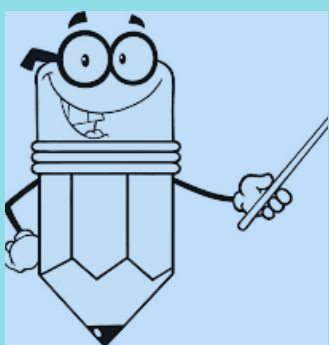


Q COMP AT YELLOW MEDICINE EAST

WHAT IS Q COMP?



Q Comp (Quality Compensation) is a teacher development and evaluation system that supports teachers to be a part of teacher-leadership positions, job-embedded professional development, teacher evaluation, and performance pay.

WHY DOES YME HAVE IT?



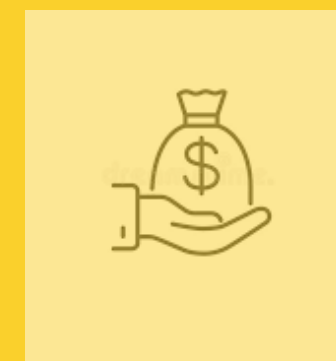
Every school in Minnesota MUST have a system in place where peer and school leaders participate in classroom observations and provide feedback on instruction while measuring student growth as well as job embedded professional development. Q Comp allows professional development to be teacher-led; teachers have voice on the professional development they need as well as the flexibility to set both their goals and forms of measurements that is most appropriate for their classroom setting.

WHAT ARE THE BENEFITS OF BEING A Q-COMP SCHOOL?



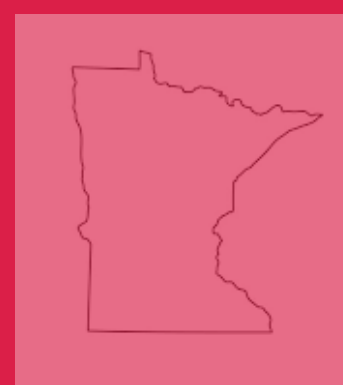
We are required by the state of Minnesota to have the above measures in place as a public school. Being a part of Q Comp allows members compensation for their ability to set and meet goals as well as observe and be observed. Being a Q Comp school also allows teachers a voice in trainings and goals, which would otherwise be administratively led.

WHERE DOES THE FUNDING COME FROM?



YME receives \$169.00 per student in state aid for the program. This is the money that is awarded to the teachers and leaders participating in the programming. We would not get this money if we did not participate in Q Comp.

WHY DOESN'T EVERY SCHOOL USE Q COMP?



Only 109 public school districts have been approved to implement Q Comp in Minnesota. Many schools are on the waiting list to receive funding for quality compensation. Public schools MUST have an observation plan in place, and being a part of Q Comp allows teachers to be compensated for the required work.

Reference:

Minnesota Department of Education. 2023. *Q comp/ Alternative teacher professional pay system*. Retrieved from <https://education.mn.gov/MDE/dse/edev/qc/>

Visual created by Kim Hoefler, Yellow Medicine East MS/HS Q Comp Representative