

# Minnesota TIF 4: Teacher Leadership Supports Student Academic Growth

2017

## National Recognition for Closing Achievement Gaps

A consortium of charter schools serving high-need student populations in Minneapolis-St. Paul has achieved significant increases in student learning growth by focusing on improving classroom instruction and building teacher leadership as part of school leadership teams. The five charter schools received Teacher Incentive Fund grants in 2012 enabling them to build the structures, culture and systems that support growth and improvement for both teachers and administrators. Their success led to national recognition, including selection of Hmong College Preparatory Academy as a Finalist for the TAP Founder's Award, which goes to a single outstanding school each year. Hmong was recognized for moving from among the lowest performing 5% of schools to the second highest category for state recognition as a Celebration school over the course of the grant. This success has led to rapid expansion of the school, with a new campus to be opened this year.



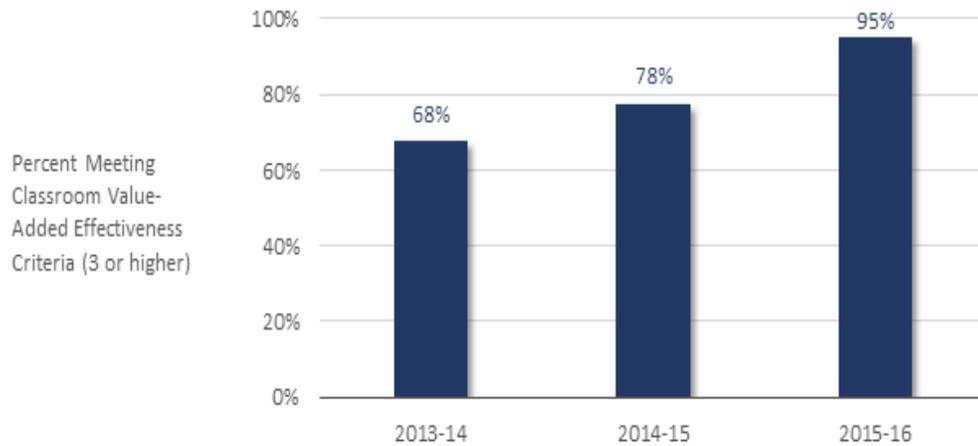
*"There's something really great about having a constant push to be improving, to talk with other teachers, to work with other teachers, so that things can stay fresh for you and the students."*

- Dr. N'Jai-an Patters, Upper School Mentor Teacher, Sojourner Truth Academy



## Student Learning Growth Accelerates

Classroom value-added scores are used to evaluate teacher effectiveness. To be considered effective, a TAP teacher must have received a value-added score of 3 or higher (on a 5-point scale), which corresponds to at least one year's expected growth of his/her students. As shown in the figure below, the percentage of teachers meeting the CVA effectiveness criteria substantially increased from 2013-14 to 2015-16.



## Teachers Report Significant Improvements

*"Now that we have TAP structures in place and we have mentor and master teachers, we're really able to drive growth and have purpose. It feels like every day you come to work, you can really make a difference for kids."*

- Molly Schwaiger, Academic Director, Partnership Academy

