

# Annual Q Comp Report

Kamala Niffenegger, Outgoing Q Comp Coordinator  
Kristen Lorincz, Incoming Q Comp Coordinator

**May 28, 2026**

# Overview

## Program Review

- Purpose
- Process

## Q Comp Components

1. **Career Ladder/Advancement Options**
2. **Job-Embedded Professional Development**
3. **Teacher Evaluation**
4. **Performance Pay**

# 2026-2027 Structure Updates

## Staffing Model



5 Q Comp Coaches



1 coach serves as a 0.5 coordinator



Each full-time coach will serve approximately 4 sites

## Coach Role Responsibilities



Peer Review & Coaching



Support Implementation of the Three-year Review Cycle



Collaborate with Summative Evaluators (Administrators)

# Highlight: Probationary Support

	2024-2025 Pilot	2025-2026																				
<b>Administrators valued learning walks as support for probationary staff</b>	<table border="1"> <caption>2024-2025 Pilot: Support for Learning Walks</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>High</td> <td>57.1%</td> </tr> <tr> <td>Moderate</td> <td>38.1%</td> </tr> <tr> <td>Minimal</td> <td>4.8%</td> </tr> </tbody> </table>	Category	Percentage	High	57.1%	Moderate	38.1%	Minimal	4.8%	<table border="1"> <caption>2025-2026: Support for Learning Walks</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>High</td> <td>88.2%</td> </tr> <tr> <td>Moderate</td> <td>11.8%</td> </tr> </tbody> </table>	Category	Percentage	High	88.2%	Moderate	11.8%						
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A yellow banner with wavy top and bottom edges, centered on a white background. The banner contains the text 'INFORMAL OBSERVATIONS' in bold black capital letters.

**INFORMAL  
OBSERVATIONS**

# Highlight: Updated Rubrics

The “best practices” identified in this domain are relevant to my current professional context.

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>
<b>Domain 1</b> Planning & Preparation		5.6%	25%	41.7%	27.8%
<b>Domain 2</b> The Environment			19.4%	41.7%	38.9%
<b>Domain 3</b> Educational Support Experiences			19.4%	47.2%	33.3%
<b>Domain 4</b> Professional Responsibilities		5.6%	19.4%	33.3%	41.7%

## Danielson Framework Adapted for Licensed Professional Staff

\*Licensed Professional Staff may include:  
Counselors, Deans, Media Specialists, Nurses,  
Occupational Therapists, Psychologists, Special  
Education Evaluators, Social Workers, or Speech  
Pathologists



# Recommendations

- ✓ Refine Evaluation Rubrics to Improve Alignment and Relevance
- ✓ Strengthen Probationary Support Through Continued Learning Walks and Differentiated Support
- ✓ Expand Learning Walks to Support Experienced Staff in New Roles

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*“A meaningful professional learning experience this year was participating in a learning walk at Hidden Valley Elementary with my CIC to observe ML teachers in action. Seeing instruction in real classrooms helped me reflect on my own practice, particularly how teachers use leadership roles, collaboration, and scaffolds to support belonging, engagement, and language development.”*

**— Elementary Multilingual Teacher**

# Additional Resources



## 2025-2026 Q Comp Annual Report

[View Full Report](#)



## MDE Professional Pay System

[Q Comp/Alternative Teacher System \(MN Department of Education\)](#)

