

principals will support and prepare them for rigorous objective evaluations. Instructional Support Leaders at each school will evaluate teacher portfolios and will conduct classroom observations.

Resources

AUSD has supported performance-based compensation and has the existing infrastructure for supporting new efforts. Instructional coaching and ongoing staff development will aim to build further capacity to sustain the program beyond the grant period. Existing entitlement grants and pay for performance mechanisms will play a major role in post-grant funding.

Data Systems

The current data management system is outdated and has serious deficiencies. Project EXCELL! will institute a new system capable of meeting the needs of the project and the district beyond the grant period.

Year 1 Activities

Amphitheater had a full agenda during the first year. Over 100 teachers and administrators volunteered to assist in implementing the project by serving on

Design Teams or Focus Groups. By November of 2007, the complete design for Project EXCELL! was approved by the Amphitheater Governing Board. 90 percent of eligible participants signed on to the program by the middle of December. 85 percent of those eligible completed all of the requirements and received pay outs. A value-added model was used to analyze student achievement as one measure of teacher effectiveness.

Outlook for Year 2

2008-09 will be the first full implementation year for the project. Amphitheater will focus on increasing student achievement through quality data analysis and curriculum alignment and assessment and enhancing research based pedagogy through quality professional development and increasing leadership opportunities. The new data management system will be installed, and training for the system will be offered throughout the year with full implementation scheduled for 2009-10. The value-added student achievement analysis model will be further refined. A new teacher evaluation system will be finalized during the year for implementation in 2009-10.