



South Carolina Teacher Incentive Fund | South Carolina

SUMMARY

The South Carolina TAP System is a performance-based compensation system (PBCS) designed to recruit, develop, enhance, and retain quality educators in identified high-need schools across South Carolina. The design encompasses four key pillars of reform: multiple career paths; performance-based accountability; ongoing, applied professional development; and performance-based compensation. Through the Teacher Incentive Fund (TIF) grant, the South Carolina Department of Education is implementing PBCS using reliable, transparent value-added measures to enhance the educational culture and recruit and retain highly effective educators and ultimately affect the student achievement of all students.

PROGRAM GOALS AND EVALUATION

The South Carolina TAP system has five goals:

1. Attract and retain high-quality teachers and principals in high-poverty, high-need schools in South Carolina
2. Enhance leadership and career advancement opportunities for teachers in high-poverty, high-need schools in South Carolina
3. Enhance the preparation and the performance of principals in high-poverty, high-need schools in South Carolina
4. Maintain and improve student achievement in high-poverty, high-need schools in South Carolina
5. Enhance statewide systems to identify, recruit, and retain high-quality teachers and principals in high-poverty, high-need schools in South Carolina

State: South Carolina

Location: Statewide

Award amount: \$43,146,244

TIF Cohort: 3

STEM Grantee: No

Number of districts participating: 11

Number of schools participating: 45

Number of teachers eligible: 1,703

Number of principals eligible: 97

Superintendent: Molly Spearman

Key program staff:

Dennis Dotterer, Project Director

Email: dadotterer@ed.sc.gov

REWARD STRUCTURE

Teachers. The TAP formula rewards teachers based on the following schedule:

- 60 percent based on value-added growth
- 40 percent based on the valid and reliable classroom observational rubric known as the Skills, Knowledge, and Responsibility (SKR) standards.

Teachers may also receive additional incentives for pursuing leadership positions and teaching in hard-to-staff subjects.

Principals. The formula for principal incentives under the TAP system includes the following:

- 60 percent based on schoolwide value-added growth
- 20 percent based on evaluation of the principal's implementation of the TAP system
- 20 percent based on a principal 360-degree evaluation tool

YEARS 1-4 HIGHLIGHTS

- During Year 1, 33 of the 42 participating schools began implementation of the SC TAP System. Leadership Teams in implementing schools received training on the SC TAP System.
- The nine additional schools began training the faculty and staff and began implementation in Year 2. Four additional schools signed on to begin implementation in Year 2.
- 95 percent of all teachers and administrators earned performance compensation in Year 1 and Year 2.
- Schools implementing for three years showed tremendous growth and significantly outperformed similar schools.
- Year 4 activities focused on direct application of field testing research to ensure that the professional development implemented in each school directly connects with the needs of the students and teachers within.

YEAR 5 OUTLOOK

The Year 5 outlook is to continue to build upon the learning culture within each building. As change occurs over the five-year time frame, Year 5 is designed to slightly modify each school to create a culture where each school is becoming significantly more self-sufficient. The goal of Year 5 is to build enough teacher efficacy where multiple teacher leaders are available for the multiple career paths to continue to coach and grow all teachers in the building.

SUSTAINABILITY

Each district has met with the project director multiple times over the previous three years. The final preparations are currently taking place to identify all available district monies to sustain the system. Additionally, the state team and district office examined each school to design the perfect model that fits the needs for each school. The goal with each school and district is to use the full model in unique ways to continue the growth that has already occurred. These design plans examine positions, current funding sources, salary schedules and other projects that can be folded together to sustain the model. At this point, all districts in Year 5 plan on having the TAP model after the grant expires.

PERFORMANCE-BASED COMPENSATION

Performance compensation was given to all eligible teachers and principals in October 2014. A total of \$2,300,491 worth of performance compensation was distributed to eligible teachers and principals. Additionally, 47 master teachers and 113 mentor teachers received career ladder stipends for the additional duties and responsibilities that they are involved in during Year 5.