

## Investing in Excellence: Elevating Teacher Effectiveness for Student Success in Beech Grove City Schools


### *Overview of Key Findings from a Teacher and School Leader Incentive Program Grant*

In the fall of 2021, Beech Grove City Schools (BGCS) received a federal Teacher and School Leader (TSL) Incentive Program grant to strengthen their human capital management system and create opportunities for professional growth. Through this grant, BGCS partners with the National Institute for Excellence in Teaching (NIET) to enhance their implementation of the TAP System for Teacher and Student Advancement (TAP System). Through the TAP System, BGCS offers educators career pathways, provides professional learning to improve classroom instruction, builds supportive school cultures, and recognizes effective educators through performance-based compensation. Through the first two grant years, BGCS has made progress in enhancing educator effectiveness, retaining effective educators, and improving student performance.

### **Beech Grove City Schools**

Beech Grove City Schools, located in the Indianapolis, Indiana, metropolitan area, enrolls about 2,800 students, with roughly one-third being students of color and about 70% eligible for free or reduced-price meals. The district has about 180 full-time equivalent teachers and school leaders across five schools.

Prior to the grant, BGCS lost many teachers to retirement which has resulted in a less experienced teacher workforce and a lower-than-average teacher retention rate compared to other traditional school districts in the state. The instability and inexperience of the teacher workforce impacted student performance, with the percentage of students scoring proficient or above on state assessments more than ten percentage points below the statewide percentage. To address these challenges, BGCS is enhancing their implementation of the TAP System.



**“It has been inspiring to witness beautiful alignment of once fragmented improvement strategies through our engagement with NIET. A recent needs assessment conducted by NIET provided us with affirming insights that celebrated the already strong practices in place while simultaneously challenging us to go deeper. NIET is a catalyst for moving our district from procedural to conceptual thinking and learning.”**

- Dr. Laura Hammack, Superintendent

## **TAP System**

The TAP System is an educator effectiveness model to assist school and district leaders to attract, develop, motivate and retain high-quality educators. The TAP System promotes teacher collaboration, improves instructional practice, and builds the school leadership capacity to improve student performance.

**“The improvement in our ability to attract, retain, and recruit staff is a direct result of the job-embedded coaching and professional development we have implemented with the support of NIET. There is a collective desire to improve our learning community because we are all focused on the same goal which is to increase our student achievement to open pathways to success for our students.”**

- Mary Story, Director of Teacher and School Leaders

## **Findings**

Throughout the two grant years, teachers have advanced their effectiveness while continuing to teach in BGCS, and student performance has benefited from the improved teacher effectiveness. The findings include:

- 94% of teachers were rated effective or higher in the second grant year.
- 99% of effective teachers from the second grant year were retained into the third grant year.
- Student growth on state assessments exceeded that of comparison groups from before the grant to the second year.

These findings underscore the effectiveness of BGCS in implementing a system and structure to sustain high levels of teaching and learning to accelerate student achievement.