



**FOREST LAKE AREA SCHOOLS  
FOREST LAKE, MN 55025**

**March 3, 2016**

**AGENDA ITEM: 9.3**

**TOPIC: APPROVAL OF 2016-17 QCOMP PLAN**

**BACKGROUND:** The Forest Lake Education Association (FLEA) and district administration prepared and agreed upon the 2014-15 QComp plan. The Minnesota Department of Education and the Forest Lake Area Schools School Board approved that plan. The plan needs to be annually reviewed and approved through a vote of FLEA membership and the FLAS School Board.

**PROCESS:** Through feedback from FLEA membership, the QComp Oversight Committee proposed some language changes to the current QComp plan for the 2016-17 school year. After a collaborative meeting with FLEA leadership and members of the Oversight Committee, changes to language were agreed upon. FLEA leadership presented those changes to membership prior to the membership vote that was held on February 24. FLEA membership overwhelmingly voted to approve the plan with the language changes included. The summary of revisions in language is attached.

The process for changes and approval has once again been accelerated due to staffing considerations for the 2016-17 school year. Without district (FLEA and School Board) approval of the plan prior to staffing decisions, current peer coaches would need to be placed back into classroom positions for the 2016-17 school year. That would add challenge to current staffing discussions.

**RECOMMENDATION:** Approval of 2016-17 QComp Plan

**Forest Lake Education Association**  
**Revisions to the Q-Comp Plan for 2016-2017**

The requirements of the Q-Comp plan are not changing. However, language clarifications have been made based upon the ongoing work of the Oversight Committee and member feedback. Here is a summary of the changes:

**Language Clarifications:**

- Deletion of language that specifically references year 1 of the program, since 2016-17 will be year 3.
- Reflect the changes in PD days with the movement of the current May PD opportunity to October for 2016-17.
- Reflect changes in procedures to be followed by the Oversight Committee when posting and hiring Peer Coaches due to vacancies created outside the normal posting and hiring timeline.
- Deletion of dates related to evaluation training. The training is built into building/site PD as needed for new staff.
- Clarification on eligibility for teacher participation levels for those hired after the start of the school year.