



The TAP System for Teacher and Student Advancement

Attract, retain, develop, and motivate high-quality educators

Decades of piecemeal reforms have failed to dramatically improve teaching and learning in our nation's high-need schools. The TAP System for Teacher and Student Advancement was created by NIET Chairman and Founder Lowell Milken as a comprehensive approach to establish sustained structures for building educator excellence and increasing student achievement growth. Since its introduction in 1999, we've seen the TAP System lead to dramatically improved outcomes for students and change the trajectory of entire schools.

TAP is an educator-led, comprehensive school reform solution that establishes sustained structures for building educator excellence and increasing student achievement growth.

“The TAP System offers sustainable benefits for schools, with evidence showing significant and lasting improvements in student achievement ... making it a valuable investment for policymakers and educators alike.”

*“Staying Power: English Language Arts Achievement After Installation of an Educator Effectiveness System,”
AASA's Journal of Scholarship and Practice*



Through the implementation of four interrelated key elements, **teachers are improving their instruction and the achievement of their students** — whether they are a school that has faced historic challenges or a high-performing school that wants to go to the next level.

1. Multiple Career Paths

TAP allows teachers to pursue a variety of positions throughout their careers—career, mentor and master teacher—depending upon their interests, abilities and accomplishments. This allows highly effective teachers to advance professionally without having to leave the classroom.

2. Ongoing Applied Professional Growth

Unlike traditional models of professional development, TAP provides teachers with a system of professional learning that is ongoing, job-embedded, collaborative, student-centered and led by instructors who are experts in that content area.

3. Instructionally Focused Accountability

As a complement to regular professional learning, TAP provides a comprehensive system for observing and providing feedback to teachers that honors and rewards them for how well they teach their students.

4. Performance-Based Compensation

TAP changes the current pay system by providing additional compensation to teachers based on new roles and responsibilities, their accomplishments in the classroom and/or student performance.

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The estimated benefits outweigh the cost of the TAP System by **\$14 to \$1.**