

Orangeburg, South Carolina

2016

Recruiting and Retaining Effective Educators

Orangeburg Consolidated School District 3 (OGB3) is located in a rural, high poverty area of South Carolina. Recruiting and retaining effective educators is a continual challenge for the district. A federal Teacher Incentive Fund (TIF) grant in 2010 enabled the district to partner with the National Institute for Excellence in Teaching to implement the TAP System for Teacher and Student Advancement. Use of the TAP System and best practices enabled the district to significantly increase student academic performance by improving teacher and school leader effectiveness. The grant enabled OGB3 to create structures, systems and practices to change the way it recruited educators in its six high poverty schools, as well as improving the retention and development of effective teachers and school leaders. The project impacted approximately 183 teachers and 11 principals and assistant principals in the district, along with approximately 4,000 students.

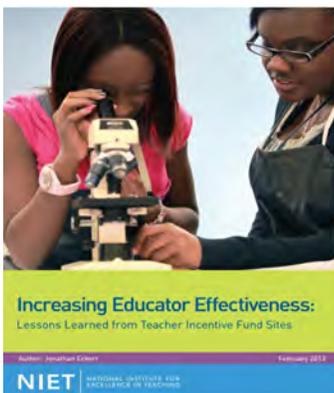
Innovations supported by the grant included job embedded professional support, more accurate and detailed evaluation systems, opportunities for professional growth along with new roles and responsibilities, and performance compensation based on multiple measures of effectiveness. The culture change created by these reforms is helping to retain effective educators already teaching in Orangeburg 3 high need schools, and also drawing more effective educators to teach in the district, particularly in high need subjects and grades. Stronger collaboration was created among teachers, building a common language to plan and deliver effective lessons and reflect on their teaching practices.

With these significant improvements in place, the district turned to improving its recruitment practices to better fill hard to staff positions. The district also used targeted recruitment stipends to fill hard-to-staff positions.

This approach helped to reduce turnover, as new educators entered buildings that provided more effective support, collaboration and development, as well as opportunities for additional pay and career growth. At the same time that supports for teachers were put in place, the district improved its systems for training and supporting school leaders, and provided district administrators with improved tools and resources to place effective teachers and school leaders across the district.

New Teaching Standards, Aligned to South Carolina Teaching Standards 4.0

An important accomplishment of the project was to create a common language about effective teaching practices in the district. Teachers, teacher leaders, and administrators used the TAP Teaching Standards to better communicate around elements of effective classroom practice and how specifically to use new strategies to improve results for students. In addition to helping individual teachers to improve their practice, these descriptions of strong teaching guided weekly professional sessions, and provided a basis for developing detailed and coherent plans for improving practice across schools and across the district.



New Standards and Training for Principals

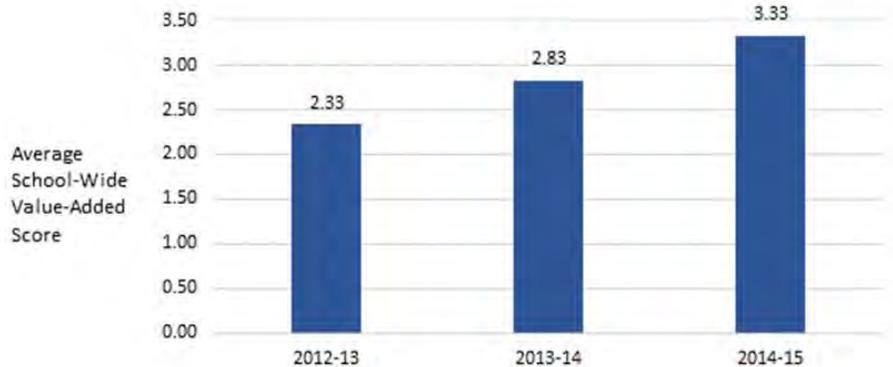
The district put in place systems to better evaluate, support and place principals. Using the Vanderbilt Assessment of Leadership in Education (VAL-Ed) administrators were evaluated and coached to increase their leadership abilities. Examining the data, OGB3's principals have continued to improve, with nearly all receiving above effective ratings. During the grant period, the OGB3 schools experienced transition in leadership roles with principals moving between sites; however, these decisions continue to elevate the performance of the principals and schools.

Increases in Student Academic Growth

"We've seen growth throughout the district when it comes to student data. We're inching up to where we need to be, and I think TAP has done that for the district. We're not going backwards, we're going forward." – Teacher from OGB3

Each year (from 2012-13 to 2014-15), OGB3 schools received school-wide value-added scores. The average school-wide value-added score increased over time. By 2014-15, OGB3 schools, on average, were exceeding a year's worth of academic growth.

OGB3 Average School-Wide Value-Added Score, by Year



Better Recruitment

The district developed new banners, posters and advertising for use at job fairs, on its website and on social media. A Tumblr ad was created for use in reaching younger teachers and those in university programs in the region, especially teachers for hard to staff subjects.

TEACHER LEADERSHIP. STUDENT SUCCESS.

Want to help students achieve more? Don't stop! Interested in learning, growing and inspiring your skills as an educator? Take your skills and your career to the next level.

Orangeburg District 3 is seeking qualified individuals for the following positions: **Teacher Leadership** and **Student Success**. For more information, visit www.obg3.k12.sc.us or call (803) 496-3288.

TAP NEWS
ORANGEBURG DISTRICT 3
SUMMER 2015

HOLLY HILL ROBERTS MIDDLE SCHOOL DELIVERS STRONG STUDENT LEARNING STRATEGIES

Identify, test, and select the most effective strategies for student learning before using them in the classroom was a key goal this year. Field testing allows teacher leaders the opportunity to provide teachers with new strategies or approaches, to ensure that new student learning strategies work with students in each school before they are implemented by classroom teachers. The results have been powerful. Teachers started the school year with a focus on writing strategies to cause student success in writing. The first focus was on writing, where the team studied the amount of time students should devote to specific areas of writing. The second focus was on RA, specifically Academic Vocabulary. The third focus was on improving students' ability to properly answer constructed response questions. After seeing the impact of each strategy, the teachers focused on the most effective.

How the TAP System Increased Teacher Effectiveness and Student Growth in South C...

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<http://www.niet.org/newsroom/videos/event/28/62>

EXPAND YOUR TEACHING CAREER

Orangeburg District 3 is now hiring for the following positions: **Teacher Leadership** and **Student Success**. For more information, visit www.obg3.k12.sc.us or call (803) 496-3288.

TEACHER RECRUITMENT FAIR
Saturday, March 15, 2014
10:00 AM - 1:00 PM
Orangeburg District 3
1854 Camden Road, Holly Hill, SC 29058

Financing Reforms to Support Effective Practices

In order to further improve the effectiveness of its educators and sustain this work over time, OGB3 commissioned a study to analyze the district budget and find ways to sustain the most impactful practices from the grant. This analysis enabled the superintendent and school board to identify funds for continuing weekly professional development with both master and mentor teacher positions at each of the six campuses. The study further identified ways that the district can continue providing educators with performance pay based on measures including student achievement gains.

Job-embedded Professional Learning

"My first year, I was really nervous and I wasn't really sure what I was walking into. TAP really helped me focus. It really helped me plan my lessons better. It helped me come up with more engaging activities." – Courtney, Teacher at Lake Marion High School

OGB3 will continue to provide teachers with weekly, job-embedded professional development focused on the specific needs of the students and teachers at each campus. Leadership teams, including teacher leaders and administrators, will monitor school progress and continue to serve as a vehicle for creating distributed leadership structures and processes.



<http://www.niet.org/newsroom/videos/event/28/61>

TAP-ping into better education

By SHARON WILSON Apr 9, 2014 0



By SHARON WILSON

As a lifetime educator, I have worked with thousands of parents to support the best possible education for their children. Parents understand that classroom teachers are the most important school-based factor impacting their child's success. Supporting teachers to be as effective as they can be each day, and to continuously improve over their career, is essential to help students reach their full potential. We're working toward this goal at Vance-Providence Elementary School in Orangeburg County, where I work as principal.

I give credit to our teachers and the new approach we are taking in the district to better support teachers in delivering great classroom instruction called TAP: The System for Teacher and Student Advancement.

http://thetandd.com/news/opinion/tap-ping-into-better-education/article_444fff7c-c009-11e3-a581-001a4bcf887a.html



OGB3 in the News

TAP-ping into Better Education by Sharon Wilson - The Times & Democrat Sharon Wilson, principal at Vance-Providence Elementary School in OGB3 credits the TAP system with increasing student achievement. The investment in teachers that TAP provides has positively impacted her campus, educators, and students.

Continuing Great Work

Using local funds, performance based compensation will continue, along with support for identified areas of growth utilizing the South Carolina Teacher Standards Rubric. The new statewide South Carolina Teaching Standards Rubric 4.0 was developed by NIET and is consistent with the TAP rubric in use in the district over the course of the grant.