

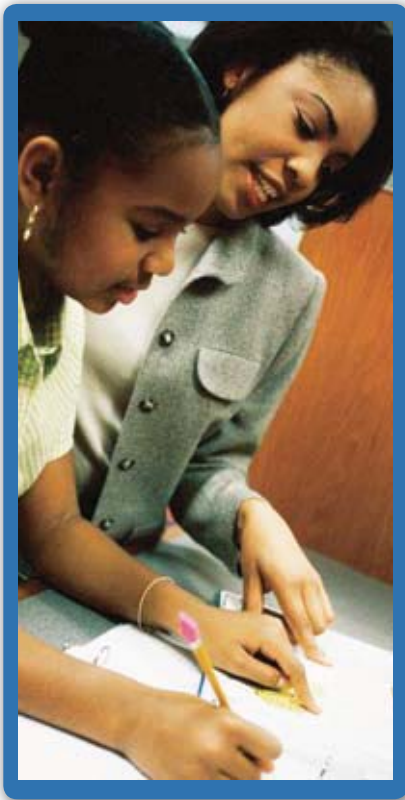
WHAT IS CHICAGO TAP?

Teachers are the most important school-related factor when it comes to a student's success. But good teaching doesn't just happen. It is developed through effective instruction, a deep knowledge of the content at hand, a profound understanding of students and a continuous effort to improve individual and school-wide practice.

Based on the National Institute for Excellence in Teaching's proven **Teacher Advancement Program (TAP)**, **Chicago TAP** is designed to support and develop great teaching and, ultimately, improve student achievement. Chicago TAP is governed by a Joint Council comprised of representatives from the Chicago Public Schools, the Chicago Teacher's Union, and The Chicago Public Education Fund.

BECOME A CHICAGO TAP SCHOOL

Schools must have at least 75 percent of their students receiving free- or reduced-price lunch *and* must show evidence that at least 75 percent of their faculty voted to participate. Schools are evaluated on their need and readiness. Contributing criteria include teacher quality, experience and turnover, student attendance and achievement and leadership capacity.



KEY ELEMENTS OF CHICAGO TAP

Multiple career paths allow teachers to pursue a variety of positions throughout their careers — career, Mentor and Lead Teacher — depending upon their interests, abilities and accomplishments. Qualified teachers have opportunities to take on more responsibility and be compensated for doing so. This enables teachers to advance without having to leave the classroom.

Ongoing applied professional growth restructures the school schedule to provide time during the regular school day for teachers to meet, learn, plan, mentor and share to constantly improve the quality of their instruction. Teachers learn new instructional strategies focused on identified student learning.

Instructionally-focused accountability ties classroom observations to teaching skills and student growth. Teachers in TAP schools continually grow and refine their instructional expertise based on the clear, comprehensive standards in the TAP rubrics. Teachers are held accountable for their own professional development as well as for the academic growth of their students.

Performance-based compensation means that teachers are compensated based on the increased demands of the positions they hold. In addition, they are eligible for bonuses based on how well they perform in those positions, the quality of their instruction and their students' achievement growth as determined by value-added calculations.

Partners in Chicago TAP:



HOW DOES CHICAGO TAP HELP INCREASE STUDENT ACHIEVEMENT?

Research shows the most important school-related factor in student achievement is having a high-quality teacher in the classroom. Chicago TAP helps educators focus on academics and better teaching techniques, building upon the foundation of the school's instructional program—state academic standards, curriculum and testing.

APPLICATION TIMING

Interest Applications

Available from
October 17 to November 14, 2008.
Interest applications are due no
later than 5 p.m. on November 14.

Final Applications

Available from
December 1 to December 15, 2008.
Final applications are due no
later than 5 p.m. on December 15.

Applications can be obtained at www.chicagoTAPschools.org.
If you are interested in applying and want more information, please email
ChicagoTAP@cps.k12.il.us.

QUOTES FROM CHICAGO TAP PARTICIPANTS

"High-quality teachers are critical to accelerating student achievement. Chicago TAP provides teachers and principals with the resources to grow individually and collectively as a school ultimately benefiting our students."

-- **Arne Duncan**,
Chief Executive Officer,
Chicago Public Schools

"We are pleased to be involved with a program that provides teachers with the establishment of a professional learning community that encourages the opening of doors to share best practices across each school."

-- **Marilyn Stewart**,
President,
Chicago Teachers Union

"It's about your students and your school. One of the main differences in the school since the introduction of Chicago TAP is school cohesiveness. You can go into a kindergarten classroom or an eighth grade classroom and you will see the same strategy integrated appropriately for each age level."

-- **Kathleen McMahon**,
Lead Teacher,
Westcott Elementary

"Since becoming a Chicago TAP school, our faculty has adopted a spirit of collaboration. Our teachers are motivated to strive for ongoing improvements in their teaching techniques and it's making a real difference for our students."

-- **Jeannine Wolf**,
Principal,
Lawndale Community Academy