

WHAT IS TAP™?

TAP™: The System for Teacher and Student Advancement (TAP) is a comprehensive school-reform that provides powerful opportunities for career advancement, professional growth, instructionally-focused accountability and competitive compensation for educators. Through the use of the four interrelated key elements, teachers are improving their instruction and the achievement of their students. The four elements are:



Multiple Career Paths for educators as career, mentor and master teachers;

Ongoing Applied Professional Growth through weekly cluster meetings, follow-up support in the classroom, and coaching;

Instructionally-Focused Accountability through multiple classroom observations and evaluations utilizing a research-based instrument and rubric that identified effective teaching practices;

Performance-Based Compensation based on multiple measures of performance, including student achievement gains and teachers' instructional practices.

WHAT IS TIF?

The Teacher Incentive Fund (TIF) is a United States Department of Education grant that supports efforts to develop and implement performance-based teacher and principal compensation systems in high-need schools. TIF's goals include:

- » Improving student achievement by increasing teacher and principal effectiveness,
- » Reforming teacher and principal compensation systems so that they are rewarded for increases in student achievement,
- » Increasing the number of effective teachers in high needs schools/districts, and
- » Creating sustainable performance-based compensation systems.

In 2010, the Louisiana Department of Education became one of sixty-two state departments of education, school districts, and nonprofit organizations from across the country that received a TIF grant award. As part of Louisiana's TIF grant, TAP is being implemented in approximately seventy schools within eight partner districts (Ascension Parish, DeSoto Parish, East Feliciana Parish, Jefferson Parish, Pointe Coupee Parish, St. Mary Parish, Tangipahoa Parish, and West Baton Rouge Parish). Over the course of the five-year TIF grant, it is anticipated that approximately 2,800 educators and 33,500 students will be impacted.



HOW HAS TAP IMPROVED OUR SCHOOLS?

“The power and potential of the TAP System is keenly evident in the multiple layers of support and follow-up provided to classroom teachers and school administrators. TAP brings a sense of pride and renewed energy to our teachers and schools. TAP principals and staff harness the collaborative aspect of teaching and learning to deliver student strategies that make a difference in the classroom ... that impact student achievement.”

- **Sheila Talamo** State Director, Louisiana TAP
Louisiana Department of Education

“Over the years, our district has spent countless dollars to purchase “stuff” that has not brought us the desired results. TAP is giving us the desired results— increased student achievement and teacher and leader effectiveness. So, it makes sense for us to prioritize and redirect our dollars to support the on-going implementation of TAP because of its proven track record.”

- **Patrice Pujol** Superintendent
Ascension Parish Schools

“TAP has transformed our teacher evaluation process into a meaningful, collaborative way of reinforcing teachers’ strengths and refine areas of improvement. Our entire Leadership Team works together to conduct evaluations and provide timely, targeted support to each teacher. This ensures that all teachers are provided with the resources and assistance they need to improve student achievement.”

- **Megan Phillips** Principal | Jackson Elementary School
East Feliciana Parish Schools

“TAP’s systemic approach has allowed us to create a culture and language within our district around teaching and learning that focuses on meaningful indicators of growth and performance...It is the driver of all other aspects of the work that is taking place in our school--the lens through which all decisions are made.”

- **Kathy Noel** TAP/TIF District Contact
DeSoto Parish Schools

“TAP allows us to grow together as a school team, as well as individually. We are constantly focused on making the best instructional decisions that meet the needs of our students and result in improved student achievement.”

- **Lynn Gallagher** Master Teacher | Hazel Park-Hilda Knoff Elementary School
Jefferson Parish Schools

