

October 4, 2018

State Board of Education
One Judiciary Square
441 4th Street, NW, 530S
Washington, DC 20001

Dear State Board of Education members and staff,

DC Public Schools (DCPS) appreciates the opportunity to review and respond to your preliminary report on teacher turnover.

DCPS has seen steady improvement in student achievement because of the extraordinary passion, skill and joy of our teachers, school leaders, and staff. We support our educators and school leaders as they create positive and nurturing school climates to accelerate student success. We appreciate the SBOE's efforts to examine teacher and principal turnover in our school district and recognize strong instruction and leadership as a lever for student success. DCPS teachers and school leaders are critical in meeting our commitment that every student feels loved, challenged, and prepared to positively influence society and thrive in life.

The success of our students hinges on the great work of our teaching professionals. We recognize the importance of retaining high-quality teachers across all wards. In recent years, DCPS has retained 92% of Highly Effective and Effective teachers and 91% of Highly Effective and Effective school leaders. Through our own surveys and reflection, we have found that the top reasons teachers leave are relocation (27%) or retirement (16%). In an effort to eliminate opportunity gaps, DCPS is committed to using equitable and effective strategies to support our schools.

Through IMPACT, our teacher evaluation system, and LEAP, our professional development program, DCPS recruits, develops, and retains the best educators and school leaders in the country. DCPS teachers who earn Highly Effective ratings are rewarded with bonuses of up to \$25,000 through IMPACTplus. In 2016-17, DCPS paid out over \$15 million in performance-based bonuses, while supporting professional growth by clarifying expectations and providing frequent and meaningful feedback. Each year, we also celebrate Highly Effective staff members in our Standing Ovation ceremony.

DCPS remains focused on ensuring highly effective educators in every school and every classroom, access to rigorous academic content, and meaningful family and student engagement. Thank you for the opportunity to respond to your work.

Sincerely,



Amanda Alexander
Interim Chancellor