



Understanding the proposed  
**Spring Lake Park  
Q Comp Plan**

Staff Information Meetings  
April/May 2010





## The Q Comp Committee

- Mary Barnette
- Doug Cox
- Melissa Hardie
- Jennifer Kunze
- Tom Larson
- Jerelyne Nemanich
- Amy Schultz
- Stacey Sovine
- Jim Stern
- Denise Waalen





## Overview: What is Q Comp?

- Q Comp was proposed by Governor Tim Pawlenty and was enacted by the Legislature in July 2005.
- It is a voluntary program that allows local districts and exclusive representatives of the teachers to design a plan that meets the five components of the law.
- Approved school districts receive up to \$260 per student (\$169 per student in state aid and \$91 per student in board-approved levy) for the program.
- Currently, 44 Minnesota school districts and 31 charter schools have implemented programs .





## Why Q Comp? Why now?

- Q Comp aligns with the work we have been doing in recent years with Continuous Improvement Process within our Learning Community Framework
- Q Comp increases revenue
- Q Comp further aligns the work and processes across the schools





## Five Components of Q Comp

1. Career Ladder and Advancement Options
2. Job – embedded Professional Development
3. Teacher Observation / Evaluation
4. Performance Pay
5. Alternative Salary Schedule





## Component 1

# Career Ladder and Advancement

- Continuous Improvement Coaches *(already in place)*
  - 4 Elementary / Early Childhood, 1.5 Middle School, 2.25 High School / Learning Alternatives – all are listed as total FTE for level
- Curriculum Leads *(already in place)*
  - 24 positions
  - \$1110 stipend per schedule C
- Learning and Equity Team Members *(already in place)*
  - 30 positions
  - \$500 stipend if not a curriculum lead per schedule C
- Learning Teaching and Accountability Advisory Team Members *(already in place)*
  - 15 positions
  - \$1000 stipend





## Component 1

# Process for Career Advancement

- Current staff in the career advancement positions would remain for next year
- Any open positions would be posted and go through an application / interview process
- The final process for rotation of the career advancement positions would be decided upon next year with input from staff and the Q Comp team (initial discussion is 3 – 5 years)





## Component 2

# Job Embedded Professional Development

- Building Goals – SMART goals based on District and specific school achievement data developed by LET (standardized tests) *(already in place)*
  - The current goals in the plan are this year's goals and will be resubmitted on a yearly basis
- Professional Learning Team Goals – SMART goals based on summative assessments, other data (survey, end of unit test, etc.) *(already in place)*
- PLC / PLT Meetings – weekly meeting for at least an average of 50 minutes *(already in place)*





## Component 3

# Teacher Observation

- Three observation / coaching cycles (already in place)
  - Forms available on line / initial conference to set goal, pre conference, observation, post conference
- Focused in the area of personalization for next year (already in place)
  - Choose a professional growth goal from the IC for your three observations
- You may choose other areas to work with the coaches
  - This would be in addition to the 3 observation / coaching cycles
- Two completed by a coach and one by a different coach / curriculum lead





## Component 4

# Performance Pay

- 80% of the money you will receive for participating in the job-embedded staff development and teacher observation cycle (paid June 15th)
- 10% of the money you will receive if you meet your PLC / PLT goal (paid July 30th)
- 10% of the money you will receive if you meet your building goal (paid July 30th)





## Component 5

# Alternative Salary Schedule

- \$1700
- See clarifying language on the salary schedule.  
(Next slide)



## SALARY SCHEDULE B\*

2010-2011

\* Advancement of Steps and Career Increments shall be deferred until March 1, 2011 per Memorandum of Understanding of even date for teachers occupying Steps 1-23 at the close of the 2009-10 school year.

	Career Level 1						Career Level 2					
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12
1	33,800	34,590	35,390	36,180	36,980	37,480	38,770	40,570	42,360	44,150	45,940	46,690
2	34,990	35,790	36,580	37,380	38,180	38,680	39,970	41,760	43,550	45,340	47,140	47,890
3	36,180	36,980	37,780	38,570	39,370	39,870	41,160	42,960	44,750	46,540	48,330	49,080
4	37,380	38,180	38,970	39,770	40,570	41,070	42,360	44,150	45,940	47,730	49,530	50,280
5	38,570	39,370	40,170	40,960	41,760	42,260	43,550	45,340	47,140	48,930	50,720	51,470
6	39,770	40,570	41,360	42,160	42,960	43,460	44,750	46,540	48,330	50,120	51,920	52,670
7	40,960	41,760	42,560	43,350	44,150	44,650	45,940	47,730	49,530	51,320	53,110	53,860
8	42,160	42,960	43,750	44,550	45,340	45,840	47,140	48,930	50,720	52,510	54,310	55,060
9	43,350	44,150	44,950	45,740	46,540	47,040	48,330	50,120	51,920	53,710	55,500	56,250
10	43,350	45,340	46,140	46,940	47,730	48,230	49,530	51,320	53,110	54,900	56,700	57,450
11	43,350	45,340	47,340	48,130	48,930	49,430	50,720	52,510	54,310	56,100	57,890	58,640
12	43,350	45,340	47,340	49,330	50,120	50,620	51,920	53,710	55,500	57,290	59,080	59,830
13	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
14	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
15	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
16	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
17	46,240	48,240	51,240	54,240	58,240	58,740	60,040	61,830	63,620	65,410	67,200	67,950
18	46,240	48,240	51,240	54,240	58,240	58,740	60,040	61,830	63,620	65,410	67,200	67,950
19	46,240	48,240	51,240	54,240	58,240	58,740	60,040	61,830	63,620	65,410	67,200	67,950
20	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
21	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
22	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
23	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
24	54,930	56,930	59,930	62,930	66,930	67,430	68,730	70,520	72,310	74,100	75,900	76,650

*STEP 17, 20, AND 24 ARE CAREER INCREMENTS TO BE PAID DURING THE 17<sup>TH</sup>, 20<sup>TH</sup>, 24<sup>TH</sup>, YEARS OF TEACHING EXPERIENCE AS GRANTED WHEN PLACED ON THE SALARY SCHEDULE. IN NO EVENT SHALL A TEACHER'S EXPERIENCE CREDIT FOR SERVICE IN OTHER SCHOOL DISTRICTS OR IN OTHER FIELDS OF ENDEAVOR EXCEED THE MAXIMUM NUMBER OF EXPERIENCE STEPS IN THE LANE THE TEACHER WAS PLACED ON IN EXISTENCE ON THE SCHOOL DISTRICT'S SALARY SCHEDULE AT THE TIME THE TEACHER WAS EMPLOYED.*

A teacher can earn up to \$1,700 performance pay, prorated to FTE, based upon successful demonstration of student and teacher performance and successful completion of the professional development plan and teacher evaluation/observation process. The performance pay shall be earned as such: 80% based upon professional development and observation; 10% student achievement; 10% site goal. Teachers shall be notified by mid-May of their professional development and observation award status. Awarded payment (80%) shall be included in the June 15th pay period. Notification of the award status of the site goals and student progress will be communicated after test data is received in June. Awarded payment (20%) shall be distributed on the July 30th pay period.





## Next Steps

- Currently seeking input into the plan from staff and the state of Minnesota
- Revisions made to plan based on input
- Final application distributed to staff
- Final application to the state of Minnesota for approval
- Ongoing communication regarding the status of the application and any possible changes
- Recommendation to Board
- Vote by the Union and School Board
- Hiring and training of open positions





## Q Comp Information Meetings

- **Westwood Middle School** - Monday, April 26, 3:15 pm
- **Woodcrest** - Tuesday, April 27, 8:00 am
- **Park Terrace** - Wednesday, April 28, 8:00 am
- **High School** - Wednesday, April 28, 2:45 pm
- **Westwood Intermediate** - Thursday, April 29, 7:50 am
- **District Services Center** - Thursday, April 29, 4:00 pm
- **Northpoint** - Friday, April 30, 8:00 am
- **District Services Center** – Wednesday, May 5, 4:15 pm

Staff are welcome to attend any of these sessions.





## Q Comp information, Resources, and Updates

Spring Lake Park teaching staff can go to <http://www.springlakeparkschools.org/district/qcomp.asp> on the website for:

- information meeting Powerpoint
- Q Comp application submitted to the state
- Teacher forms
- link to Minnesota Department of Education
- updates





# Why Q Comp? Why Now?

It's about kids





## Why Q Comp? Why Now?

It's about supporting teachers in their work with students and families





## Why Q Comp? Why Now?

It's about moving toward our Vision for the Future

