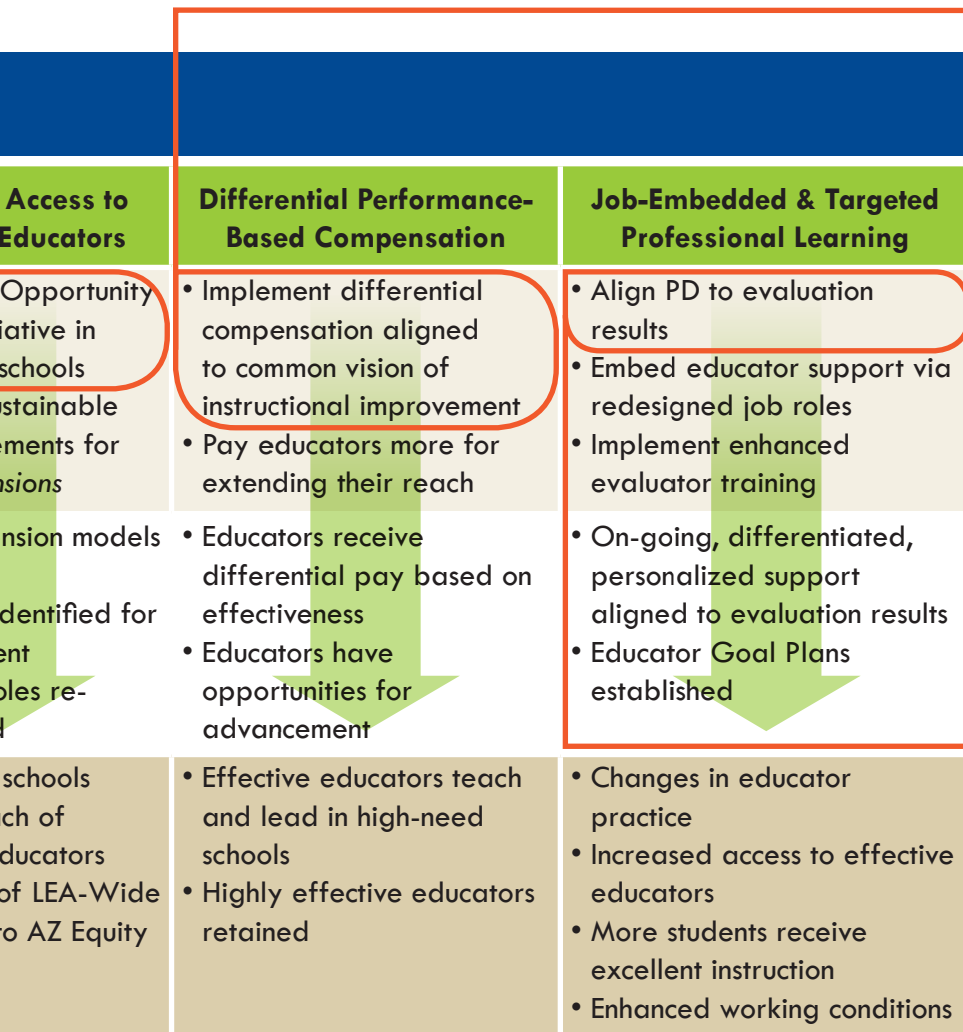
# Looking Forward

Year 3 is an opportunity to showcase the right team and right tools coming together at the right time to produce a stronger workforce by celebrating and institutionalizing the connection between evaluation and support. The roll-out of a refined Leading Observation Instrument will support principal evaluators in providing more robust feedback to school leaders.



# ard to Year 3!

A new cohort will begin a design year for the Opportunity Culture Initiative which will increase access to effective teachers. Human Capital Leaders in Education training will be implemented for a new cohort of school leaders. A new component called the Learning Library will be added to the REILize Decision Support System and will house professional learning resources that can accessed for personalized professional development.



Effective and Highly Effective educators will continue to receive increased pay including salary increases and retention stipends.

Classroom observations drive data-driven decisions to meet the professional development needs for all educators. Year 3 will launch the development of the “Learning Library” to ensure educators have access to resources aligned to the LOI.

**A comprehensive human capital management system that:**  
**★ Expands Leadership ★ Extends & Rewards Excellence**

Percent of students receiving highly effective instruction increases in high-need schools.

Percent of students meeting or exceeding rigorous standards increases in high-need schools.

# Year 3

- Roll out of REIL scores for all educator groups
- REIL Score & Award Acknowledgement
- LEAs use educator evaluation data to award retention stipends and performance based compensation (PBC)
- Qualified & Certified Evaluator Training begins
- Human Capital Leaders in Education (HCLE) Session 1: Culture and Total Rewards
- REIL-Extend Newsletter: Issue 1
- Opportunity Culture PD Session 2 for Cohort B MCLs, EITs, RAs, and principals
- Implementation of Stay Interviews begins
- HCLE Session 2: Talent Management and Development
- Opportunity Culture Fall Support Site Visits for Cohort A & B
- OC School Design Session 1 for Cohort C
- HCLE Session 3: Strategic Staffing
- Implementation Leads Mid-Year Data Packets released
- OC School Design Session 2 for Cohort C
- OC survey administered

SEPT 2018

OCT 2018

NOV 2018

DEC 2018

JAN 2019

FEB 2019

- LOI Qualified Evaluator Training Booster
- PBC Reimbursement begins
- Implementation Leads Meeting: On-boarding & Stay Interviews
- Opportunity Culture PD Session 3 for Cohort B MCLs, EITs, RAs, and principals
- Year 3 RDSS Roadmap begins
- Annual Refresh of Educator Goal Plans

- REIL-Extend Newsletter: Issue 2
- LOI QET Booster
- LOI Evaluator Micro-credentials available

- REIL-Extend Newsletter: Issue 3
- HCLE Session 4: Performance Excellence
- Professional Human Capital Leaders in Education (pHCLE) certification exam
- Opportunity Culture PD Session 4 for Cohort B MCLs, EITs, RAs, and principals
- Opportunity Culture Spring Support Site Visits for Cohort A & B
- OC District Redesigns for Cohorts A & B
- Retention Stipend Communication
- Behavior Event Interview training
- OC School Design Session 3 for Cohort C



# Timeline

- Kickoff A2Z Payouts 18-19: Rostering begins
- OC School Design Session 4 for Cohort C
- LEAs use educator evaluation data to inform staffing decisions

- Educator observations complete
- LOI Certified Evaluator Assessment
- Opportunity Culture PD Session 5 for Cohort B MCLs, EITs, RAs, and principals
- Program evaluation survey administered

- Opportunity Culture Summer PD Series for Cohort C MCLs, EITs, RAs, and principals
- Opportunity Culture Kick-Off Event for Cohort A & B

MAR 2019

APR 2019

MAY 2019

JUN 2019

JUL 2019

AUG 2019

- Educator rosters complete
- Implementation Leads Meeting: Sustainability
- REIL-Extend Newsletter: Issue 4
- Post-assessment window

- REIL-Extend Newsletter: Issue 5
- Finalize REIL score data
- COI, MCLOI, & LdOI Certified Evaluator Assessment

- Release of REIL scores



## REIL-Extend Partners

*Maricopa County Regional School District*

*Nadaburg Unified School District*

*Phoenix Elementary School District*

*Valentine Elementary School District*

*Wilson Elementary School District*