



September 2016

Dear DPS educators:

We hope the beginning of the school year has been going well for you!

We are writing today to 1) provide an update on our collective efforts to further strengthen the ProComp system; and 2) share a recent third-party paper produced on ProComp.

As shared [last spring](#), DCTA and DPS have been gathering and synthesizing your feedback on ProComp. To continue these efforts, we have been working with a group of teachers and school leaders over the past few months to review feedback received to-date, discuss third-party teacher compensation research, and connect with other districts to learn more about their compensation models.

Providing its perspective, A+ Colorado, a local education policy and advocacy group, has recently produced a report summarizing its recommendations for the future of ProComp.

Some of the recommendations echo what we have [heard from teachers](#) and [discussed previously](#)...

- create a system that is simple, easy to understand and has a higher level predictability;
- better utilize compensation as a means to support district recruitment and retention efforts;
- focus resources on the district's most impacted schools;
- further align teacher pay and career ladders.

...while other recommendations are presented by A+ in a more theoretical manner, such as the utilization of compensation to recognize performance.

The connection between compensation and performance has been a facet of ProComp since its inception. However, as everyone engaged in the ProComp system will tell you, the devil is in the details when it comes to connecting compensation and performance in a manner that seems appropriate, meaningful and equitable. As we move into this next iteration of ProComp, we are committed to collaboratively working through this complex, though important, conversation with you.

To do this, we will be setting up additional avenues this year to better understand your preferences and priorities as it relates to your compensation. Additional information on this will be shared soon. We eagerly welcome this continued feedback and engagement from our teachers, school leaders and community advocates.

Tom Boasberg
Superintendent
Denver Public Schools

Henry Roman
President
Denver Classroom Teachers Association

(PS: in case you missed it, DPS recently shared an update that summarizes some of the more recent adjustments made to ProComp; this update can now be found on [The Commons](#).)