



Creating a Foundation for Success: Texas IMPACT

Establishing the TAP System to support educators across districts in Texas

In 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.

Effectiveness

90% **91%**

of classroom teachers

of school leaders

were considered effective educators in their respective roles based on their observation scores by the end of Year 2

Retention

89% **93%**

of effective classroom teachers

of effective school leaders

from Year 2 were retained into Year 3 by their respective districts

Achievement

10 **7**

point increase in reading/ELA

point increase in math

from baseline to Year 2 on state assessments