

Q-Comp Annual Report SY24

Core Component: Career Advancement Options

Implementation: Our Q-Comp program ladder positions were the same as what the staff approved at the end of SY22. We had the following positions: Q-Comp Coordinator, SB Primary Lead Teacher, SB Middle School Lead Teacher, OL K-8 Lead Teacher/Coach, OL HS Teacher Lead, OL SPED/Support Lead, and OL HS Coach Lead. All positions we maintained fully by the same people.

Impact: Through coaching, observing, mentoring, and facilitating team members throughout the year, classroom teachers/coaches were able to work towards their individualized SMART goal. Our teaching staff of 60, 97% of them, reached their SMART goal this year.

Review Findings: The evaluations of the lead teacher/coach positions by the staff resulted in the following conclusions. SB Prim Lead had a 97% approval rating, SB Middle School Lead had a 97% approval rating, OL K-8 Lead earned a 84% approval rating, OL HS Lead got a 95% approval rating, OL SPED/Support Lead got a 99% approval rating, and last but not least the OL Coach Lead received a 100% approval rating. Out of our full staff 72% of our staff completed the Q-Comp Lead Teacher/Coach evaluation.

Q-Comp Coordinator Evaluations: 4 of the 5 leads completed the survey. The coordinator received a 97% approval rating.

Core Component: Job-embedded Professional Development

Our Professional Development happened throughout the year. Seat-based met on PD days on the calendar and covered a variety of topics: Environmental Education, READ Act , ELA Standards work, Unit Planning, PESLB Licensing Renewal categories (Accommodations, Modifications, Adaptation of Curriculum, Materials and Strategies and Reading Preparation), Responsive Classroom training, HRS – High Reliability Schools work.

Online teams meet monthly or bimonthly and cover a variety of topics: Strategic Planning, Mental Health, EE Trainings, MTSS, FastBridge, PESLB Licensing Renewal categories (Accommodations, Modifications, Adaptation of Curriculum, Materials and Strategies and Reading Preparation), and Quality Matters.

Out of our 60 staff members in the Q-Comp program, 97% of them accomplished the PD goal of a minimum of 24 hours throughout the year.

Our two programs (seat-based and online) had program goals that the respective staff worked together to achieve.

The Online program goal was: The percentage of all students enrolled in grades K-10 in the Crosslake Community School Online Program, who achieve an increase in their scaled score of 36 points or more or maintain at or above grade level status by their spring STAR reading or early literacy test, will increase by at least 2%, from 49.32% in 2023 to 51.32% or higher in 2024. Final percentage was 61.86%. Accomplished goal.

The Seat-based goal was: The percentage of all students enrolled as of October 1, in grades K-8 at Crosslake Community School who achieve or exceed individual STAR growth goals (based on an SGP of 50) in Mathematics and/or score high proficiency, will increase from 68.00% in 2023 to 69.50% from fall to winter and/or fall to spring of 2024. 71.96% of students met either fall-winter or fall-spring. Goal Accomplished.

Core Component: Teacher Evaluations

Throughout the year all teaching staff receive 3 observations a year. 2 observations (Fall and Spring) are completed by their respective Lead teacher/Coach. The winter observations are completed by a peer, in which it gives others the opportunity to get to watch another staff member work on their goals. These observations for seat based are focused on our Catalyst Element goals. These goals are posted to remind staff of the steps they are taking to improve that element. Online observations worked on NSQOL standards.

Results from the staff of 60 – 99% completed their Fall observations, 99% completed their winter peer observations, and 100% completed their Spring observations.

Core Component: Performance Pay and Alternative Salary Schedule

The following is the breakdown of performance payouts for staff if the goals or requirements are met.

Observations - \$500

- Fall - \$166 (99%)
- Winter - \$167 (99%)
- Spring - \$167 (100%)

SMART Goal - \$320 (97%)

Program Goal - \$200 (100%)

PD - \$600 (97%)

Ladder Stipend

- Lead Teacher/Coach - \$2000
- Q-Comp Coordinator - \$1000

Total Max without a position \$1620

Total payouts for the Q-Comp Program of SY24 = \$112,918