



Discover a World of Opportunity™

2016 MILL LEVY TEACHER LEADERSHIP & COLLABORATION

How does this investment support the district's strategic plan, the Denver Plan 2020?

Investing in our teachers and leaders is central to achieving all of our Denver Plan 2020 goals, from **Great Schools in Every Neighborhood to Building a Foundation of Success** with strong early literacy instruction to ensuring our kids are **Ready for College & Career**. Great teachers and leaders also are key to our **Support for the Whole Child** and to **Close the Opportunity Gap** for our African-American and Latino students.



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How will this investment help our kids?

At DPS, we know a great teacher in the classroom is one of the most important factors in our students' success. Teacher Leadership & Collaboration, or TLC, keeps our strongest teachers in the classroom with also allowing them to coach and guide other teachers. These teacher leaders work closely with teams of teachers in their buildings to improve their teaching and impact more classrooms, helping more students grow.

Is the need for help greater among students living in poverty?

Yes. While all our students have been making progress, the academic achievement gaps among student groups have persisted. For example, the graduation rate of students living in poverty is 60% -- much lower than the 81% graduation rate of students who are not in poverty. Our teachers working with students in poverty need the highest-quality support so they can help close these gaps. Through TLC, we are able to ensure our teachers are receiving weekly support to improve their instruction.

What will this funding look like in the classroom for our kids and schools?

This investment will expand the TLC model into more schools, allowing more

highly effective teachers or teacher leaders to take on leadership roles and to coach and support teachers in their buildings. Early data indicates that TLC is improving teacher quality. For example, 98% of teachers receiving TLC support who were rated less than effective in 2014-15 say their teaching has improved after working with a teacher leader. Consistent on-the-job coaching for our teachers results in improved classroom instruction every day.

How are we targeting support to our kids and schools most likely to struggle?

We will provide additional funding to schools with higher numbers of students who participate in the federal free- and reduced- price lunch program, an indicator of poverty. This focus will allow teacher leaders in our highest-poverty schools to work with smaller teams and to offer new teachers more frequent support. Our highest-needs schools will have access to funding for 50% more teacher leadership positions than our schools least impacted by poverty.