

# Q Comp Application Overview

## Program for Professional Development

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### Component 1: Career Ladder Position

Describes positions that are created or supported by Q Comp funding.  
Outlines roles and responsibilities of all leadership positions.

### Component 2: Job Embedded Professional Development & Site Plans

Creation of site specific plans to provide support and professional development for teachers to achieve site and personal goals

This is similar to our current site improvement plans

### Component 3: Teacher Observation and Evaluation

Explains the evaluation and observation cycles that will be used in the district.

### Component 4/5: Salary Augmentation Salary Schedule Reform

Describes how teachers can earn additional salary augmentation

Describes how the salary schedule has been modified compared to the current salary schedule.

### Component 6: Program Budget

An accounting of estimated program costs

## Program Rationale

Provides support for additional ongoing professional development

Provides support and resources for the teacher evaluation system

The majority of requirements for Q Comp are already in place in the district or will be with the new teacher evaluation requirements

# Teacher Evaluation

the PPD way

## Component 3: Teacher Observation/Evaluation



### Teacher Eval

Develop IGDP  
PLC work  
Admin Walkthroughs

### PPD Expansion

2 Observations by TICs  
1 Observation by PLC leader

## Year 1 of evaluation cycle



### PPD Expansion

1 Peer Observation  
2 TIC Observations

### Teacher Eval

Peer review (observation)  
Continue IGDP  
Admin Walkthroughs

## Year 2 of evaluation cycle



### Teacher Eval

Summative Eval by Admin  
Complete IGDP

### PPD Expansion

1 TIC observation.

## Year 3 of evaluation cycle

# PPD Positions

## Component 1: Roles and Responsibilities

### Who



4 Teacher Members  
Appointed by EMB



4 Admin Members  
Appointed by Superintendent

### PPD Advisory Committee

#### Salary Augmentation Stipend Position



### Responsibilities



#### Program Oversight

- Reports
- Final Decision on Pay
- Guide the program



#### Selects career ladder positions

- Interview and select
- review PPD coordinator



#### Hear appeals

- Hear appeals connected to PPD
- Final decision on salary augmentation payouts.

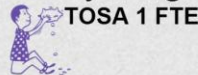
### Who



- 1 Continuing contract staff member
- Applicants narrowed by Superintendent and EMB President
- Interviewed by PPD Advisory Committee

### PPD Coordinator

#### Salary Augmentation



TOSA 1 FTE

### Responsibilities



#### Program Management

- Complete reports required by MDE
- Complete Observations of TICs
- Report to PPD Advisory Committee
- Updating the program each year
- Running day to day PPD operations

### Who



- 5 or 6 FTE TOSAs
- Continuing contract staff members
- Selected by PPD Advisory Committee

### Teacher Instructional Coaches

#### Salary Augmentation

TOSA 1 FTE



### Responsibilities



- Complete teacher observations
- Provide peer coaching
- Develop and provide professional development.

### Who

- 6-7 per elementary
- 9-10 BCMS
- 9-10 BHS

### PLC Leader

#### Salary Augmentation

Stipend Position



### Responsibilities



- Facilitates PLCs or grade level teams.

### Who

- 1 per probationary teacher

### Mentor Teachers

#### Salary Augmentation

None/ not part of PPD



### Responsibilities

- Observes probationary teacher
- Completes normal mentor teacher duties per district program.

# Salary Augmentation

## Component 4 of the PPD plan

This is only the district wide salary augmentation break down for teachers, it does not include stipends for teacher leader positions.

## Salary Augmentation

Site Goal



10% of total Salary Augmentation

PLC Goal



10% PLC Goal  
Individual achievement goal.

Observation Goal



80% Observation and Professional Duties

## Total Salary Augmentation

Current budget estimate has each teacher having the potential to earn \$1600 - \$2000

## Unearned Salary Augmentation

### Where does the money go?

Establish a fund balance of 105% operating costs.

Professional Development Site Dollars and Levy Relief.

Target 1  
Sustainable  
Program



Target 2  
Levy Relief

### Professional development from site dollars only.

25% of unearned site goal dollars will be placed in a special budget account for the site to use on professional development.

100% of funds must be used each year.



### Levy Relief

Money will be used to reduce the following years levy amount.

