



Teacher Advancement Program (TAP)

Presented to the
Cincinnati Board of Education

Monday, June 11, 2007

What is TAP?

- Comprehensive, research-based model to improve student achievement by improving teacher quality



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- Aims to attract and maintain quality teachers

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- Comprehensive, research-based model to improve student achievement by improving teacher quality
- Aims to attract and maintain quality teachers
- Endorsed by the Ohio Department of Education as a best practice

TAP Core Elements

- Ongoing, applied professional growth



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- Multiple career paths



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- Multiple career paths
- Instructionally focused accountability



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- Ongoing, applied professional growth
- Multiple career paths
- Instructionally focused accountability
- Performance-based incentives



TAP Model

**Multiple career paths aligned with the
Career in Teaching Program**
(career, mentor & master positions)

Requiring increasing levels of:

- Professional qualifications



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- Responsibilities



TAP Model

Multiple career paths aligned with the Career in Teaching Program
(career, mentor & master positions)

Requiring increasing levels of:

- Professional qualifications
- Responsibilities
- Incentives



TAP Model

Ongoing Applied Professional Growth

- Schoolwide commitment; site-based, teacher-led activities



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- Schoolwide commitment; site-based, teacher-led activities
- Goals and activities tied to state standards



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- Data-driven decision making



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Ongoing Applied Professional Growth

- Schoolwide commitment; site-based, teacher-led activities
- Goals and activities tied to state standards
- Data-driven decision making
- Used to support, reinforce evaluation growth goals



TAP Model

Instructionally Focused Accountability

- TAP standards and performance rubrics aligned to TES standards



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Instructionally Focused Accountability

- TAP standards and performance rubrics aligned to TES standards
- Hiring, advancement and incentives tied to evaluation



TAP Model

Instructionally Focused Accountability

- TAP standards and performance rubrics aligned to TES standards
- Hiring, advancement and incentives tied to evaluation
- Support provided for growth



TAP in Cincinnati Public Schools

- Jointly supported by CFT and CPS



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- Piloted at John P. Parker, South Avondale, and Whittier in 2006-07



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- Piloted at John P. Parker, South Avondale, and Whittier in 2006-07
- Supported in new CFT contract
- Completed a full year of implementation in pilot schools

What's Working in CPS

- Field testing



What's Working in CPS

- Field testing
- Professional accountability



What's Working in CPS

- Field testing
- Professional accountability
- Ongoing professional development



TAP in Action

Field Overview

Instructional Support Team Lead Principal – William Myles

TAP in Action

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Field Testing

South Avondale School

Sam Yates, Principal

Nancy Crossley, Master Teacher

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Professional Accountability

Whittier

Alesia Smith, Principal

Tonya Flannery, Master Teacher

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Professional Accountability

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Ongoing Professional Development

John P. Parker

Lynsa Davie, Principal

Rosalind Robinson, Master Teacher