

## OUR IMPACT

# Study Finds TAP System Increases Long-Term Student Success in South Carolina

In spring 2023, the National Bureau of Economic Research (NBER) released a study, titled “The Long Run Effects of a Comprehensive Teacher Performance Pay Program on Student Outcomes,” demonstrating that performance compensation for teachers yields improvements in student outcomes if teachers are provided with a system of ongoing support and coaching. Researchers concluded that the TAP System created an estimated \$14 in benefits for every \$1 invested. The study provides powerful evidence that the TAP System is a cost-effective strategy for improving short- and long-term outcomes for students.

Authors Sarah Cohodes (Columbia University), Ozkan Eren (University of California at Riverside), and Orgul Ozturk (University of South Carolina) studied South Carolina schools across multiple districts and multiple years that implemented the TAP System beginning in 2007 with the support of

federal Teacher Incentive Fund grants.

The authors studied cohorts of eighth graders through young adulthood and found that the implementation of the TAP System had a significant impact on student academic and social outcomes, including reduced reliance on welfare programs and reduced arrest rates. The longer a student was exposed to the TAP System, the greater the benefits. For example, the likelihood of 12th grade enrollment almost quadrupled, increasing by 2.1 percentage points after one year of exposure, and by 7.7 percentage points after four years of exposure.

NIET has worked with districts in South Carolina to implement the

*The study provides powerful evidence that the TAP System is a cost-effective strategy for improving short- and long-term outcomes for students.*

TAP System, which creates teacher leadership positions that allow teachers to advance professionally without leaving the classroom, along with opportunities to earn additional compensation based on performance. The state teaching standards rubric, *South Carolina Teaching Standards 4.0*, aligns to NIET’s *Teaching and Learning Standards*, further bolstering the effort.

Researchers suggested that what makes the TAP System stand out from other efforts — and what leads to impact across states — is its emphasis on research-based strategies for feedback and support from teacher leaders to improve classroom instruction and student outcomes.

## The study found that eighth grade students in TAP System schools were:

