



**FOREST LAKE AREA SCHOOLS  
FOREST LAKE, MN 55025**

**March 2, 2017**

**AGENDA ITEM: 9.1**

**TOPIC: APPROVAL OF 2017-2018 FLAS Q COMP PLAN**

**BACKGROUND:** In May of 2014, the Forest Lake Education Association (FLEA) and district administration prepared and agreed upon the 2014-15 FLAS Q Comp plan. The Minnesota Department of Education and the Forest Lake Area Schools School Board approved that plan. The FLAS Q Comp Plan must be annually reviewed and approved through a vote of FLEA membership and the FLAS School Board.

**PROCESS:** Through feedback from FLEA membership and district administration, the Q Comp Oversight Committee proposed language changes to the current FLAS Q Comp plan that would further clarify specific components of the plan for the 2017-2018 school year. The vote by FLEA membership takes place March 1, 2017. The summary of revisions in language is attached.

**RECOMMENDATION:** Approval of the 2017-2018 FLAS Q Comp Plan

## **Forest Lake Education Association Revisions to the Q Comp Plan for 2017-2018**

The requirements of the Q-Comp plan have not changed. Language clarifications have been made based on the ongoing work of the Oversight Committee and member feedback. Here is a summary of the changes:

### **Language Clarifications:**

- Clarification of Peer Coach job description to include facilitation of professional development
- Evaluation of Professional Learning Community (PLC) Leaders reduced from twice a year to once a year to increase participation in evaluation measures
- Clarification of PLC participation requirements for educators who work a partial year due to a late hire date
- Clarification of PLC participation requirements for educators who are contracted at less than 1.0 FTE
- Replacement of the term “participation” with the term “compensation” in instances where requirements are detailed in reference to compensation earned