



NEWS RELEASE



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CPS PILOT PROGRAM LINKS GOOD TEACHING **WITH STUDENT ACHIEVEMENT**

Teachers at three Cincinnati Public Schools have volunteered to participate in a pilot program next school year that will strengthen instructional practices and professional development while demonstrating the link between strong teaching and academic achievement.

The schools, serving kindergarten through eighth grade, are John P. Parker School in Madisonville, South Avondale School in Avondale and Whittier School in Price Hill. The schools were considered for the program based on their rankings within the federal No Child Left Behind Act and their potential for growth.

The schools will pilot the Teacher Advancement Program (TAP), a comprehensive, research-based school-reform model designed to keep the best teachers in the profession. Created in 1999 by the Milken Family Foundation, TAP aims to reverse the trend of talented young teachers leaving schools for other work by turning teaching into a highly rewarding career choice. At CPS, the TAP could lead to incentive pay for teachers.

“I am extremely excited about this pilot program, which is closely aligned with other instructional initiatives in Cincinnati Public Schools,” said Superintendent Rosa Blackwell. “Research shows that quality teaching is the most important factor in raising student achievement, and this program is designed to enhance teaching by directing instructional resources where they are most needed — in the heart of the classroom.”

TAP is endorsed by the Ohio Department of Education as a new restructuring program and by CPS’ teachers’ union, the Cincinnati Federation of Teachers (CFT).

“This is a reform initiative that brings together in a structural way the work that our teachers already are doing,” said Sue Taylor, CFT’s president. “It’s a value-added model that will monitor a student’s progress from the first day of class to the last and will measure the value that the teacher has added. TAP complements the instructional strategies being implemented in our schools, giving teachers a cohesive and aligned structure.”

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“We are very pleased that Cincinnati Public Schools and the Cincinnati Federation of Teachers have taken this bold step to implement the Teacher Advancement Program in three schools,” said Lewis C. Solmon, president of the National Institute for Excellence in Teaching (formerly, the TAP Foundation). “The implementation of TAP is aligned to district goals focusing on improved instruction and the increased achievement for all students.”

The Teacher Advancement Program is based on four elements:

- Ongoing, applied professional growth — Teachers are given time each week during the school day to work with teachers in the same grades or subjects to match instructional practices to student needs.
- Multiple career paths — Each school offers mentors and master lead teachers to meet regularly with teachers to plan and reflect on instruction.
- Instructionally focused accountability — Teachers will focus on student data to improve instruction and on feedback from observations by the mentors, master teachers and principals.
- Incentive pay — Following negotiations with the CFT and CPS, incentive pay for teachers could be added for student achievement, professional growth and/or instructional growth.

Grant money from state and federal sources is available to support the TAP initiative.

