

# Scaling Up Excellence in Louisiana

2017



Since 2003, Louisiana schools have been partnering with the National Institute for Excellence in Teaching (NIET) to implement TAP™: The System for Teacher and Student Advancement and best practices based on TAP. Participating NIET supported schools are from 26 districts and 4 charter school associations. Districts include: Ascension, Assumption, Bogalusa City Schools, Caddo, Calcasieu, Caldwell, Concordia, DeSoto, East Carroll, East Feliciana, Iberia, Iberville, Jefferson, Lafourche, Madison, Ouachita, Orleans, Rapides, St. John, St. Landry, St. Martin, Tangipahoa, Terrebonne, Union, Vermillion, and West Carroll. Other partners in this work include university teacher preparation programs across the state.

## TAP Improves Classroom Teaching and Student Achievement

*"TAP created a culture where we can take risks to improve student achievement. We know our teachers can increase their instruction, and that improvement increases student achievement. Improved practice leads to new opportunities for our schools overall."*

-Latatia Johnson, Principal, G.W. Carver Primary School

G.W. Carver Primary School in Ascension Public Schools was recognized as the 2017 recipient of the TAP Founder's Award. NIET's highest honor, the award is presented annually to one school for exceptional efforts to implement and represent the principles of the TAP System--resulting in improvements in student achievement. Since implementing TAP in 2012, Carver has transformed into a place where teachers are motivated to lead and students are energized to maximize their potential.

The success of their approach is reflected in their effort to close the reading gap. **Before TAP, all third-, fourth- and fifth-graders were reading below grade level.** Staff members identified essential standards, created criteria for what mastery looked and sounded like for each standard, developed rigorous assessments, and field-tested strategies.

**Teachers and school leaders used TAP to create the structure for improvement in reading scores--in the upper grades, proficiency soared from 0 to 75%-and- above in two years' time.**

Carver's School Performance Score grew more than seven points, moving its letter grade up from a C- to a B+.



## TAP Supports Districtwide Improvement

*"Our partnership with NIET helps us to continue to improve educator effectiveness in DeSoto Parish, thus driving dramatic gains in student outcomes and opportunity."*

-Dr. Cade Brumley, Superintendent, DeSoto Parish School System

**When the Louisiana Department of Education released its letter grades for 2016, DeSoto Parish Schools received an "A" for the first time.** To help achieve its mission, DeSoto Parish implemented the TAP System, beginning in two schools in the 2008-09 school year. They have now scaled implementation district-wide.

By creating strong opportunities for teacher leadership, professional development, educator evaluation and performance-based compensation, NIET has helped DeSoto Parish make steady and sustained improvements on the state accountability system. In 2016 state report, the district ranked 14th in performance out of the state's over 70 school systems--a significant jump from its 2010 rank of 45.

## Statewide, TAP Schools Excel

*"Before TAP, we had a lot of moving pieces. TAP has allowed us to bring everything together and given us a single focus. TAP has given our principals and instructional leaders the ability to take their teachers and guide them from where they are to where they need to be."*

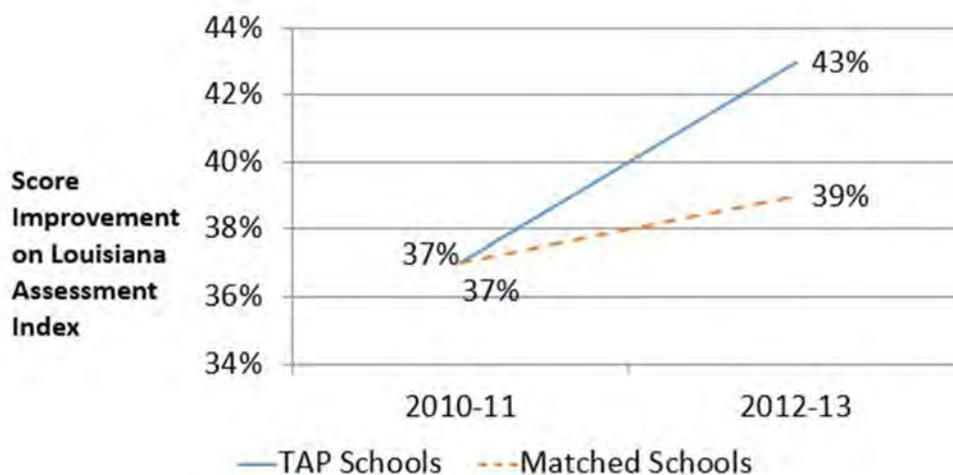
-Kevin R. George, Superintendent, St. John the Baptist Parish Public School System

**A 2014 study of the Louisiana Department of Education's K-8 Assessment Index (AI) showed that TAP schools experienced an above average increase in student achievement.** The average 2012-13 AI for the 66 TAP schools was 5.47 points greater than the average for the matched control schools.

The figure below shows the gains that TAP schools made in student achievement. In the 2010-11 school year, all schools in the study started at 37% of the maximum AI score. By 2012-13, TAP schools made significantly larger gains in student achievement than matched schools.



### TAP Schools Outperform Matched Schools Across the State



# Teacher Effectiveness Increases Across the Career Ladder

*"TAP has brought a lot of structure to our school district. It provides us a way to grow our teachers. TAP has brought us an organized and systematic way to have a career ladder for teachers and a strong support system designed specifically for teacher support."*

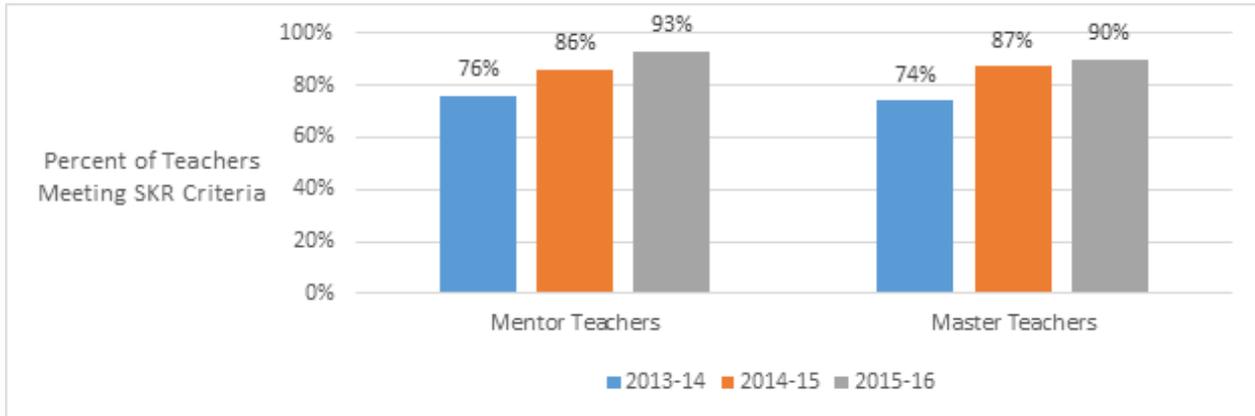
-David Alexander, Superintendent, Ascension Public Schools

Teachers in TAP schools are supported and given access to quality professional development, facilitated by their school leadership team.



As a result, the percentage of effective teachers continues to increase over time. From 2013-14 to 2015-16, the percentage of mentor teachers meeting more rigorous Skills, Knowledge, and Responsibilities (SKR) criteria grew by 17%. Master teachers meeting these higher expectations increased by 16%.

## TAP Promotes Teacher Leadership and Increased Effectiveness



## Administrators Report Improvements in Teacher Effectiveness

*"Having been a mentor teacher, and now a principal, I cannot imagine being at a school without TAP."*

-Jennifer Board, Principal, Duplessis Primary School

The 2015-16 TAP Attitude Survey demonstrates that Louisiana administrators see positive growth among their teachers.

## Administrators See Positive Growth in their TAP Teachers, 2015-16



Agreed that the TAP teacher evaluation system improved teachers' instructional practice.



Agreed that the TAP professional growth activities improved teachers' instructional practice.



Agreed that the TAP teacher evaluation system helped school clarify what it takes to be an effective teacher.

# Teachers Report Increased Collegiality and Opportunities for Growth

*"The TAP System has allowed me to take a leadership role as a mentor and still remain in the classroom with my students."*

-Jessica Ockman, Mentor Teacher, Duplessis Primary School

In the 2015-16 TAP Attitude Survey, teachers supported the TAP System and reported that it increased collegiality and opportunities for improvements in their professional practice.

## Teachers Support the TAP Core Elements

