



Nov. 14, 2016

Dear Educators,

It is our pleasure to announce the Top-Performing and High-Growth Schools for the 2015-16 school year through ProComp. Each year, educators in schools that are green or blue on either the growth or overall SPF (School Performance Framework) receive the incentive. This year, the incentive is \$4,020.

Overall, in 2015-16, ProComp paid a total of \$37.3 million to DPS teachers in salary incentives, which is over and above what our teachers would earn on our traditional step-and-lane system. This means that the average teacher in ProComp earned \$7,600 more than he or she would have earned on our traditional salary system. While we know that teachers come to and stay in DPS for many reasons, we know compensation is important, and we see ProComp as critical in providing financial compensation to help us attract and retain the best teachers. With ProComp, our teachers on average receive higher compensation in DPS than they would in many surrounding school districts.

This year, 84 school locations out of 149, nearly 56% of our schools, achieved either the green or blue status or green growth on the 2015-16 School Performance Framework, qualifying them as a Top-Performing/High-Growth School under ProComp. To view a list of our Top-Performing/High-Growth Schools under ProComp, please click [here](#). Current and retired educators enrolled in ProComp who served in Top-Performing or High-Growth Schools for at least 89 days during the 2015-16 school year will receive an incentive payment of \$4,020 on their Nov. 30 paycheck. Please note that part-time employees or employees who worked at multiple schools during the 2015-16 school year will receive prorated incentives, based on the percentage of time spent at the Top-Performing and/or High-Growth school.

If you have any questions or need further information about ProComp, please visit the [teacher compensation website](#) or contact Human Resources at Connect.HumanResources@dpsk12.org. As always, we thank you for your dedication to our kids and for the contributions you make to our schools and community. Your continued hard work is helping us to ensure our vision, Every Child Succeeds. Thank you.

Best,
Tom Boasberg
Superintendent

Debbie Hearty
Chief Human Resources Officer