



Denver Public Schools
Professional Compensation System for Teachers

ProComp

Transition Team Meeting

April 16, 2008

MINUTES

Present: Adrienne Army, Jeff Buck, Kathy Kochis, Margaret Bobb, Brad Jupp, Brett Fuhrman; DPS Employee: Brad Grippin; Support: Dennis Wolfard, Bria Cunneen

Absent: Michael Gaither, Anna Marcuerquiga-Hughes, Ann Christy, Cal Hosman, Rob Gould, Henry Roman

I. Review agenda (Kathy Kochis)

Action Items:

II. Approve February 13, 2008 meeting minutes (Kathy Kochis)

After changes to Item III, reflecting the status of the release of the internal evaluation, the minutes were approved and will be posted online.

III. External Evaluator Recommendation (Bria Cunneen)

The process for selecting an external evaluator for the ProComp program was reviewed. This included outlining the process for requesting proposals, reviewing proposals, scoring proposals, selecting finalists and scoring the finalists. The selection committee recommended the team from CU-Denver for the project; no issues were raised by the Transition Team. Absent members were sent emails outlining the selection; no objections or concerns were raised. The recommendation was supported.

Information Items:

IV. Update on Exceeds Expectations & Distinguished Schools (Dennis Wolfard, Jeff Buck)

The final ProComp element, Exceeds Expectations, was paid in March to 80 teachers, 16% of the eligible pool. All Principals were notified if one of their teachers was chosen to receive the payment to verify the accuracy of the data. The team is very confident that all teachers who received this payment were deserving of the award. An email was also sent to each

teacher receiving the payment prior to any mass communication or announcement of the award. The team recommended in the future giving feedback to the Principals and teachers regarding the specific subject area that qualified the teacher to receive the award. They also suggested making the determination as early into the school year as possible to allow that information to drive instruction in the classroom before the next CSAP testing. We are targeting September for payment next year, so this recommendation will be addressed.

38 schools and 340 teachers were chosen and paid for 06/07 Distinguished Schools. The same methodology was used as last year, with the exception of modifying the Student Growth measure to coincide with the state's growth percentile method. The team has discussed moving to utilizing the School Performance Framework to identify Distinguished Schools for next year, with a one-time payment in September 2008 for 07/08 identified schools. Bob Good will be invited to the next meeting to review the SPF with the team members.

V. Fiscal Model Update (Kathy Kochis)

The McKinsey Model was received two weeks ago and Kathy spent about a week loading district-specific data into the model. It's currently working well and both DPS and DCTA have been using it to run scenarios for ProComp bargaining. Kathy has asked McKinsey to add a few features, and depending on their availability, she will be working through these issues with them. Although the contract between McKinsey and the Trust has been negotiated and finalized, funding from outside organizations (The Broad and Rose Foundations), has not yet been secured. This will be addressed at the Trust Board meeting on April 23, 2008.

VI. Update on ProComp Negotiations (Kathy Kochis, Henry Roman)

District and Association negotiations, including addressing the open ProComp Agreement, are ongoing.

VII. SEA Upgrade Project Status (Kathy Kochis)

To provide employees with a view on their paychecks of salary increases, DoTS, HR, Payroll and the ProComp team have been working on an upgrade to our current SEA (Self-Evident Application) program. This will provide employees with more visibility into the different ProComp elements and will reduce the number of inquiries into the HR Call Center, Payroll and the ProComp team regarding their paychecks. This is scheduled to be completed by the beginning of the next school year.