



**SOUTH CAROLINA**  
**STATE DEPARTMENT**  
**OF EDUCATION**

# SC TAP System

**Teacher Incentive Fund Meeting**  
**February 3-4, 2011**



The System for Teacher  
and Student Advancement

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# What is the TAP System?

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

The comprehensive TAP system is built on four key elements:

1. **multiple career paths**
2. **instructionally-focused evaluations**
3. **performance-based compensation**
4. **ongoing applied professional growth**



At TAP schools across South Carolina, educators are offered support and incentives to develop, share and implement pedagogical and teaching strategies to improve teacher efficacy and ultimately student learning. Their efforts are rewarded by enhanced professionalism, compensation and leadership opportunities. It is in this way that SC TAP System transforms schools into a much more dynamic atmosphere to ensure a quality education for all of children.

# Comprehensive Nature of the TAP System

*Teacher evaluation links directly to:*

- *Embedded Professional Growth*
- *Tenure Decisions*
- *Career Advancement*
- *Compensation*

# Instructionally-focused Accountability

## **Multiple Measure Accountability:**

*Uses multiple correlated tools for a more comprehensive evaluation system:*

- Ongoing (between 4 and 6 yearly) observations using a researched based rubric by multiple, annually certified evaluators*
- Student achievement data analyzed using a value added growth model*
- Responsibilities surveys indicating success with all the multifaceted roles of an educator to ensure quality instruction*

# Performance-based Compensation

## SC TAP System

*Compensation is given for taking on increased responsibility and authority.*

*Salary augmentations for master and mentor positions.*

*Bonus awards are earned based on performance:*

- Skills, Knowledge, and Responsibility
- School-level Value-added Achievement Gains
- Classroom-level Value-added Achievement Gains

*TAP salary enhancements are all over and above traditional salary schedule*

# Teacher Support for TAP Elements:

