

# Maine Schools for Excellence: An Overview of TIF 4

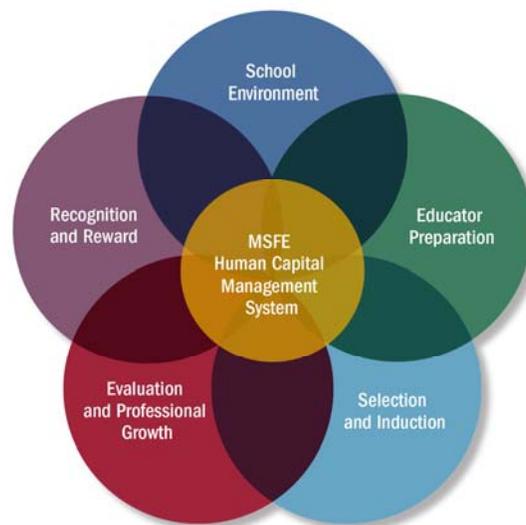
## Improving Student Learning by Better Supporting the Professional Growth of Teachers and Leaders

Improving student learning and educator effectiveness is at the heart of the Maine Schools for Excellence (MSFE) project. Our theory of action is that creating an integrated and coherent human capital management system will enhance educator effectiveness by offering teachers and leaders high-quality feedback on their practice, ongoing professional development, and fair and equitable opportunities for recognition and reward. As great teachers and leaders are better supported, developed, and retained, student outcomes will improve.

### Districts Take the Lead

The MSFE initiative is funded through the U.S. Department of Education's Teacher Incentive Fund (TIF). The Maine Department of Education has received two rounds of funding—one in 2010 (TIF 3) and one in 2012 (TIF 4). Nine different districts are involved in these two distinct but aligned phases of the project. The TIF 4 districts are working together, supported by MSFE staff and external partners, to develop their own systems and models for:

- School environment
- Educator preparation
- Selection and induction
- Evaluation and professional growth
- Recognition and reward



### Improving Evaluation Systems: A Starting Point

In 2012, Maine legislators passed a new law, An Act to Ensure Effective Teaching and School Leadership. This legislation requires certain elements to be present in educator evaluations. Using the new law as a starting point, MSFE districts are building comprehensive systems and supports for teachers and leaders such as goal-setting and reflection protocols, rating scales and rubrics, processes for observations, and the collection of evidence and data. In addition, these districts are focusing on the

plans and pathways that will guide educators along a personalized, continuous cycle of improvement and offer leadership roles and compensation bonuses for effective and distinguished educators.