

PPIC Awarded Grant by Rose Foundation



Pat Nicholson and Trudy Wiseman compare notes during the 2-day work session.



Members of the PPIC begin group discussion concerning the goals and vision of DC's Performance Pay.

Members of the Performance Pay Improvement Committee and the Rose Foundation met for two days in September to discuss Douglas County's Performance Pay Program. Funding from the Foundation will allow the DCSD and the DCF to develop a better understanding of the past and current use of student learning outcomes in professional compensation plans, brainstorm diverse methods for evaluating students, identify ways in which teachers should be compensated for their students' academic, social, and emotional learning and growth, and build a greater awareness of how student learning outcomes might be validly and reliably used in a comprehensive professional compensation system.

The Douglas County School District, in collaboration with the DCF, has been on the cutting-edge of reform, using compensation as a means of improving teaching quality and student performance. Both the Union and the District should be commended for setting precedent for using teacher pay as a means for driving organizational goals and improving student achievement. Teachers no longer automatically receive a salary increase solely based on length of service. Since the inception of Pay for Performance, student achievement in Douglas County has improved on virtually all measures and teacher retention is higher than similar school districts in the state.

With support from the Rose Foundation, the Union and the District can continue to research innovative ways to improve our Pay for Performance program.



John McKinney and Brenda Smith discuss the current practices of the PPIC and future goals.

Suzanne Wyatt and Barnett Berry continue their discussion of Denver's ProComp Process.



*Douglas County
Federation
of Teachers*

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*"Making Teachers
Better Teachers"*



Changes Made to Scholarship Application Requirements

Beginning October 11, 2006, teachers will be required to submit a "proof of payment" for workshops or conferences paid for by the Douglas County Federation through the Professional Scholarship Program. This change in practice was voted on by the DCF Executive Board during the October 9th Board meeting. The Scholarship Program allows members to submit applications for participation in the scholarship program for workshops and conferences held during the year for teachers. Members are reminded the money cannot be used for travel, lodging, meals, and parking. Scholarship money may only be used for workshop and/or conference fees. Classes taken for credit are not under the Scholarship Program.

The Program's guidelines and application are online for members of DCF and can be downloaded for submittal on our website DCFT.net. Due dates are listed online.

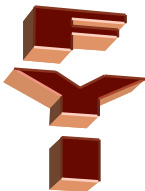
Bookkeeper Hired

Julie Weatherman joined DCF in September and is taking over the bookkeeper position. Julie comes to us from Timber Trail Elementary where she was the secretary to Principal for the past 4 years. Prior to helping open Timber Trail, she was at Bear Canyon as the secretary. She has been with DCSD for the past 8 years.



Office Spotlight

Julie & her husband moved from northern California to Colorado 10 years ago and love it here. They have 2 grown children and a son-in-law and are very excited to be expecting their first grandchild in December. They are having fun with their two puppies they got last Christmas, Charlie & Wrigley.



**YOU MAY HAVE NOTICED AN INCREASE OF 4.5 DAYS
ADDED TO YOUR SICK LEAVE. THIS ERROR WILL BE
CORRECTED ON YOUR OCTOBER SICK LEAVE COUNT.**

Upcoming Events

November 2

**General Membership
Meeting/DC Events
Center/5:30pm**

March 17

**Apple Awards –
nomination forms can
be found on the DCF
and DCSD websites**

