



Great Grants and Initiatives

Grantor: Rose Community Foundation

Grantee or Initiative: ProComp (Professional Compensation Systems for Teachers)

Amount: nearly \$4 million **Period of Grant Award:** 1999-2005 (several grants)

The purpose of ProComp is to ensure a great education for every child attending Denver Public Schools by attracting high-quality teachers through an innovative pay system.

Through unprecedented cooperation, the Denver Classroom Teachers Association and Denver Public Schools developed a new compensation system to enable teachers to earn more by increasing student achievement, increasing their knowledge and skills through continuing education, setting and meeting high-quality instructional objectives, and teaching in tough schools or understaffed subjects like math or science. Rose Community Foundation was a major supporter of the project from the start, contributing nearly \$4 million over six years.

ProComp was implemented throughout Denver Public Schools after Denver voters approved a mill-levy increase to fund the teacher-pay system in November 2005. In the first three months that it was offered as an option, more than 730 current Denver teachers chose to be part of the new pay system.