

Maricopa County Education Service Agency (MCESA)
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ED ABSTRACT NARRATIVE

Project Title: **Rewarding Excellence in Instruction and Leadership (REIL)**

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Five year funding: \$59,998,629

Rewarding Excellence in Instruction and Leadership: REIL Extend, an Alliance of 7 unique LEAs (Incito Charter School, Kingman Unified School District, Maricopa County Regional School District, Mobile Elementary School District, Nadaburg Unified School District, Roosevelt Elementary School District, and Wilson School District) will implement Human Capital Management Systems (HCMS) that retain talent, accelerate equity, expand leadership, and reward excellence for effective educators across 44 high-need schools. The TIF5 partner LEAs represent a diverse group of rural, urban, and special population LEAs that range in size from Mobile Elementary School District with 26 students to Roosevelt Elementary School District with 9,614 students. This group also includes a special population LEA, Maricopa County Regional School District that serves high-need or disengaged youth with a history of justice involvement. REIL-Extend will: (1) extend the reach of our best teachers and leaders to ensure high-quality instruction for all learners; (2) extend the reach of a collaborative partnership to assist high-need LEAs in bolstering their Human Capital Management Systems; and (3) extend infrastructure developments to expand the capacity of LEAs to utilize educator evaluation data to implement leading-edge technologies and practices that result in high-quality workforce decision-making and first class support systems for educators.

In October 2010 and 2012, the MCESA was awarded *Teacher Incentive Fund* grants to implement *Rewarding Excellence in Instruction and Leadership (REIL)* in multiple Maricopa County local education agencies. With TIF5, MCESA proposes to leverage the experience gained from the REIL program to move forward with *REILExtend*.

The project objectives align to (1) the implementation of high-quality, LEA-wide Human Capital Management Systems focused on attracting, placing, retaining, and sustaining effective educators by expanding leadership and cultivating an engaged workforce; and (2) redesigning high-need schools to extend the reach of excellent educators, thereby increasing equitable access to effective instruction for all students.