The Douglas County School District (DCSD) is once again leading the way in education reform—launching a new Pay for Performance system, which better celebrates our amazing educators and employees for their great work.

The new Pay for Performance framework demonstrates how the new system would work. Teachers that are effective and highly effective will have opportunities for pay increases and bonuses in the future.

Those that are not will receive feedback and training to improve their skills. Opportunities for professional development through coaching and training will, however, be available to all employees, ensuring that even those employees that are exemplary become examples for others in their field.