



# Creating a Foundation for Success: Establishing the TAP System to Support Educators

*Overview of Key Findings from a Teacher and School Leader Incentive Program Grant*

**Fall 2024**

## Texas IMPACT

In the fall of 2021, the National Institute for Excellence in Teaching (NIET) began partnering with districts in Texas with the goals of increasing educator effectiveness and improving student achievement. The partnership, Texas IMPACT (Improving Management Systems for Principals and Classroom Teachers), is supported by a Teacher and School Leader (TSL) Incentive Program grant. All schools in the partner districts are considered high-need, as they serve a high proportion of students from economically disadvantaged backgrounds.

To achieve the identified goals, partner districts are implementing the TAP System for Teacher and Student Advancement (TAP System). The TAP System is an evidence-based educator effectiveness reform model focused on attracting, developing, motivating, and retaining high-quality educators through its four elements of success: multiple career paths, ongoing applied professional growth, instructionally focused accountability, and performance-based compensation.

Key findings from examining the impact of the partnership through the second year of the grant include:

- 90% of classroom teachers and 91% of school leaders were considered effective educators in their respective roles based on their observation scores by the end of Year 2.
- Students in partner districts showed greater improvement from the year before the grant to Year 2 of the grant in reading/ELA, science, and social studies compared to statewide student performance.
- 89% of effective classroom teachers and 93% of effective school leaders from Year 2 were retained into Year 3 by their respective districts.

## Establishing the Framework for Success

The implementation of the TAP System provides districts with an educator effectiveness reform model that emphasizes supportive structures for teachers and school leaders. Findings to date offer evidence that deliberately focusing on strengthening educator effectiveness and on retaining effective educators as part of Texas IMPACT has benefited students in partner districts.