



WHEN TEACHERS THRIVE, STUDENTS ACHIEVE

IMPROVING

EDUCATOR
EFFECTIVENESS

With new ideas, energy and commitment, the TAP system is improving every classroom in every school for the better. Students are achieving more, faster – and teachers are learning, growing and improving together. By striving for educational excellence across the nation, our students’ future is looking brighter every day.

HERE'S HOW IT WORKS

TAP™ Elements of Success

CAREER ADVANCEMENT

Now, teachers are able to move their careers forward without moving out of the classroom.

PROFESSIONAL DEVELOPMENT

Peers and specialists in each school help teachers improve daily while staying focused on student needs.



EVALUATION

Using an advanced and insightful framework, evaluators work with our teachers regularly to achieve real progress.

PERFORMANCE COMPENSATION

Like other professions, teachers are now rewarded for improving themselves and their students.

THE MOST IMPORTANT SCHOOL-RELATED FACTOR FOR STUDENT SUCCESS IS HAVING A TALENTED TEACHER IN THE CLASSROOM.

Through the implementation of the following four elements, TAP assists schools in attracting – and keeping – talented teachers in their classrooms. We work closely with you to ensure that your goals and priorities drive the system.



MULTIPLE CAREER PATHS

Professional advancement typically requires teachers to move into administrative positions to advance professionally and increase their compensation. The TAP system offers career achievement and better compensation for teachers who choose to remain in the classroom. TAP also creates expert teacher leaders within each school to evaluate, coach and support other teachers.

CAREER TEACHER

Improves curricular knowledge and teaching skills while increasing student achievement.

MENTOR TEACHER

Helps set annual student learning goals. Actively involved in TAP coaching and support.

MASTER TEACHER

Has expert curricular knowledge, outstanding instructional skills and effectively trains both individuals and groups.



INSTRUCTIONALLY FOCUSED ACCOUNTABILITY

TAP provides a comprehensive evaluation system that rewards teachers for how well they teach their students and holds them accountable for meeting the TAP *Teaching Skills, Knowledge and Responsibilities Performance Standards*. TAP training and support helps teachers meet these research-based accountability standards while also providing financial incentives for their success.

All teachers in TAP schools are evaluated both individually and collectively based on the learning growth of students in the school. This unique structure enables evaluation of multiple measures of teacher effectiveness resulting in a more comprehensive, realistic evaluation of their performance and contributions.



ONGOING APPLIED PROFESSIONAL GROWTH


TAP schools restructure daily schedules to provide time during the regular school day for teachers to meet, learn, plan, mentor and share with other teachers. Mentor and master teachers also address instructional issues that specific teachers face with specific students instead of focusing on the latest fad in professional development.

The TAP professional growth approach utilizes cluster groups, individual coaching, classroom-based support and regular feedback on specific teaching and learning strategies.




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 the performance of their students. The system also encourages districts to offer additional compensation to those who teach in “hard-to-staff” subjects and schools. As a result, teacher salaries are determined by more than years of teaching experience and professional development credits.

A close-up portrait of Georgeanna Johnson, a Black woman with short dark hair, wearing glasses and a black blazer over a white top with a black and white patterned scarf. She is smiling and looking slightly to the right.


“Regular feedback helps me to understand what I can improve upon to further my career and earn more in the process. Ultimately, it’s about students, and it’s nice to be recognized for helping students succeed.”

GEORGEANNA JOHNSON
1st Grade Teacher
Knox County, TN

A portrait of Andrew Theis, a white man with a beard and mustache, wearing a purple dress shirt and a striped tie. He is smiling and looking directly at the camera.


“We all want the best for our students, but without these best practices in place, it’s been tough to see exactly how our hard work translates to student achievement. We have a road map for success now, and I can’t tell you how good that feels.”

ANDREW THEIS
5th Grade & Mentor Teacher
Sojourner Truth Academy, MN

A portrait of Joni Readout, a white woman with long, wavy blonde hair, wearing a black top. She is smiling and looking directly at the camera.

“I have learned more in the first 12 weeks from cluster and TAP leadership team meetings than I did in my first four years of teaching. I feel more effective at the end of each day than ever before.”

JONI READOUT
6th Grade & Mentor Teacher
North Elementary School, IA

A portrait of Melissa Moore, a white woman with long brown hair, wearing a purple top. She is looking slightly to the right with a neutral expression.

“I have new opportunities for growth, right here in the school that I love. I now work with career teachers to show them what’s possible, not only in their classrooms, but in their careers.”

MELISSA MOORE
Master Teacher
Cross County, AR



IMPROVING

EDUCATOR EFFECTIVENESS

in Iowa

MAKING STEM EDUCATION MORE EFFECTIVE IN IOWA

Beginning in two innovative districts, the TAP system is helping Iowa achieve its statewide commitment to develop student's STEM skills in order to prepare them for the high tech jobs of the future.

Because TAP provides for weekly professional development, teachers have the time and support necessary to devise and validate effective instructional strategies. They are working to coordinate lesson plans across multiple disciplines and concretely connect theory to practical applications. Science, technology, engineering and math (STEM) teachers work together and use real world examples that resonate with their students.

TAP's focus on professional development with continuous support provides the framework necessary to accomplish goals more quickly by breaking down the silos so many educators traditionally face. As a result, Iowa teachers are developing ways to make STEM education more impactful for students, and their efforts have the potential to be replicated by schools across the country.

Educators find that TAP provides the structure and support to build more effective classroom instruction and accelerate student achievement across a range of academic disciplines and programs. By working to ensure that every student is taught by an effective teacher every year they are in school, TAP schools are providing greater opportunities for student success.

90%

Over 90% of teachers in Iowa's Central Decatur and Saydel school districts voted to bring TAP to their schools.





IMPROVING

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80%

Over the last decade, students in 80% of TAP schools gained a full year or more of academic achievement every year.



Data show that teachers in the TAP System improve their skills throughout the year due to the effective support provided to them.



IMPROVING

EDUCATOR EFFECTIVENESS in Minnesota

MINNESOTA TAP TEACHERS TEAM UP TO TRANSFORM THE SYSTEM

A number of Minnesota's charter schools are changing course by implementing the TAP system. Instead of teachers feeling isolated, they now work in teams, meet regularly and enjoy professional support from highly trained mentor and master teachers. It's not just improving student achievement, it's transforming teacher's careers.

TAP's tiered path of career, mentor and master teachers offers new opportunities for those who want leadership responsibilities while still making a positive impact in the classroom.

Once they are trained and certified, mentor and master teachers, together with the principal, form their school's leadership team.

The team creates their school's professional development program for the entire staff using the TAP system of cluster group meetings, co-teaching sessions, individual coaching and other activities all tied to achieving school goals. This structure helps ensure that every teacher's professional development is coherent, effective and of a caliber that ensures meaningful results. Teachers are enthusiastically embracing the change. After all, as they become better teachers, their students learn faster - and that's what teachers everywhere are after every day.

82%

More than four-fifths of Minnesota's TAP teachers report a positive impact on professional growth since the program began.





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EDUCATOR QUALITY

Research shows that having high-quality teachers in the classroom is the single most important school factor driving increased student achievement.



3 YRS

After three consecutive years of an effective teacher, the achievement gap between low- and high-income students nearly vanishes.





IMPROVING

EDUCATOR EFFECTIVENESS in Tennessee

THE REAL MEASURE OF TEACHER EFFECTIVENESS

Since implementing TAP, Tennessee's Knox County School District has seen significant gains in student achievement in some of its highest-need schools. These traditionally underperforming schools are experiencing dramatic improvements with 80 percent recording a full year's worth of academic growth in their first year of TAP. Sixty percent of them showed even greater gains than that, posting the highest possible value-added score.

These extraordinary improvements in student performance reflect the change in Tennessee's teaching professionals. TAP has provided greater support for improving instructional techniques while more accurately measuring teacher performance. Using the TAP Teaching Standards, teachers are provided with a clear explanation of effective instructional practices and a roadmap for improvement. The standards provide the starting point for conversations about effective practice and how teachers can adjust their instruction to meet specific student needs. School-based master and mentor teachers, working with administrators, provide coaching and support in the classroom to enable teachers to make specific improvements.

Overwhelmingly positive feedback from TAP teachers and administrators in Knox brought the TAP Teaching Standards to the attention of state officials who used them as the basis for the classroom observation component of the new Tennessee Educator Acceleration Model (TEAM).

85%

In their first year of TAP implementation, 12 of the 14 new TAP schools in Knox County increased student academic achievement by more than a full year, closing achievement gaps.





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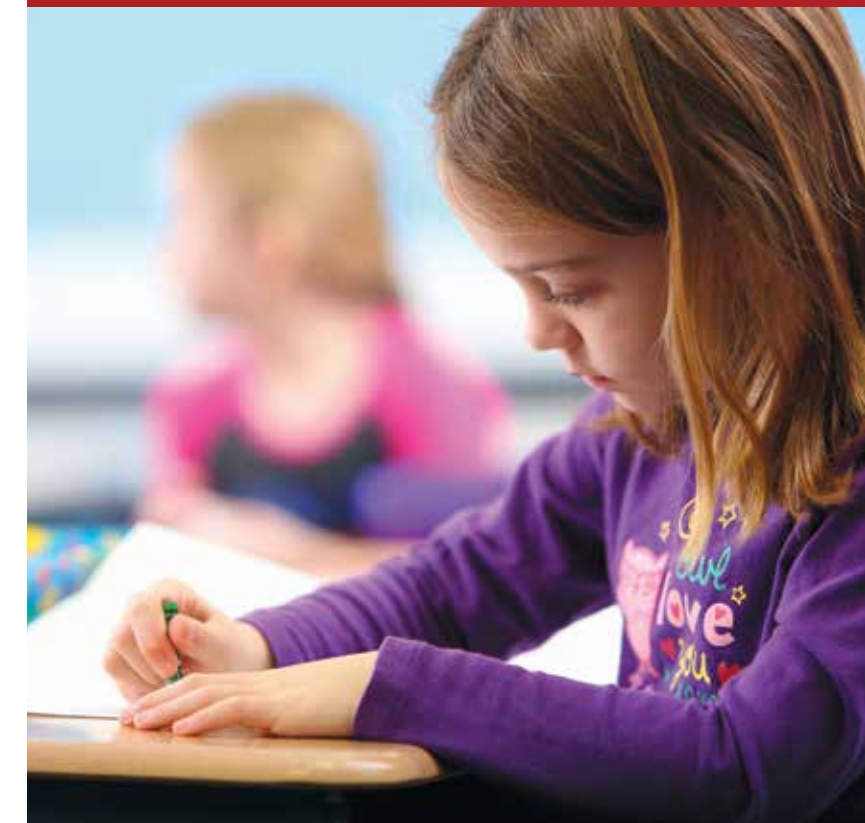
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92%




A high percentage of administrators agree that TAP helps retain effective teachers at their school, many in high-needs areas.



MOVING FORWARD

By using the TAP evaluation rubric, teachers are quickly improving their performance in the classroom.



93% 

A high percentage of teachers state they use their evaluation results to improve their teaching practices.



96%

96% of administrators agree that TAP leads to higher student achievement.





IMPROVING

EDUCATION


The TAP system: pioneering a comprehensive approach to school reform nationwide.



 **EDUCATOR QUALITY**

TAP teachers demonstrated a 50% improvement in their teaching across five key instructional practices.



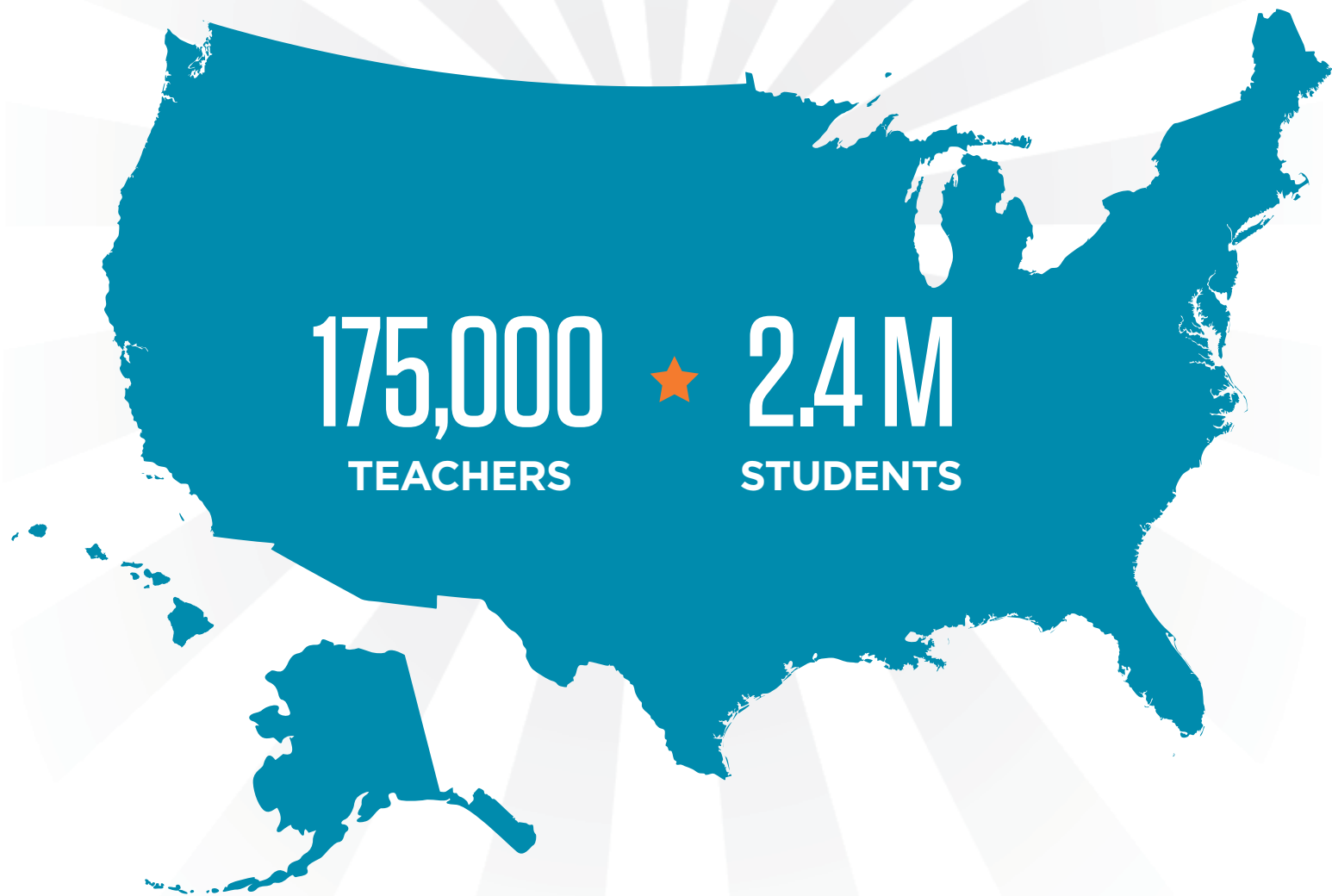


RAISING THE BAR

98% of administrators say TAP has helped their school clarify what it takes to be an effective teacher.

THE INFLUENCE OF NIET TODAY

Since 2000, the TAP system's comprehensive educator effectiveness model has operated across multiple states in hundreds of schools. The TAP system, and use of the TAP evaluation component, are continuing to grow exponentially, propelling the National Institute for Excellence in Teaching's reach to 175,000 teachers and 2.4 million students.



TEACHERS SEE A DIFFERENCE FROM TAP



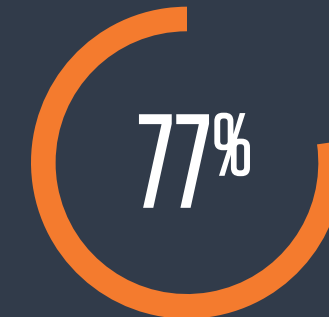
COLLEGIALITY
Teachers who agreed that collegiality was high in their school.



MULTIPLE CAREER PATHS
Teachers who agreed that multiple career paths were effective.



PROFESSIONAL GROWTH
Teachers who agreed that professional development was effective in their school.



PERFORMANCE-BASED COMPENSATION
Teachers who agreed that performance-based compensation was effective in their school.

Survey results based on a 2013 survey from teachers nationwide.

ADMINISTRATORS AGREE TAP LEADS TO IMPROVED INSTRUCTION



The majority of administrators feel that their teachers are more effective because of the TAP system.

The TAP system makes teachers more effective by improving instructional practices, clarifying goals, building camaraderie, and helping recruit and retain the most effective educators.

Across America, schools are using TAP to discover better ways for teachers to teach and students to learn. Isn't it time to make teacher effectiveness the centerpiece of your school?

Call us or visit us online at tapsystem.org for more information.



tapsystem.org

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