



Intercom

a publication for and about the staff of Columbus City Schools

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Intercom All Staff Newsletter

TAP Schools Tie Teacher Bonuses to Performance

Teachers at two Columbus City Schools will soon receive performance bonuses of up to \$2,000 per educator from the Ohio Teacher Incentive Fund (OTIF) and the Ohio Teacher Advancement Plan (TAP).

In 2006-07, ODE was awarded a \$20.5 million, five-year grant from the U.S. Department of Education to develop, implement, and evaluate the OTIF. The OTIF program is the framework for Ohio TAP.

Once taboo in education, incentive-pay plans are gaining popularity among school personnel and reformers who advocate paying for results. Just ask the staff at South HS and Parkmoor ES that served as pilot TAP schools.

Based on the latest data available from the 2006-07 school year, both schools have moved from *Academic Emergency* to *Continuous Improvement*. Accordingly, the teaching and administrative staffs will receive a performance award of up to \$2,000 per educator. Fifty percent of the \$2,000 is based on demonstrated skills and knowledge from the TAP rubric or scoring guide. Student achievement is measured by state achievement tests, as well as value added scoring.

TAP is a national reform initiative that was adopted by the Ohio Department of Education (ODE) in 2004. It promises to build the capacity of present and future teachers interested in opportunities for advancement through career ladders and incentive pay based on increased responsibilities and increased student achievement.

Each teacher is observed and evaluated up to four times during the school year. While classroom observation is an essential component to measure teacher quality, so is student achievement. Therefore, every TAP teacher observation includes a value-added model that rewards individual student (and school-wide) academic gains made from one year to the next. Essentially, value-added refers to the improvement gains in student achievement that are made each year based on pre- to post-test outcomes.

Value-added data for all schools will be included on next year's 2007-08 ODE State and Local Building Report Cards.

Designated master teachers earn an additional \$7,300 added to their base salary for their expanded leadership duties. Similarly, mentor teachers are paid an additional \$3,500 for their academic support. Both are selected through a competitive hiring process. Master and mentor teachers spend more time on the job than the typical classroom teacher and are held to higher performance standards.

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