



TO: School Board Members

FROM: Cari Jo Drewitz, Director of Curriculum, Instruction and Assessment

DATE: June 16, 2025

RE: Alternative Teacher Professional Pay System (ATPPS) Annual Report

**BACKGROUND:**

Minnesota State Statute section 122A.414, subdivision 3(a) requires that we provide an update on the district's Q-Comp program for the current school year that includes the summary of findings and recommendations from the Annual Q-Comp report.

This annual report has four components: Teacher Evaluation, Collaborative Teams, New Teacher Mentors, and Performance Pay. The data to complete this report was collected through online surveys, conversations with Instructional Peer Coaches (IPCs), and data from the Summative Assessment meetings.

Districts are also required to submit any plan changes to the Minnesota Department of Education (MDE) by August 31, 2025. The revised rubrics will be submitted and implemented for the 2025 - 2026 school year.

We regularly apply the 4-way equity test to the ATPPS program. Here are six specific examples:

1. This year, the team spent a great deal of time working on revisions to the rubrics to meet state statute requiring inclusion of culturally responsive methodologies. In determining the approach to this requirement, the team considered the past equity training provided and incorporated into our pre- and post-observation process as well as work yet to do in implementing the Ready For Rigor framework. The team provided opportunities for input from all licensed staff in the drafting process. We brought in a Charlotte Danielson-certified trainer to work with administrators and IPCs in late April specifically around what to "look for" in observations related to the new elements of the rubric.
2. Annually, the IPCs also work with individual teachers to set their student learning goal and help them break down and analyze data from the whole school/grade/class into subgroups.
3. The team continues to encourage our teachers to utilize the observation of a colleague to fulfill their coaching conversation component of the program. Research shows that this is one of the best professional development opportunities for staff.



4. Annually, staff at three sites were surveyed about their implementation of collaborative teams (CTs) which is a component of our ATPPS plan. In this year's survey, staff reported their CTs regularly included discussion about equitable practice; this was at a rate higher than all other options in the question.
5. The new teacher mentor program is also part of the ATPPS plan. The district continues to refine our support for new teachers and this year added a "Due Process Academy" for our newer special education teachers to support their learning.
6. This past summer, a training academy for probationary staff was developed. The training academy will allow us to dig more deeply into equity, social emotional learning, and the instructional commitments. In the summer of 2025, the training academy will expand with a Year 2 course as well as a Year 1 course.

#### **RECOMMENDATION:**

This material is presented for information purposes. No Board action is needed.