



**Department of Human Resources & Superintendent
IMPROVEMENT PLAN
2012-13**

Department Goal: Provide an alternative compensation system for teacher union and school board consideration and implementation. To successfully implement a quality compensation program (Q-Comp) by 2014-15 that is in compliance with Minnesota statute.

District Key Result: All students demonstrating academic growth and success

Supporting Data (evidence of need): The State of Minnesota has passed a new teacher evaluation statute that includes elements of the quality compensation program that could benefit the District if it is adopted. A new teacher evaluation system is being created in conjunction with the Education Minnesota-Buffalo bargaining group to meet the criteria set forth by the State. A quality compensation program would provide resources and compensation for required elements of the newly mandated teacher evaluation system.

Measures:	Targets:
1. Committee report to teacher union and school board regarding quality compensation plan.	1. Develop a quality compensation program for implementation by the teacher union and the school district.
2. Action taken by the school board and teacher union based on the recommendation of the committee.	

Strategies	Person(s) Responsible	Timeline
1. Re-establish the Q-Comp committee to study a quality compensation program.	Martell, Thielman	November 2012
2. Hold committee meetings to review legislation, analyze other districts Q-Comp plans and develop a local Q-Comp plan.	Martell, Thielman, Committee members	November 2012 - October 2013
3. Notify MDE of intent to participate in Q-Comp program.	Martell, Thielman, Kawlewski	June 2013
4. Draft quality compensation plan and seek union support of the mutually developed plan.	Martell, Thielman, committee members	November 2012 - October 2013
5. Present draft of recommended Q-Comp plan to school board for consideration.	Martell, Thielman, committee members	November 2013
6. Negotiate Q-Comp program with 2013-15 bargaining unit.	Martell, Thielman	June 2013 - December 2013
7. Provide necessary training for staff as appropriate.	Martell, Thielman	2013 - 2014 SY
8. Implement Q-Comp program	Martell, Thielman	2014 – 2015 SY

To be completed in June:

Accomplished: **Yes** **No** **In Progress**

Actual Results:

Future Steps: