Sauk Centre Public Schools
2025-2026 QComp Annual Report

Heidi Gustafson - PLC Peer Coach/QComp Coordinator

Reminder of the Program's Components:

Career Advancement Options

1. Our 2025-26 teacher leadership included a QComp coordinator/Part-time Peer Coach, ten PLC Leaders, and 9 mentors for probationary teachers.
2. The Peer Coach conducted two peer observations for each probationary teacher and tenured teachers not on the formal review cycle with the administration. The PLC leaders conducted one peer observation for each probationary teacher and tenured teachers not on the formal cycle from their PLC group.
3. The QComp Coordinator/Peer Coach and PLC Leaders met monthly prior to upcoming PLC meetings to review the agenda and discuss any issues groups were having.

Job-Embedded Professional Development

1. Monthly PLC meetings facilitated by PLC Leaders
2. The focus for the 2025-2026 school year was reviewing state standards and aligning our curriculum.
    a. The Work of Collaborative Teams
    b. The Elementary groups focused on implementing the new reading curriculum.
    c. The Secondary groups continued to review standards and align current courses.

Teacher Evaluation

1. Each probationary and tenured teacher not on the formal observation cycle participates in three observations. Each observation includes a pre-observation meeting and a post-observation meeting. Two observations were completed by Heidi Gustafson, and one observation was completed by PLC Leaders.
2. The focus of peer observations this year was on planning and preparing.

    a. The Coach discussed with teachers how lessons were organized within units to progress toward a deeper understanding of content.
    b. Teachers also chose to focus on how they support the needs of one particular group of students during their lessons:
        i. English Language Learners
        ii. Special Education Students
        iii. Students Who Lack Support of Schooling
3. Teachers reflect on their observations during the post-observation and when they complete the Peer Observation Reflection Form after all observations have been completed.

Performance Pay

1. A teacher has the opportunity to receive a maximum of $750 in performance pay based on three criteria:
    a. Schoolwide Student Achievement ($50)
    b. Classroom Student Achievement Goal Individual Growth & Development Plan - IGDP ($400)
    c. Teacher Observation/Evaluation Reflection ($300)

2. 2025/2026 Q Comp Payout
    a. Teachers in the Elementary and the Secondary (Grades 7-12) received $50 for achieving the schoolwide student achievement goals. The Middle School Teachers did not receive the $50.
    b. All teachers received $400 for their IGDPs.
    c. 89 out of 91 teachers received $300 for their participation in peer observations and PLCs.
        i. Two teachers did not attend 80% of PLC meetings and, therefore, were not eligible for the $300

3. Schoolwide Student Achievement Goals 2025-2026
    a. The Elementary met its student achievement goal, increasing from 49.4% proficient in the Spring of 2025 to 53.2% proficient in the Spring of 2026 on the FastBridge aReading Assessment.

b. The Middle School did not meet its student achievement goal. Students in the Middle School were 61.7% proficient in the Spring of 2025 on the FastBridge aReading Assessment, but the Spring 2026 score was 52.7%.
c. The Secondary met its student achievement goal, increasing from 62.8% proficient in the Spring of 2025 to 66.1% proficient in the Spring of 2026 on the FastBridge aReading Assessment.

The Q-comp oversight committee met multiple times in the Spring of 2026 to revise some of the Q-comp program for the future. The changes included:

- Renaming the Peer Coaches to Instructional Coaches
- Adding a full-time Instructional Coach to work primarily with Elementary Teachers and probationary Teachers and overseeing the Mentor program.
- Keeping a part-time Instructional Coach to work with PLC Leaders and prepping for PLC meetings and observing all probationary teachers and teachers not on the formal cycle 1 time per year.
- Teachers will observe another teacher by completing a *learning walk* during the school year.
- Eliminating the Q-Comp coordinator; the Instructional Coaches will oversee the duties

Looking ahead to the 2026-2027 School Year:

- Savannah Patrias will be the Full-time Instructional Coach working with Elementary Teachers and overseeing the Mentor Program
- Heidi Gustafson will be the .8 part-time Instructional Coach overseeing the PLC Leaders/Meetings and conducting one observation of each probationary teacher and teachers not on the formal observation cycle with the administration.
- ISD 743 will continue to use FastBridge to collect data for the districtwide student achievement goals.
- PLC meetings will continue to be a part of ISD 743, and we will continue to meet once a month during the scheduled two-hour early-outs.
- Six teachers will oversee the PLC meetings as leaders
- The opportunity for teachers to earn performance pay will continue to be a total of $750/year.