

History of TAP in SC:

The Teacher Advancement Program (TAP) began in South Carolina during 2002-2003 with 6 pilot schools.

Currently, 43 (2009 - 2010) schools are implementing SCTAP in 13 partner districts.

Approximately 1,500 teachers are involved in the program which includes over 20,000 students.

Participating Districts and Schools

District	School	Students	Teachers
Anderson 4			
	Pendleton Elementary School	620	44
Beaufort County School District			
	Beaufort Middle School	633	47
	St. Helena Elementary School	555	44
	Whale Branch Elementary School	325	36
	Whale Branch Middle School	359	30
Darlington County School District			
	Brunson Dargan Elementary School	258	22
	Rosenwald Elementary School	189	15
	Spaulding Elementary School	212	19
	West Hartsville Elementary School	219	22
Dillon 2			
	J V Martin Jr. High School	548	33
Florence School District One			
	Greenwood Elementary	683	44
Florence School District Three			
	J. Paul Truluck Middle School	403	26
	Lake City Elementary School	466	31
	Main Street Elementary School	460	26
	Ronald McNair Middle School	470	30
	J.C. Lynch Elementary	389	24
	Lake City High School	1016	72
	Olanta Elementary	210	16
	Scranton Elementary	352	24
Georgetown County School District			

	Carver's Bay High School	518	45
	Carver's Bay Middle School	370	24
Marlboro County School District			
	Bennettsville Primary	614	41
	Bennettsville Elementary	503	38
	Blenheim Elementary/Middle	389	26
	Clio Elementary/Middle	262	26
	McColl Elementary/Middle	713	51
	Wallace Elementary/Middle	384	29
	Bennettsville Middle	460	45
	Marlboro School of Discovery	137	10
	Marlboro County High School	1391	88
Hampton School District Two			
	Estill Middle School	316	29
Laurens District 56			
	Bell Street Middle School	539	34
	Clinton Elementary School	504	33
	Joanna Woodson Elementary School	279	20
Pickens			
	A R Lewis Elementary	271	20
Spartanburg School District 7			
	Cleveland Elementary	496	44
	Houston Elementary	359	32
	Mary H. Wright Elementary	336	33
	Park Hills Elementary	497	40
	W. Herbert Chapman Elementary	479	36
	Carver Junior High	621	51
	Myles W. Whitlock Junior High	503	49
Sumter 17			
	Chestnut Oaks Middle School	568	41
TOTALS	44	19,876	1490

Tenants of TAP:



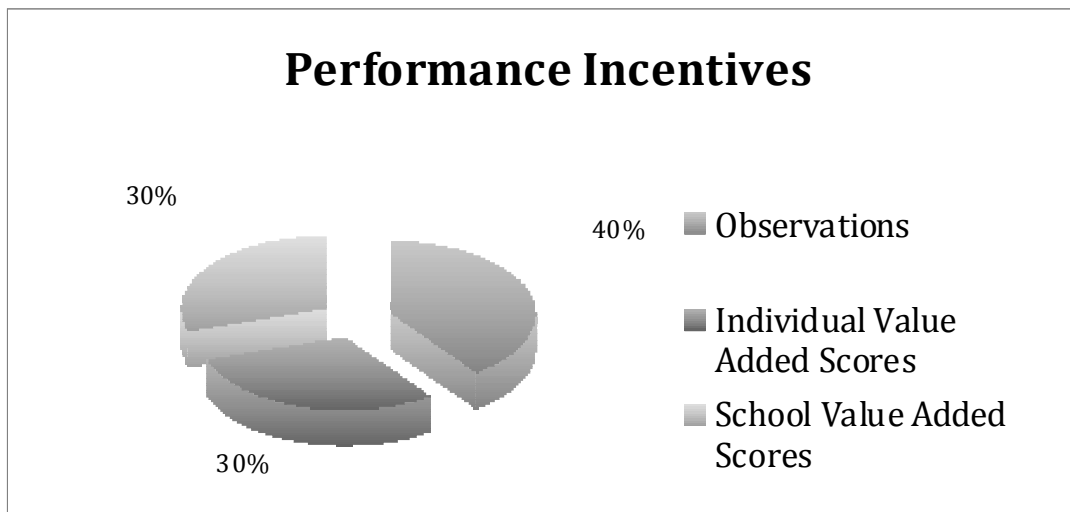
SCTAP follows the model designed from the Milken Family Foundation, specifically, the National Institute for Excellence in Teaching (NIET). Detailed information on the National Programs designed by NIET can be found at www.tapsystem.org. SCTAP is a very detailed approach to comprehensive reform in South Carolina schools. The tenants listed below provide a framework for the system, but the details held within the system are what truly help student achievement increase in any style or type of building.

1. **Multiple Career Paths** allow teachers powerful opportunities for greater responsibility with commensurate pay. In South Carolina, this typically means having career teachers, mentor teachers and master teachers. Career teachers are typical classroom instructors. Mentor teachers are classroom instructors who also hold some coaching and mentoring responsibilities and serve on the school's instructional leadership team. Master teachers are similar to Instructional Coaches and use their expertise and knowledge to work with multiple teachers in the building. Teachers move up this career ladder by showing sustained student achievement as well using their ability and leadership to coach peer teachers on effective practices.
2. **Ongoing, Applied Professional Development** allows teachers continuous, onsite growth opportunities focused on the needs of

their students to enhance their overall effectiveness in their craft. This professional development is designed by the leadership team and occurs during the school day. It is designed around the immediate implementation of identified, vetted strategies that have proven success.

3. **Instructionally Focused Accountability** is represented by fair evaluations based on clearly defined, research-based standards. The rubric based observation and evaluation system allows this process to be a professional growth opportunity rather than a "gotcha" process. Teachers in SCTAP are observed a minimum of 4 times throughout the school year by certified, trained evaluators.
4. **Performance Based Compensation** ensures that salaries and performance incentives are tied to responsibilities, instructional performance and student achievement results. Performance incentives are given to teachers based on a value added approach to student achievement within the teachers' classroom, as a whole school and on their instructional performance. Typically in SCTAP, each of these incentives are weighted and grouped together for the total performance based compensation.

TAP Performance Incentives:

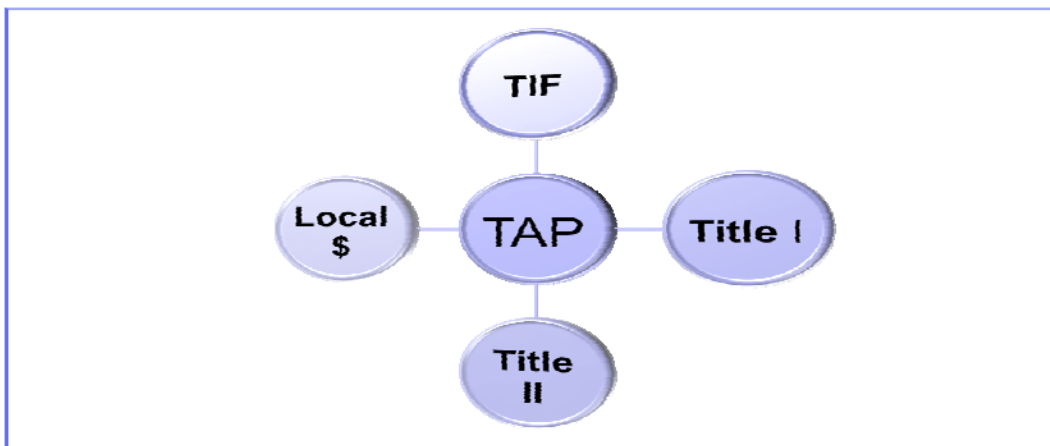


The average incentive across the state was approximately \$2,000 with a range of \$0 - \$13,000 in performance bonuses for the 2007 – 2008 school year.

Administrative incentives are also available in many SCTAP schools. In 2008, these bonuses ranged from \$0 - \$21,000 and were calculated with 75% based on school-wide value added growth and 25% based on the TAP Program Review score measuring the fidelity of TAP implementation in the school.

TAP Funding:

South Carolina has received more federal dollars to implement performance pay than any other state (over \$40 million). The graphic below illustrates the funding sources of SCTAP.

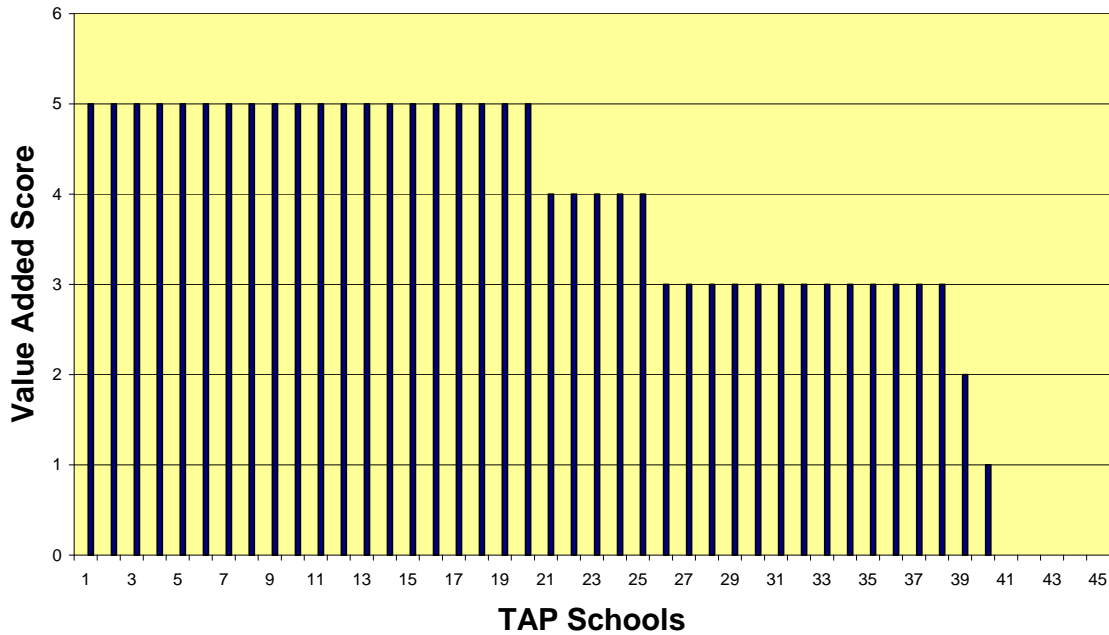


TAP Results:

According to our 2008-2009 school data, 95% of participating schools (not including high schools) scored from at least 1 year's growth (value added 3) to significantly over a year's growth (value added 5). Nearly 63% of these schools scored significantly above the typical year's growth, while 50% of the schools scored 2 standard deviations or more above the norm growth, scoring value added 5s. The majority of teachers within these schools continue to report that this program is significantly beneficial to the multiple aspects which affect student growth within the building. For example, 92% of teachers across the state report that TAP has a positive effect on teacher collegiality, while 90% of these teachers indicate that TAP has a positive effect on the instructionally focused accountability. A total of 88% report that TAP has had a positive effect on their own ongoing-applied professional

growth. Given this data, principals and teachers feel the South Carolina Teacher Advancement Program helps to increase the effectiveness of teachers in the classroom, which in turns helps to increase student achievement within the building.

TAP Results 2008-2009



District Name	School Name	Value Added Score
Marlboro County	Bennettsville Primary	5
Georgetown County School District 1	Carvers Bay Middle School	5
Florence County School District 3	Lake City Elementary School	5
Marlboro County	Clio Elementary Middle School	5
Marlboro County	Wallace Elementary Middle School	5
Laurens 56	Joanna-Woodson Elementary School	5
Florence County School District 3	Ronald E. McNair Middle School	5
Darlington County	Brunson-Dargan Elementary School	5
Spartanburg County School District 7	Whitlock Junior High School	5
Darlington County	Rosenwald Elementary Middle School	5
Beaufort County	Whale Branch Elementary School	5
Spartanburg County School District 7	Cleveland Elementary School	5
Spartanburg County School District 7	Mary H. Wright Elementary School	5
Florence County School District 1	Greenwood Elementary School	5
Marlboro County	Bennettsville Middle School	5

Florence County School District 3	Olanta Elementary School	5
Beaufort County	St Helena Elementary School	5
Beaufort County	Whale Branch Middle School	5
Laurens 56	Bell Street Middle School	5
Spartanburg County School District 7	Chapman Elementary School	5
Anderson 4	Pendleton Elementary School	4
Florence County School District 3	J. Paul Truluck Middle School	4
Hampton County School District 2	Estill Middle School	4
Laurens 56	Clinton Elementary School	4
Marlboro County	McColl Elementary Middle School	4
Spartanburg County School District 7	Carver Junior High School	3
Florence County School District 3	J. C. Lynch Elementary School	3
Darlington County	Spaulding Elementary School	3
Darlington County	West Hartsville Elementary School	3
Marlboro County	Marlboro County School of Discovery	3
Beaufort County	Beaufort Middle School	3
Dillon County School District 2	JV Martin Jr. High School	3
Florence County School District 3	Main Street Elementary School	3
Florence County School District 3	Scranton Elementary School	3
Marlboro County	Blenheim Elementary Middle School	3
Pickens	A R Lewis Elementary School	3
Spartanburg County School District 7	Park Hills Elementary School	3
Sumter County School District 17	Chestnut Oaks Middle School	3
Spartanburg County School District 7	Houston Elementary School	2
Marlboro County	Bennettsville Elementary School	1