



2025–26 Annual Report SoWashCo ATPPS Program

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The SoWashCo ATPPS Program



The Alternative Teacher Professional Pay System (ATPPS) is a school improvement program primarily funded through a grant from MDE. This is our district's 18th year of participation.

The SoWashCo ATPPS Program is focused on Four basic elements:

- Site Determined Professional Development
- Student Achievement Goals
- Formative Peer Observations
- Career Advancement Opportunities for Teachers

Site-Determined Professional Development

ATPPS Professional Development Opportunities

- ATPPS Professional Development Days:**
 August and June days are focused on developing student achievement goals, PLC work, and Site determined Professional Development.
- ATPPS Flex Day:** Self-directed professional development plans designed by staff to support their individual development

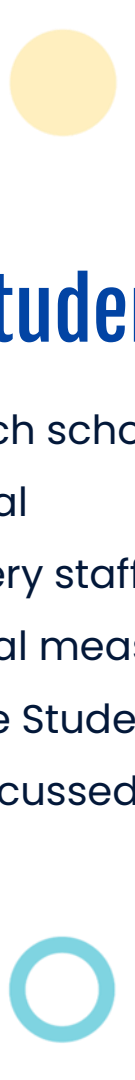


Flex Plans

Through our Flex Day opportunity teachers across the district were provided the opportunity to participate in personalized and differentiated professional development supporting AVID, New Teacher Academy, CLRT binder studies, professional book studies, professional workshops, and a variety of curriculum development opportunities.

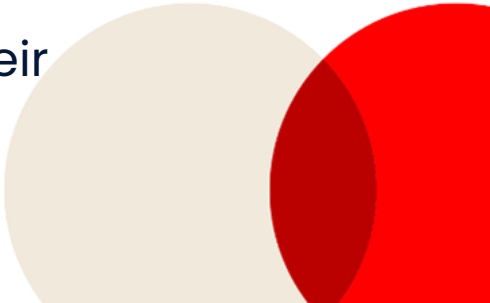


Student Achievement Goals

- Each school site set a Site Student Achievement goal
 - Every staff member created a student achievement goal measuring academic and social/emotional
 - Site Student Achievement goal results were discussed and evaluated on June 5, 2026
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Formative Peer Observations

- Teachers in the district participated in three peer observations during the 2025–26 school year.
 - First-year probationary staff had their observations completed by a mentor, Instructional Coach, peer, etc.
 - Probationary Staff participate in at least one coaching cycle with an Instructional Coach during their induction process.
 - Continuing contract staff have the choice to have their observations completed by either a peer coach, an instructional coach, or a building administrator.
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Career Advancement Opportunities

Teachers throughout the district have access to a variety of career advancement opportunities through the ATPPS program . These include the following:

- Instructional Mentor
 - Instructional Coach
 - Equity Teacher Leader
 - ATPPS Coordinator
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Equity Teacher Leaders

Equity Teacher Leaders have continued our district efforts to be a more inclusive organization. They have supported teachers across the district to we continue to strive towards implementing and integrating equitable instructional practices in every classroom.

These supports have deepened teachers understanding around culturally relevant teaching practices and supported them in the implementation of culturally relevant teaching practices.



Instructional Mentors

80 new teachers were supported with an instructional mentor during 2025-26

Mentors provided support at many levels including:

- Support in developing and planning lessons
- Providing classroom observations & feedback
- Listening & supporting as staff as they face the many challenges of the first year

Instructional Coaches

Instructional Coaches support staff across the district in many ways. Instructional coaching support is available at almost every site and program in the district. Coaches work with staff to refine lessons, incorporate new instructional strategies, and reflect on their current practices. Working with an instructional coach is a required part of our induction process for all probationary staff and available for all continuing contract staff when requested.



Program Evaluation



We are in the process of completing a program evaluation. Elements to be evaluated include:

- Peer Observations
- ATPPS Days
- Mentoring
- Instructional Coaching
- Teacher Leader Positions
- Format of ATPPS Professional Development Days

Feedback collected will be used by the ATPPS Steering Committee to as part of our continuous improvement cycle.

ATPPS Revenue and Spending



- We continue to budget and fund items within the defined ATPPS funding from the State of Minnesota.
- As funding remains flat or decreases and costs increase we will need to evaluate the ATPPS costs to remain fiscally responsible.
- The ATPPS Steering Committee is updated on the budget and spending.
- The ATPPS Steering Committee will negotiate a Memorandum of Agreement for 2027-2029.
- The ATPPS Steering Committee will also plan for the off ramps necessary if ATPPS Funding is eliminated by the State of Minnesota.

Questions?