

Q COMP PLAN

Albany Area School District

WHAT IS Q COMP?

Voluntary program that allows school districts and exclusive representatives of the teachers to design and collectively bargain a plan to improve teaching and learning and reward teachers

WHAT DOES IT INCLUDE?

4 COMPONENTS

1. Career Ladder/Advancement Options
2. Job-Embedded Professional Development
1. Teacher Evaluation
1. Performance Pay & Alternative Salary Schedule

WHO IS DESIGNING THE PLAN?

- **Five teachers selected by AFT**

Angie Revier

Jim Kvistad

Ann Ressler

Dana Amdahl

Stacy Rieland

- **Three administrators**

Ann Schultz

Tim Wege

Greg Johnson

WHO APPROVES THE PLAN?

- Ed Minnesota AFT Membership
- School Board

WHY ARE WE APPLYING?

- ◉ Currently doing some of the work and Q Comp can compensate teachers
- ◉ Supports Teacher Development & Evaluation law
- ◉ State & Levy funds are available - Legislative focus this past session
- ◉ Q Comp has been successful in other school districts

TEAM WORK TO DATE

- ⦿ Attended MDE Q-Comp Application Workshop
- ⦿ Reviewed Q-Comp Plans from Other School Districts
- ⦿ Completed Application for Albany Area Schools

HOW MUCH MONEY COULD THE DISTRICT RECEIVE?

- ◉ \$169 per pupil in state aid - \$287,300
- ◉ School districts may chose to levy an additional \$91 per pupil - \$154,700
- ◉ TOTAL - \$442,000

FOUR COMPONENTS

1. CAREER LADDER/ADVANCEMENT OPTIONS

- Q-Comp Advisor - 1 to 72
 - \$5000 & 140 hours release time

- Peer Coaches - 1 to 8
 - \$2000 & 32 hours release time

- PLC Facilitators - 1 to 6
 - \$500

FOUR COMPONENTS

2. JOB EMBEDDED PROFESSIONAL DEVELOPMENT

- ◉ District wide goal
- ◉ Building goal aligned with district goal
- ◉ PLC goals
- ◉ Professional development plan using research based instructional strategies

FOUR COMPONENTS

3. TEACHER EVALUATION/PEER REVIEW

- Teacher Development & Evaluation (TDE) Plan incorporated
- Currently doing this

FOUR COMPONENTS

4. PERFORMANCE PAY & ALTERNATIVE PAY SCHEDULE

- ◉ TDE successfully meeting criteria of teacher growth plan - Observations
- ◉ Site goal met
- ◉ Student growth goals met
- ◉ Salary schedule step movement TDE success

APPLICATION TIMELINE

- ◉ Next opportunity is February 15, 2016
- ◉ \$4 million available 2016-17
- ◉ Adds Albany Area to the “list”
- ◉ Next legislative session?!
- ◉ Commissioner, politicians & lobbyists highly recommending

NEXT STEPS

- ◉ Introduction for all teachers
- ◉ Complete & submit plan
- ◉ Once approved....
 - Post & Fill Q-Comp positions
 - MOU
 - Orientation for teachers