

QCOMP END OF YEAR
PRESENTATION FOR
THE SCHOOL BOARD
JUNE 2025



WHAT IS QComp?

Year 9

It is a voluntary program that allows local districts and exclusive representatives of the teachers to design and collectively bargain a plan that creates an alternative teacher professional pay system.

There are four components in a Q Comp system:

- Career ladder/advancement options (teacher leadership positions and responsibilities)
- Job-embedded professional development
- Teacher evaluation
- Performance pay and alternative salary schedules

COMPONENT 1: LEADERSHIP ROLES

QComp Oversight Team

Coordinators who help oversee our groups and plan implementation

QOT

Peer Review

Trained teachers who have professional conversations about content and practice

PR

Guide our group discussions on early release and PD days

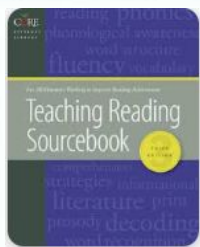
PLC Leaders

PLC

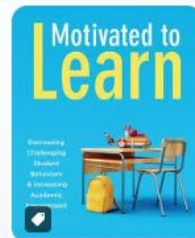
M

Help guide our new staff through the first 2-3 years at K-W

Mentors



COMPONENT 2: JOB-EMBEDDED PROFESSIONAL DEVELOPMENT



PLC Groups during our Early Release days and Professional Development days are vital for our continued success.

This year the elementary focused on the Read Act training, overlapping a bit into some of our middle school staff. High school groups read and reflected on classroom management techniques by reading “Motivated to Learn.”

COMPONENT 3: TEACHER EVALUATION

	3 Summative evaluations	1 summative evaluation	Peer review
Probationary Staff	●		●
Tenured Staff (years 1-2)		●	●
Tenured Staff (year 3)			●

COMPONENT 4: PERFORMANCE PAY & ALTERNATIVE SALARY SCHEDULE



82% Met

Student
Learning Goal



100%

Peer Review
Completion

SITE GOALS

Each site chose to focus on both reading and math during this school year.

We utilized aReading and aMath scores for grades 2-10 and wanted to see 2% increase from the fall screening to the spring screening.

SITE GOAL DATA

READING	FALL SCORES	SPRING GOAL	SPRING SCORES
GR 2-4	72.67	74.67	68
GR 5-8	66	68	68.25
GR 9-10	63.5	65.5	63

MATH	FALL SCORES	SPRING GOAL	SPRING SCORES
GR 2-4	76	78	75
GR 5-8	68.5	70.5	66.75
GR 9-10	65.5	67.5	65.5

CELEBRATIONS & REFLECTIONS

- Read Act Training was intense but great.
- Peer Reviews seem to be so beneficial – our teachers find that collaboration valuable.
- Our new teachers created bonds with veteran teachers that will last.
- Having everyone in one site will strengthen our ability to work together.
- We did surveys in each areas and have some exciting things to implement.
- We want to focus on building relationships and a connected culture.