

Mill Subcommittee: Evidence-Based Investments that we can Expect to Deliver

Great Teachers in Every Classroom, Great Leaders in Every School

- \$14.5M to attract, develop and retain strong values-based, **High Quality Teachers and Leaders** across the district
 - An excellent, effective teacher is proven to be the **#1 factor in students' growth and learning**.
 - **98%** of teachers on TLC teams who were previously rated “less than effective” or “approaching” in SY14-15 believe that **their teaching practice has improved** as a result of working with a teacher leader.
- Investment includes:
 - Expansion of Teacher Leadership and Collaboration model to support teachers with **coaching, collaboration and planning**
 - A strategic investment in the Paraprofessional-to-Teacher training program to increase the diversity of our teacher workforce. **Educators of color make up 65% of DPS' current paraprofessional teams.**

Great Learning Environments

- \$4.88M to keep DPS' 15.2M square feet of **Learning Environments cleaner and more comfortable** for our students and teachers