




tap The System for Teacher and Student Advancement™

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What is TAP?

The TAP System is a research-based school improvement model designed to attract, retain and motivate the best talent to the teaching profession.








What is TAP?

The comprehensive TAP system is built on four elements:

- Multiple Career Paths
- Instructionally Focused Accountability
- Ongoing Applied Professional Growth
- Performance-based Compensation



 **Development of TAP in Texas**



UT System manages the Texas TAP System in partnership with the National Institute for Excellence in Teaching


2005-06 school year- 3 pilot schools in Richardson ISD

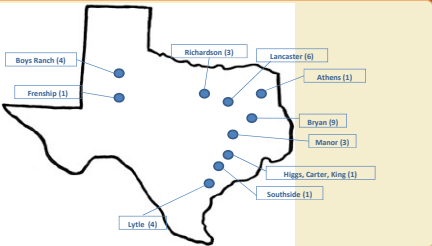
2006-07 school year-9 pilot schools (added 6 more schools through the Governor's executive order)



2007-08 school year- 12 pilot schools (the Texas Education Agency added 2 schools in Lancaster ISD and Manor New Tech High School)


2009-10 school year—33 campuses implementing TAP in Texas

 **Texas TAP Districts**






 

 **Overview of UTS TIF Program**



\$25.5 million grant awarded in June 2007 to UT System by the US Department of Education to implement TIF/TAP in Texas schools.


The program involves seven public school districts across the state of Texas, and includes 27 schools, over 1,200 professional staff, and over 16,800 students.



The 4 Elements of TAP







Multiple Career Paths


Traditional model:

- Teacher position only. All teachers essentially have the same qualifications, responsibilities, authority and are assessed in the same way. Principals are there to provide support, impose discipline and assess teacher effectiveness.

TAP model:

- Allows for advancement while allowing the teacher to remain in the classroom
 - Career Teacher
 - Mentor Teacher
 - Master Teacher
- Each step on the career path requires increased skills and knowledge and offers additional authority, responsibility and compensation.
- Master and mentor teachers become part of the TAP Leadership Team led by the principal.







Ongoing Applied Professional Growth


Traditional Professional Growth Model:

- Individual teachers go to selected training sessions and try to implement new practices on their own.

TAP Professional Growth Model:

- Provides time during the school day for teachers to help one another to learn about and use effective teaching practices in their classrooms.
- The TAP model provides the structure to effectively implement curriculum - not an "add on".







Instructionally Focused Accountability

Traditional Accountability Models:

- Use evaluation standards that are often unclear or inadequate. Teacher evaluations are usually infrequent and provide little follow-up help and then only for problems, never for growth. Rarely are rewards linked to how well a teacher does on the evaluations.

TAP Instructionally-focused Accountability Model:



- Uses clear comprehensive teaching standards that all teachers are trained to meet. Ongoing classroom support and coaching is provided to all teachers for improvement, not just for remediation. Good evaluations are rewarded financially.
- TAP evaluations ensure that all teachers have the opportunity to grow and become better instructors so that their students will achieve more.







Instructionally Focused Accountability: Skills, Knowledge and Responsibilities

<p>Planning Instruction</p> <ul style="list-style-type: none"> Instructional Plans Student Work Assessment <p>Learning Environment</p> <ul style="list-style-type: none"> Managing Student Behavior Expectations Environment Respectful Culture <p>Responsibilities</p> <ul style="list-style-type: none"> Staff Development Instructional Supervision School Responsibilities Reflecting on Teaching 	<p>Implementing Instruction</p> <ul style="list-style-type: none"> Standards and Objectives Motivating Students Presenting Instructional Content Lesson Structure and Pacing Learning Activities and Materials Questioning Academic Feedback Grouping Students Teacher Content Knowledge Teacher Knowledge of Students Thinking Problem Solving
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Performance-based Compensation

Traditional model:

- Compensation is based on years on the job and training credits/units accumulated and ignores individual performance and effort.



Teacher Advancement Program (TAP) model:

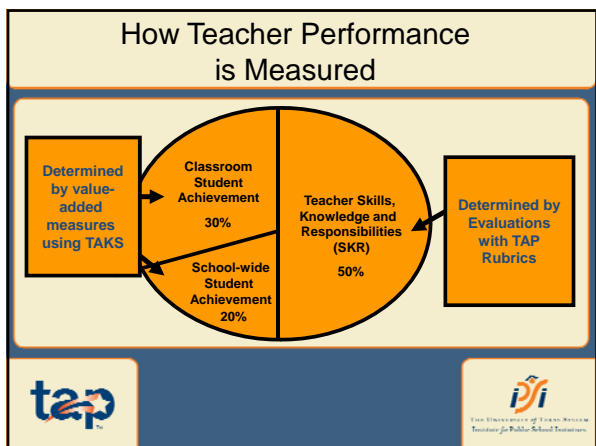
- Compensation is given for taking on increased responsibility and authority.
- Salary augmentations for master and mentor positions.

Bonus awards are earned based on performance:

- 50% Skills, Knowledge, and Responsibility
- 30% Classroom-level Value-added Achievement Gains
- 20% School-level Value-added Achievement Gains

TAP salary enhancements are all over and above traditional salary schedule

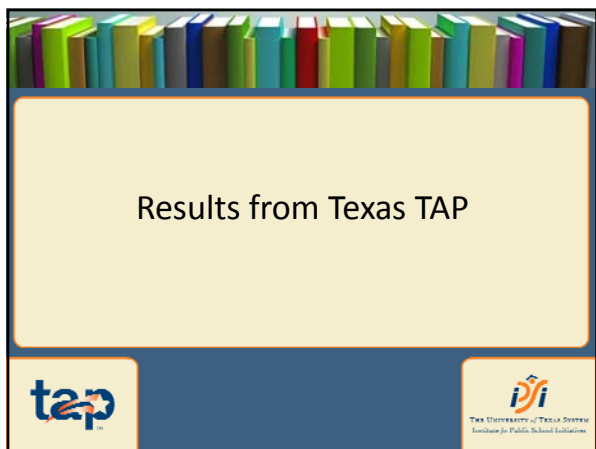


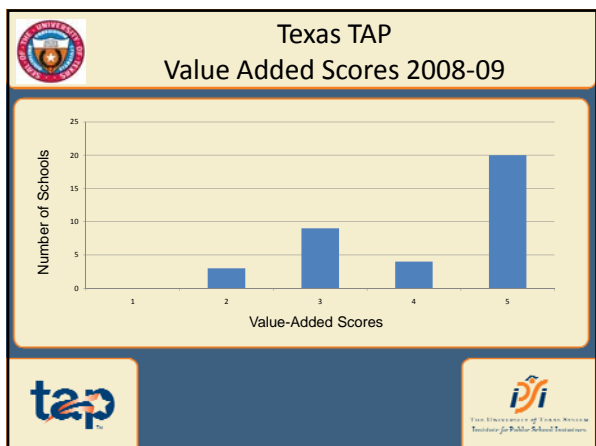
Texas TAP Team

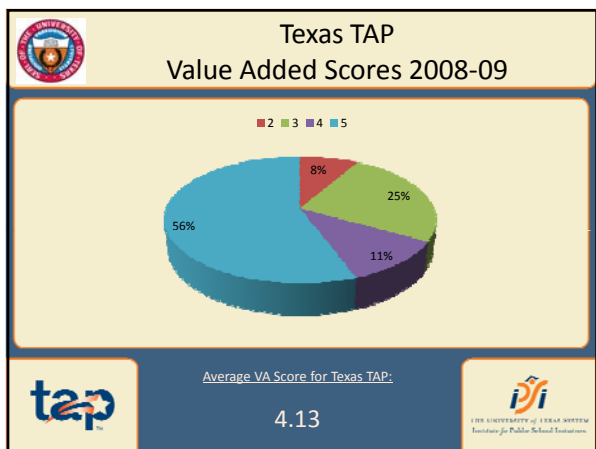
Executive Director Tammy Kreuz, Ph.D.	Coordinator for Principal Leadership and Program Development Stephanie Mosqueda
TAP Regional Coordinators James Snyder Tami Jenkins	Program Specialist Keri McDonald Michelle Downey
Executive Master Teachers Nicole Bevilacqua Jodi Leckbee	Administrative Staff Stephanie Barry Danica Nicholson

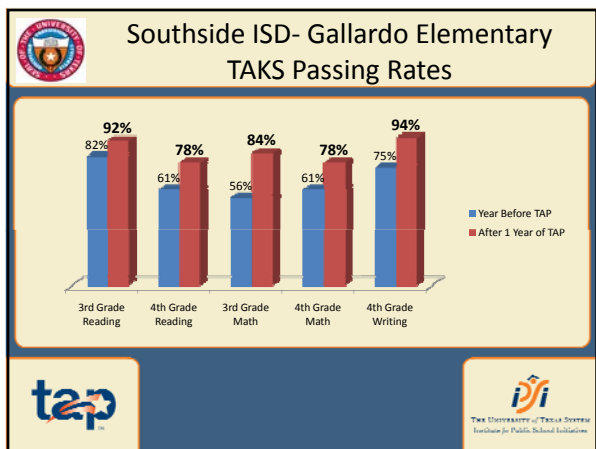
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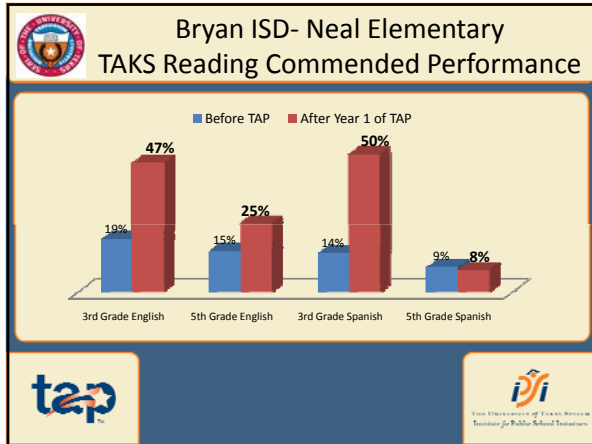
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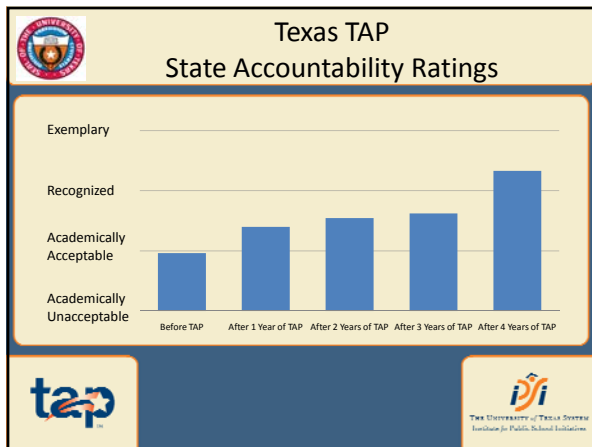







Lancaster ISD Texas Accountability Ratings 2008-09

School	2007-08 Rating	2008-09 Rating
Beltline Elementary	Academically Acceptable	Recognized
Houston Elementary	Academically Acceptable	Recognized
Rolling Hills Elementary	Academically Acceptable	Recognized
Rosa Parks Elementary	Academically Acceptable	Recognized
West Main Elementary	Academically Acceptable	Recognized





For more information about Texas TAP,
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