

Commitment #1

DPS will support our teachers with the lowest student-to-teacher ratios, strongest social-emotional supports for kids and greatest resources in our highest-needs schools.

- Denver's student-teacher ratio was 15 in 2016-17, according to [state data](#), significantly lower than the student-teacher ratio in the other five large metro-area districts:
 - Adams 12 (20), Aurora (18), Cherry Creek (18), Dougco (20) and Jeffco (18).
- Thanks to the [support of Denver voters](#), we are investing an additional \$15 million in the coming school year to help all schools better meet the social and emotional needs of their students, a key need identified by our classroom teachers.
- Through student-based budgeting, schools serving our highest-needs students receive additional resources. Through our compensation proposal, we would expand our hard-to-serve incentive of \$2,649 to all teachers – both ProComp and traditional salary schedule teachers – in all Title 1 schools, which would result in 1,200 additional teachers receiving this incentive for working in our high-poverty schools.

Commitment #2

DPS will provide the highest quality professional development, feedback opportunities and growth supports for our teachers.

- Through our teacher leader program, where teachers in our schools work in teams led by teacher leaders, our teachers receive much more frequent and actionable feedback and coaching.
- In our May 2017 survey, 82% of teachers said they believe their leader effectively uses our LEAP (Leading Effective Academic Performance) growth and performance system – which includes multiple measures such as observations, professionalism, student perception survey and student growth – to provide useful and actionable feedback focused on growth. And nearly 8 in 10 of teachers report their practice has improved as a direct result.
- We spend more than \$7 million annually in additional pay for teachers who participate in additional activities such as professional learning, which equates to an additional \$1,500 in average compensation per teacher.
- DPS was honored as one of only eight [Great Districts for Great Teachers](#), recognizing our teacher-centered support systems, according to the National Council on Teacher Quality.

Commitment #3

DPS will continue to invest in the nation's most extensive teacher leadership program, providing opportunities for strong teachers to lead in their schools without leaving the classrooms they love.

- Teacher survey results show strong support for [Teacher Leadership & Collaboration](#) (TLC), where teachers in our schools work in teams led by Senior Team Lead or Team Lead teachers, who provide coaching and planning support:
 - 89% of teachers supported by a Senior Team Lead or Team Lead report their Senior/Team Lead is an effective leader.
 - 97% of teacher leaders report feeling they are growing as a leader and teacher because of their Senior/Team Lead role.
- DPS invests an additional \$4 million in compensation annually for teachers who serve in teacher leadership roles.
- Our TLC model has been recognized nationally by independent organizations such as the [National Council on Teacher Quality](#).

Commitment #4

DPS will be the top or at minimum be in the top two districts in terms of teacher compensation in the Denver area, and we will continue to fight at the state level for Colorado to increase inadequate education funding.

- Across experience and educational levels, DPS teachers on average have either the highest (in most cases) or second-highest compensation among teachers in the Denver metro area. These districts, the five largest in the state after DPS, are Adams 12, Aurora, Cherry Creek, Douglas County and Jefferson County.
- Our current offer will result in an average annual increase of more than 5% for teachers for this coming year, which is the highest increase in the metro area.
- Thanks to ProComp and our Highest-Priority Incentives, our first-year teachers right out of college have the opportunity to earn more than any other novice teacher in the Denver metro area.
 - A first-year teacher in DPS would be eligible for a \$41,389 base salary, \$1,000 in tuition/student loan reimbursement, \$2,649 for working in a Hard-to-Serve or Title 1 school and another \$2,649 for filling a Hard-to-Staff position, plus \$1,500 for serving in one of our highest-priority schools and \$779 for attending our New Educator Welcome week. That equals \$49,966.
- Thanks to Denver voters, DPS teachers can take on a variety of leadership and coaching roles, without having to leave the classroom, and earn up to an additional \$5,000 per year.