



Louisiana Department of Education | Louisiana

SUMMARY

Louisiana's performance-based compensation system (PBCS) includes a significant differentiated compensation plan that aligns with the state's approach to reform and relies on value-added measures of student achievement. The program targets the highest need students by recruiting and retaining effective teachers, using strong evaluation systems, and offering high-quality professional development. The intent of the project is to increase teacher effectiveness, thereby closing student achievement gaps and improving the educational experience for all students, with the goal of modeling a district-sustainable TAP system supported through non-Teacher Incentive Fund (TIF) monies so that, beyond the period of the grant, reforms in teacher quality will continue.

PROGRAM GOALS AND EVALUATION

The Louisiana TAP system has three main goals:

- Increase the percentage of effective educators in local education agency (LEA) partner schools
- Build the capacity of the partner LEAs to implement and sustain PBCS for teachers and principals
- Increase student achievement in the partner LEAs

The program evaluation measures implementation, effectiveness, and expansion of the TAP System as it relates to student achievement, teacher effectiveness, teacher attitude, recruitment and retention, and district TAP capacity.

The Louisiana Department of Education has selected an external evaluator that meets at least quarterly with

State: Louisiana

Location: Baton Rouge

Award amount (estimated): \$49,000,000

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 6

Number of schools participating: 29

Number of teachers eligible: 1,071

Number of principals eligible: 29

Superintendent: n/a

Key program staff:

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Nicole Honoré, Grant Coordinator

the TAP project director and the TIF grant coordinator to review progress and recommend any midcourse corrections to ensure that all data collection occurs in a timely manner and that the state is implementing the program with fidelity. The external evaluator also visits a sample of schools each semester to talk with administrators and teachers about their perceptions of the TAP implementation.

REWARD STRUCTURE

Both teachers and school administrators are eligible for rewards under Louisiana's TIF grant. Teachers are eligible for performance, career ladder, and recruitment incentive awards. School Administrators are eligible for performance incentive awards. Performance awards for teachers are differentiated based on evaluations/observations and student growth results. Career ladder awards are provided to master and mentor teachers on an annual basis for assuming additional roles and responsibilities. Recruitment awards are provided to teachers in hard-to-staff schools/subject areas during the first two years of TIF implementation. Performance awards for school administrators are tied to their evaluations/observations and student growth results.

YEARS 1-4 HIGHLIGHTS

- Implemented TAP System in participating schools, and all appropriate school and district staff participated in required professional development activities
- Built capacity to effectively communicate the goals and accomplishments of the TIF grant and TAP System to stakeholders across the state
- Disseminated assessment results to TIF districts and used results to inform state-level professional development activities
- Established the Louisiana TIF Grant Advisory Board, who works with department staff to ensure sustainability and support
- Engaged an external grant evaluator to conduct annual analyses of data related to performance
- Provided partner LEAs with training to support the development of a long-term plan for sustaining and expanding a PBCS under the TAP model beyond the life of the TIF grant.
- Over four years, increased teacher effectiveness from 84.7 percent to 92.5 percent and principal effectiveness from 68.4 percent to 95.7 percent
- Expanded the use of the TAP Instructional Rubric to non-TIF schools in partner LEAs to create a common vision of instructional improvement across all schools
- National recognition of three (3) partner LEAs during the TAP Annual Conference for improved student achievement and increased educator effectiveness.

YEAR 5 OUTLOOK

Louisiana remains focused on accomplishing the goals outlined in its TIF grant. Continued support and professional development opportunities focused on the effective implementation of the TAP instructional rubric and evaluation process will be provided to district and school leaders. In addition, Louisiana will aggressively pursue funding opportunities as a means to continue the implementation and expansion of TAP and TIF grant efforts.

SUSTAINABILITY

Louisiana continues to work collaboratively with partner LEAs to ensure the sustainment of grant efforts. Partner LEAs have continued to honor their commitment to provide an increased cost share each year of the grant. In addition, the expansion of the TAP System and use of the TAP instructional rubric and evaluation process in non-TIF schools within partner LEAs will enable there to be a long-term adoption of a common instructional language and vision for all schools beyond the life of the grant. Using the impetus of TAP/TIF success, the 2012 Legislature enacted the Talent Bill, which requires school districts across the state to include teacher effectiveness/performance as a component of teacher pay, which will further ensure sustainability of grant efforts.

PERFORMANCE-BASED COMPENSATION

Performance-based compensation is differentiated for teachers and school administrators under Louisiana's system. For both teachers and administrators it is based upon 50 percent student growth and 50 percent evaluations/observations. Annual incentive pools are allocated at a rate of \$2,500 per teacher, \$5,000 per assistant principal, and \$10,000 per principal. Louisiana awarded approximately \$6 million in Year 4 performance-based compensations to teachers and school administrators.