

Abstract
Amphitheater Unified School District #10
Project EXCELL!

The goals and objectives of Project EXCELL! are to ensure student success through recruiting, developing and retaining effective instructional staff and educational leadership in high-need schools. Project EXCELL! will build strong learning communities in eleven low-income schools in Amphitheater Public Schools (APS). The APS district will develop an innovative and comprehensive system providing differentiated levels of compensation for instructional staff and principals in these high-need schools. This compensation will be based primarily on student achievement gains at the school site and classroom levels, and will also consider classroom evaluations conducted several times each school year. Educators will be provided with further incentives to take on additional responsibilities and leadership roles.

The intended outcomes of Project EXCELL! are: to *improve student achievement* as measured by students' grades and standardized test scores in core content areas; to *improve* assessments of student achievement, data collection and reporting methodology; to *expand and improve* on existing means of differentiated compensation, developing replicable and sustainable compensation systems that link additional compensation to student achievement gains and meaningful evaluation of performance. This differentiated compensation system will include incentives for the recruitment, development and retention of effective teachers and principals in high-need urban and rural schools, and in hard-to-staff subject areas while evidencing a high level of consumer involvement, commitment and satisfaction.