

APPENDIX 4
Calcasieu Parish, Louisiana Teacher Advancement Program (TAP): commitment to financial sustainability

District leaders in Louisiana's Calcasieu Parish School District identified funding for a system of teacher performance compensation and related professional development led by master and mentor teachers, by redirecting existing federal, state and local funds, as well as foundation and private support. A summary of the potential funds to implement TAP appears below.

Potential Funds to Implement TAP		
Fund	Part	Application of Funding
Title I	Part A Section 1114 School-wide Program	In a school-wide Title plan any aspect of TAP
	Part A Set Aside "Off the Top" Professional Development 5 percent of Title I Set Aside should be reserved for Professional Development. In addition to the 5% noted above, LEAs with a school(s) identified for improvement must reserve at least 10 percent of their Title I allocation for PD. See Section 1116(c)(7)(A)(iii) at http://www.ed.gov/policy/elsec/leg/esea02/pg2.html#sec1116	All aspects of TAP except Performance Award
	Financial Incentives and Rewards An LEA may reserve such funds as are necessary for Title I Subpart 2, to provide financial incentives and rewards to teachers serving in Title I schools and identified for School Improvement II, corrective action, and restructuring under section 1116(b) for the purpose of attracting and retaining qualified and effective teachers.	In a school-wide Title plan identified for School Improvement II, Corrective Action or Restructuring any aspect of TAP
Title II	Part A Improving Teacher Quality State Grant	Any aspect of TAP
Title V	Innovative Program Per the provisions of the State and Local Transferability Act, an LEA may transfer up to 50 percent of each fiscal year's Title II and Title IV funds to Title V, Innovative Program. An LEA identified for improvement under section 1116 (c)(3) may transfer up to 30 percent and an LEA identified for corrective action under 1116(c)(10) may not transfer any funds. Final guidance on Transferability is available at http://www.ed.gov/programs/transferability/finalsummary04.doc	Any aspect of TAP
IDEA Part B	Early Intervening Services Any District identified under Section 618(d)(1), must reserve the maximum amount of funds (15 percent) to provide comprehensive coordinated early intervening services to children in the LEA, particularly children in those groups that were significantly over identified under paragraph 618(d)(1)(A).	All aspects of TAP except Performance Award
K-3 Reading and Math Initiative	Allowable Expenses Professional development expenses related to Whole Faculty Study Groups focusing on K-3 reading and mathematics instruction. Any activities or materials that impact or support the SIP to improve reading or mathematics achievement or conform to guidelines for effective teaching, intervention, or staff development.	All aspects of TAP except Performance Award
Education Excellence Fund (EEF)	Monies appropriated...shall be restricted to expenditures for pre-kindergarten through 12 th grade that support excellence in educational practice.	Any aspect of TAP