

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



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.

