



Q-Comp Update

Presented to the School Board
June 24, 2019

What is QComp?

Program Purposes:

The purpose of the Alternative Teacher Professional Pay System (commonly known as “Q Comp”) is for participating programs to improve student learning through:

- recruiting and retain highly qualified teachers
- encouraging highly qualified teachers to undertake challenging assignments and support teachers’ roles in improving students’ educational achievement
- providing incentives to encourage teachers to improve their knowledge and instructional skills

[MDE QComp Guiding Document](#)

[Minnesota Statutes, section 122A.414](#)

Q-Comp History

Started in 2016-2017

Completed year five in
2020-2021



The 4 Q-Comp Components



1. Career Ladder

- Instructional Coach
- Mentor
- Q-Comp Lead
- Site Professional Development Consultant
- Special Education Site Liaison

2. Job-Embedded Professional Development

- Professional Learning Communities
- Identify, Learn, Grow
- Instructional Coaching
- Mentor partnership & collaboration

3. Teacher Development Evaluation Plan (TDEP)

- Goal Setting (District, Site, Individual)
- Peer Review
- Observation/Evaluation
- Reflection

4. Performance Pay

- School-wide Achievement Goal
- Student Achievement Goal
- Completion of TDEP

Stillwater Q-Comp Purpose

1. Improve instructional practices
2. Improve student learning
3. Improve trust and partnership between employees and administration
4. Provide additional professional opportunities and compensation



Source: Q Comp Plan Guiding Document

Sharing the narrative...

Gathering Feedback

1. Annual survey of SCEA members - Spring 2021- 52% of membership responded
2. Mentor chats 1:1 with our first year mentors



*note did not do a yearly survey Spring 2020 due to COVID

Mentor program

Mentors are saying....

"With one of my mentees I strengthened my ability to set clear boundaries and intentionally work on my validating and listening skills. This would be a good exercise for mentor training in the future as the program develops"

"I liked getting to know our new staff, and know a support system was put in place for them as they started their careers in the district"

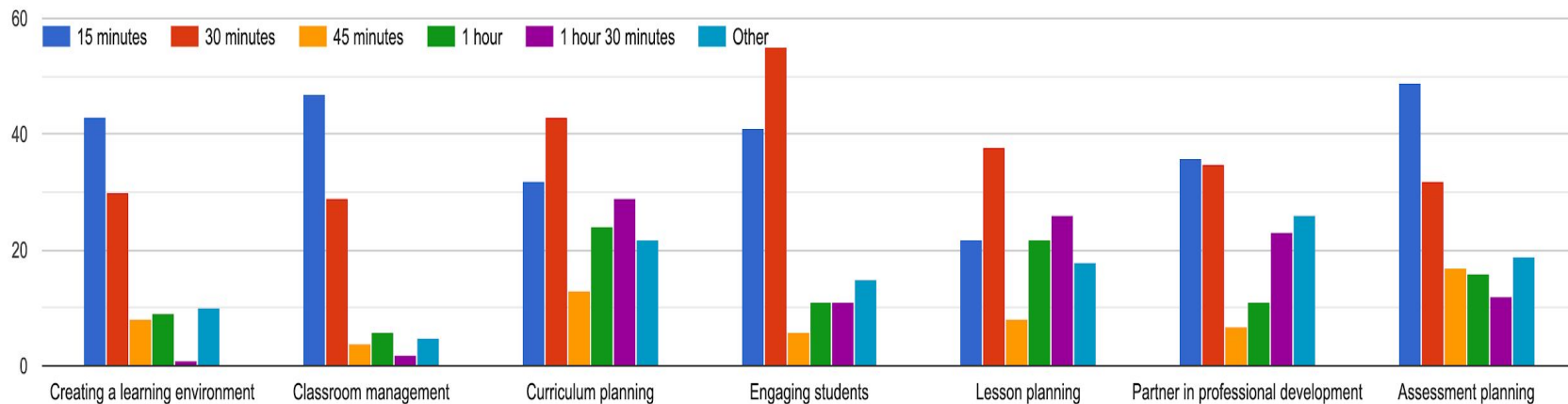
New staff is saying....

"I learned a lot from my mentor but one of the major things I learned is how nice it is to have a caring, supportive mentor and coworker. Being that this is my first year teaching, I didn't know what it was like to work alongside another teacher. My mentor showed me how powerful of an impact a coworker could have. I really appreciated her support."

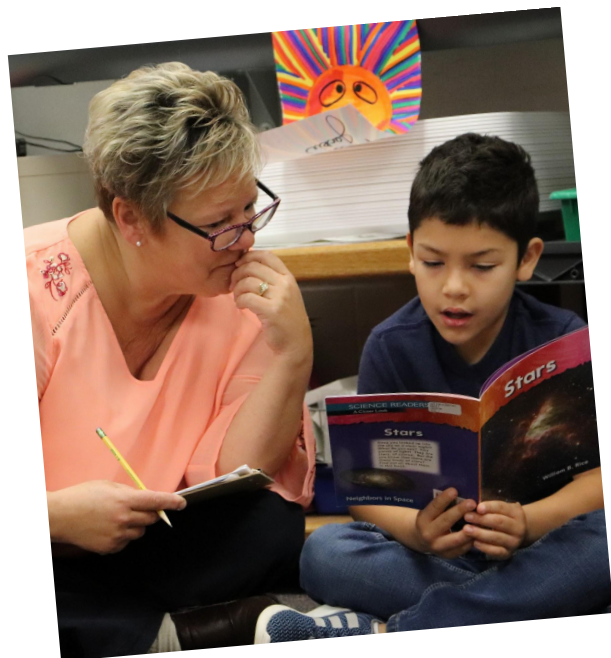
"I liked having an experienced staff member to be able to ask any school-related questions to. I also liked that I was able to build a strong relationship with a teacher when Covid made that difficult."

Mentor Feedback

How did I support my mentee



What We Are Doing Well



1. Individual student achievement goals
2. Providing 1:1 Mentor for new staff
3. Instructional Coaching support through job-embedded professional learning
4. Building systems of collegial support and professional growth through our probationary learning visits and peer review process



Stillwater
AREA PUBLIC SCHOOLS

Curiosity Thrives Here

Opportunities to Grow

1. Continue creating systems for job-embedded PD which occurs during the school day with our Mentors and Instructional Coaches
2. Provide mentors for probationary staff in years 2 & 3
3. Provide meaning and connection for our Special Education staff, Specialists, non-classroom staff with goals, with professional learning
4. Continue development of Special Education Site Coaches and Site Professional Development Consultants

Our Focus for 2021-22

1. Meet with stakeholders to continue the improvement of the TDEP process to create meaningful job-embedded professional learning and timely feedback for staff through reflective practice
2. Create a plan for meaningful professional learning opportunities for Special Education, Specialist and Licensed staff through job-embedded professional learning
3. Continue development of the Mentor Program
4. Continue development of Special Education Site Liaisons

Challenges

1. Job-embedded PD with Instructional Coaches
2. Job-embedded PD during PLC time
3. Daily Schedule- time for teacher collaboration and reflective practice
4. Limited dollars- professional development budget cuts for the past 3 years
5. Limited time- number of professional development days

Projected 21-22 Budget

Q-Comp Coordinator (1)	138,000
Instructional Coaches (4.5)	560,000
Site PD Consultants, SpEd Consultants, Mentors	50,000
Pay for Performance (up to \$1000)	595,000
Resources, training, other expenditures	57,000
TOTAL	\$1,400,000



Questions



Stillwater
AREA PUBLIC SCHOOLS

Curiosity Thrives Here