



TO: School Board Members

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

DATE: June 17, 2024

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, 2024. There are no changes that need to be submitted for the 2024-2025 school year.

We have applied the 4-way equity test to the ATPPS program. In 2018-2019, we identified a need for training on culturally responsive pedagogy. Using what we have learned since that time, the IPCs have developed questioning strategies to incorporate into their meetings with teachers. An equity supplement to the pre and post observation form was developed in 2019-2020. In the 2021-2022 school year, that equity supplement was formally added to encourage staff reflection as they develop their lesson plan. IPCs and administration incorporated some of these specific questions into their pre-observation meetings with staff. Some sample questions include "How do the modeling and whole group instruction adapt to and validate varied ways of being and learning? (ex: idea exchange rates, task/relationship focus, clock time/cyclical time, restrained/expressive emotion, direct/indirect communication, individualism/collectivism, internal/external locus of control)". 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. In the 2024-2025 school year we will be working on revisions to our rubrics to meet state statute requiring us to include culturally responsive methodologies

RECOMMENDATION:

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