

## Q-Comp Annual Report SY23

### **Core Component: Career Advancement Options**

Implementation: Our Q-Comp program ladder positions were the same as what the staff approved at the end of SY22. We had the following positions: Q-Comp Coordinator, SB Primary Lead Teacher, SB Middle School Lead Teacher, OL K-8 Lead Teacher/Coach, OL HS Teacher/SPED Staff Lead and OL HS Coach Lead. All positions we maintained fully by the same people, except for maternity leave for one OL lead, which there was a temporary lead.

Impact: Through coaching, observing, mentoring, and facilitating team members throughout the year, classroom teachers/coaches were able to work towards their individualized SMART goal. Our teaching staff of 52, 98% of them, reached their SMART goal this year.

Review Findings: The evaluations of the lead teacher/coach positions by the staff resulted in the following conclusions. SB Prim Lead had a 92% approval rating, SB Middle School Lead had a 98% approval rating, OL K-8 Lead earned a 96% approval rating, OL HS/SPED Lead got a 99% approval rating, and last but not least the OL Coach Lead received a 99% approval rating. Out of our full staff 77% of our staff completed the Q-Comp Lead Teacher/Coach evaluation.

There were two specific comments that were submitted on the survey. One asked for bringing back the PLC topics regularly such as, catalyst, responsive classroom, elements, or other study with data meetings. The other comment was they liked the fact that meetings were held when they were needed. Which proved to be considerate of their time.

Q-Comp Coordinator Evaluations: 3 of the 4 leads completed the survey. The coordinator received a 100% approval rating.

### **Core Component: Job-embedded Professional Development**

Our Professional Development happened throughout the year. Seat-based met on PD days on the calendar and covered a variety of topics (Environmental Education, JMC trainings, ELA Standards work, Unit Planning, ELL - English Language Learners, Responsive classroom training, HRS – High Reliability Schools work). All seat-based teachers and staff took a responsive classroom program training. This was implemented throughout all the classrooms in the building.

Online teams meet monthly or bimonthly and covered a variety of topics (Becoming trauma informed, SABERS training, ELL training, Environmental Education, STAR testing training, Gauging Technology Skills, Gender Inclusive Schools and MTSS training).

Out of our 52 staff members in the Q-Comp program, 98% of them accomplished the PD goal of a minimum of 24 hours throughout the year.

Our two programs (seat-based and online) had program goals that the respective staff worked together to achieve.

The Online program goal was: The percentage of all students enrolled in grades K-10 in the Crosslake Community School Online Program, who achieve and increase in their scaled score of 36 or more by their spring STAR reading test will increase by at least 2%, from 36.1% in 2022 to 38.1% or higher in 2023.

The Seat-based goal was: The percentage of all students enrolled as of October 1, in grades 3-8 at Crosslake Community School who achieve or exceed individual STAR growth goals (based on an SGP of 50) in Mathematics, will increase from 57.65% in 2022 to 59.65% from fall to winter and/or fall to spring of 2023. The fall to winter score was 55/72 = 76.4% and the winter to spring score was 53/74 = 73.6%. Students that made their growth from fall to spring is 56/73 = 76.7%.

### **Core Component: Teacher Evaluations**

Throughout the year all teaching staff receive 3 observations a year. 2 observations (Fall and Spring) are completed by their respective Lead teacher/Coach. The winter observations are completed by a peer, in which it gives others the opportunity to get to watch another staff member work on their goals. These observations for seat based are focused on

our Catalyst Element goals. These goals are posted to remind staff of the steps they are taking to improve that element. Online observations worked on NSQOL standards.

Results from the staff of 52 – 98% completed their Fall observations, 98% completed their winter peer observations, and 98% completed their Spring observations.

### **Core Component: Performance Pay and Alternative Salary Schedule**

The following is the breakdown of performance payouts for staff if the goals or requirements are met.

Observations - \$500

- Fall - \$166 (98%)
- Winter - \$167 (98%)
- Spring - \$167 (98%)

SMART Goal - \$320 (98%)

Program Goal - \$200 (100%)

PD - \$600 (96%)

Ladder Stipend

- Lead Teacher/Coach - \$2000
- Q-Comp Coordinator - \$1000

Total Max without a position \$1620

Total payouts for the Q-Comp Program of SY23 = \$86,539