

742 Q-Comp Quick takes:

Introductory Information 2006-2007

Q-Comp for 2006-2007

District 742 has been approved by the Minnesota Department of Education to continue the implementation of our original Q-Comp application and plan which we've had in place since last year.

Once again we will have the career ladder positions of Lead Teacher, Instructional Leaders, Due Process Specialists, Department Coordinators, and, beginning this fall, Mentors for new teachers. We anticipate some openings and postings in all of these positions for this year.

The District 742 Q-Comp plan also provides for total possible annual individual performance pay of up to \$2,250.00 based on the following four components. You may choose to enroll in any, all, or none of the Q-Comp components.

The Four Components

- ◆ **Professional Learning Communities (PLCs):** The PLC process includes participating in research, study, implementation of strategies, and multiple observations by Lead Teachers. This year there will be a stronger attempt to find contract time for PLC work – after all, this is what the Q-Comp statute expects. Still, we anticipate that most groups will be able to meet most conveniently before or after school. Successful participants will receive 70% (\$1575.00) of performance pay in June.
- ◆ **Administrative Evaluation (Admin Eval):** All teachers are already required to set annual goals for administrative review based on the teacher job description and improved student achievement (SPRE Process). Under Q-Comp, teachers who elect to have their administrator observe and evaluate them will receive 10% (\$225.00) of performance pay in June for meeting expectations.
- ◆ **Individual Impact on Student Achievement (Individual Impact):** Teachers can also elect to document their individual impact on improved student achievement to their building administrator through data. The purpose of this component is to link **every** educational professional within the bargaining unit to student achievement. Teachers who demonstrate measures of improved student achievement will be awarded this 10% (\$225.00) of performance pay in June.
- ◆ **Site Goal Achievement (Site):** Each site sets a very specific student achievement goal based on disaggregated student test data (e.g. MCAs). Each teacher who chooses to demonstrate how their performance supports the site goal (through either the Administrative Evaluation process OR the Individual Impact process) will also be eligible for this component. If the Q-Comp team determines that the site has met its goal, each teacher linked to that site and demonstrating how their performance supports the site goal will receive this 10% (\$225.00) of performance pay in September 2007.

Postings for Career Ladder openings and Official Enrollment Forms for the Q-Comp Individual Performance Pay components will be out during the first week of the school year. ***Please watch for this information so you don't miss any timelines.***