

**NIET**

NATIONAL INSTITUTE FOR  
EXCELLENCE IN TEACHING



The System for Teacher  
and Student Advancement



**TEACHER EXCELLENCE.  
STUDENT ACHIEVEMENT.  
OPPORTUNITIES FOR ALL.**

**TAP™: The System for Teacher and Student Advancement**



## TAP Is the Answer

Research shows that having a high-quality teacher in the classroom is the single most important school-based factor driving increased student achievement. We work diligently to recognize teachers for their continued efforts to learn along with their students.

The TAP System is a comprehensive model to attract, develop, motivate and retain those in the teaching profession. TAP is managed and supported by the National Institute for Excellence in Teaching (NIET), a respected leader in improving educator effectiveness, teacher leadership opportunities and human capital management for the benefit of students across the country.

“There are very few other systems out there that allow teachers to give feedback to teachers in a structured way. Developing a culture where feedback is accepted, appreciated and the norm in our schools promotes success.”

– Betsy Hargrove, Superintendent  
Avondale Elementary School District #44, Arizona

# The Elements of Success

The TAP System provides a multifaceted approach to school improvement that focuses on four distinct yet interrelated elements.

The TAP System provides teachers with powerful and sustained opportunities for career advancement, professional growth, teacher accountability and competitive performance-based compensation.

## TAP™ Elements of Success



## Multiple Career Paths

Teachers in the TAP System may pursue a variety of positions throughout their careers without leaving the classroom. The pathway from career to mentor to master teacher allows educators to take on additional responsibilities which, in turn, increases their compensation and opportunity for leadership roles.

## Ongoing Professional Development

Professional development under TAP is ongoing, job-embedded, collaborative, student-centered and led by expert instructors within the school. Teachers receive help with specific issues where they need assistance. The TAP System provides teachers with time during the school day to meet, learn, plan, mentor and share with other teachers with the support of master and mentor teachers who are within their own schools.

## Instructionally Focused Accountability

Under the TAP System, teachers are evaluated using the TAP Teaching Skills, Knowledge and Responsibilities Performance Standards, a set of robust, research-based standards in a five-point scale rubric. This comprehensive system for evaluating teachers rewards them for how well they teach their students and makes them responsible for their students' academic growth.

## Performance-Based Compensation

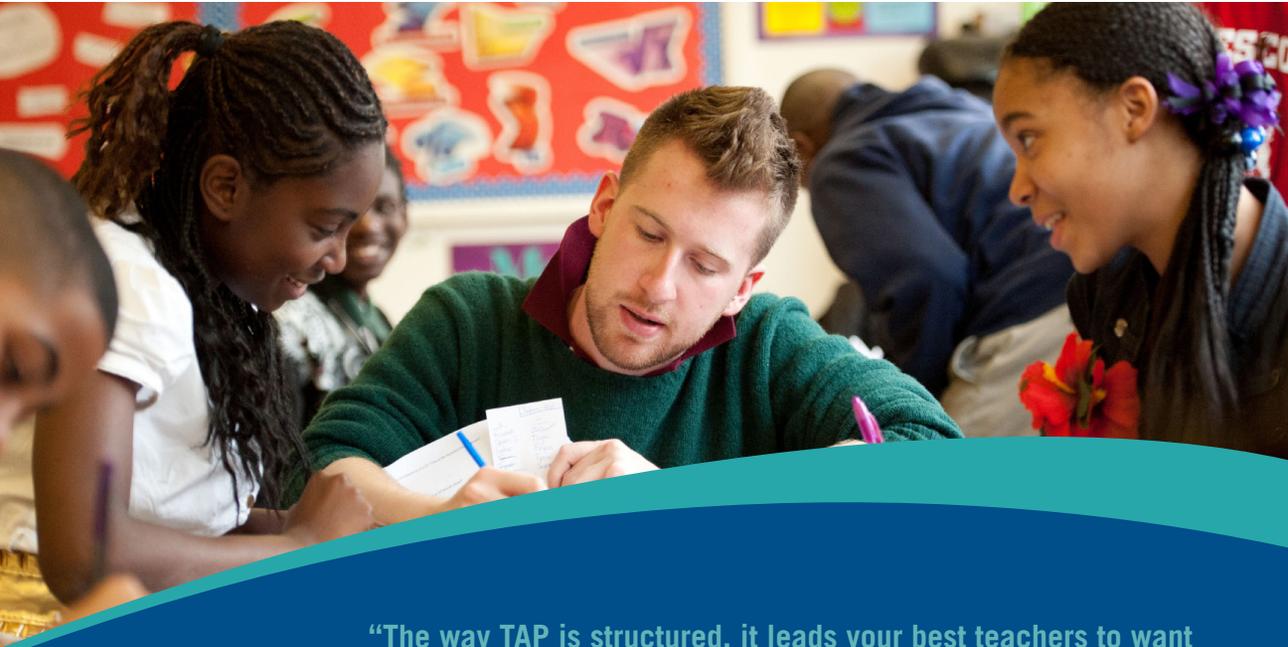
The TAP System is changing the way teachers are compensated by rewarding them for their roles and responsibilities, their performance in the classroom and the performance of their students. In addition, school districts are encouraged to offer competitive salaries to teachers who teach in hard-to-staff subjects and schools.

All teachers in TAP schools are eligible for financial awards based upon a number of factors including evaluations and classroom- and school-level learning growth.

# Partner With Us

Across America, schools are using the TAP System to discover effective strategies for advancing teacher leadership and student learning. Isn't it time to make teacher effectiveness the centerpiece of your school?

The possibilities for partnership are diverse and exciting. To learn more about adopting the TAP System, and increasing educator effectiveness, please visit [www.niet.org](http://www.niet.org) or call us at (310) 570-4860.



**“The way TAP is structured, it leads your best teachers to want to work with the students who are struggling the most.”**

*– Saul Hinojosa, Superintendent  
Somerset Independent School District, Texas*

**“The goal of TAP is to have nothing less than a highly skilled, highly motivated, competitively compensated, utterly committed and unequivocally proud teacher in every classroom in America.”**

*– Lowell Milken, Chairman and Founder  
National Institute for Excellence in Teaching*

TAP™: The System for Teacher and Student Advancement  
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