



## THE OFFICE OF THE SUPERINTENDENT

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October 10, 2016

**Dorsey E. Hopson, II**  
Superintendent

Commissioner Candice McQueen  
Tennessee Department of Education  
710 James Robertson Parkway, 9<sup>th</sup> Floor  
Nashville, Tennessee 37243

Commissioner McQueen,

I am writing in regard to our hard-working educators at Shelby County Schools, whom we are both committed to rewarding for their unwavering dedication to our children, the future leaders of the great State of Tennessee.

Shelby County Schools continues to make significant improvements, according to the Tennessee Value-Added Assessment System (TVAAS), which has ranked the district as a Level-5 system, the State's highest growth rating, over the last two school years. Thanks to our teachers, we have four nationally ranked high schools, as listed this year in U.S. News & World Report.

I fully understand that it's been difficult for the State to calculate academic performance data because of the challenges that arose with TN Ready last year. However, the delay has prevented us from providing performance-based salary increases to our deserving teachers. Therefore, we are requesting an expected timeline for the delivery of performance data so we may communicate that information to our educators. Rightly so, they are dissatisfied with this delay and apprehensive about our commitment to provide the increases.

Again, please provide us with the requested timeline so that we can reward our high-performing teachers with the raises they were promised and deserve.

Thank you in advance.

Dorsey E. Hopson, II  
Superintendent