

# South Carolina Teacher Incentive Fund

*The South Carolina Teacher Incentive Fund (SC TIF) will provide substantial incentives to teachers and principals who have proven improvement in student achievement or taken additional responsibilities, with additional money allocated to teachers working in hard-to-staff subjects or working with poor, minority, and disadvantaged students. The SC TIF will enable districts and schools to reward excellent instruction and leadership through performance-based financial incentives (including hard-to-staff subjects), valid professional development to help teachers and principals increase student learning and achievement, and new avenues for career advancement without leaving the classroom or schools.*

## Needs Assessment Results and General Information

In the first year, SC TIF will be implemented in six school districts (23 schools) that employ 3,649 professional staff and serve 10,842 students. These districts are high poverty, high minority, highly rural, low educational attainment, impoverished areas with scarce or low economic bases to support education and shifting populations. The SC TIF partner schools have an average of 84 percent of students receiving free and reduced-price lunch, an average minority population of 76 percent, and a large percentage of students scoring below basic on the state achievement test. Eighteen of the 23 schools have a higher teacher turnover rate than the state average of 10 percent and lag in educational attainment of teachers as compared to the nation. The most senior superintendent in the partnering districts has 6 years with the district; the average number of years of experience for superintendents in the partner districts is 3. The partnering districts have 42 percent of teachers holding bachelor's degrees only and 29 percent holding master's degrees as compared with 53 percent and 42 percent, respectively, nationally.

## Background

South Carolina has implemented a modified Teacher Advancement Program (TAP) in select schools since 2001 and will use this model for the SC TIF. In 2003, TAP in South Carolina expanded with the U.S. Department of Education's \$1.8 million grant to the Milken Foundation for TAP expansion in several states. Currently, 12 schools participate in TAP.

## Incentives

The SC TIF will provide substantial financial incentives for teachers and principals in the minimum amounts of \$2,000 and \$5,000, respectively (actual amounts will vary by district). Following the TAP model, 60 percent of teacher bonuses are calculated from student achievement as measured by value-added growth and the other 40 percent are based on valid student achievement indicators included in the classroom evaluations. Within the 60 percent based on student achievement, 20 percent of this element is based on schoolwide growth and 40 percent is based on value-added gains of the individual classroom teacher's students. In addition to the amounts listed above, teachers in hard-to-staff

<b>LOCATION(S)</b>	Six school districts across South Carolina: Darlington County, Florence School District (SD) 3, Georgetown County, Laurens SD 56, Marlboro County and Spartanburg SD 7
<b>AWARD DATE</b>	November 2006
<b>DURATION</b>	5 years
<b>PARTNERS</b>	National Institute for Excellence in Teaching (NIET), Teacher Advancement Program (TAP), Anderson Research Group

