

Annual QComp Report

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Overview

- Purpose
- Respondents
- Data Collected

4 Components

Q Comp

01

**Career Ladder/
Advancement
Options**



02

**Job-Embedded
Professional
Development**



03

**Teacher
Evaluation**



04

**Performance Pay
and Alternative
Salary Schedule**



Overall Impact

- Teacher Leaders
 - Building Leadership Team (BLT) Members
 - Mentors
 - Continuous Improvement Coaches (CICs)
- Collaborative Teams (CTs)
- Observation process

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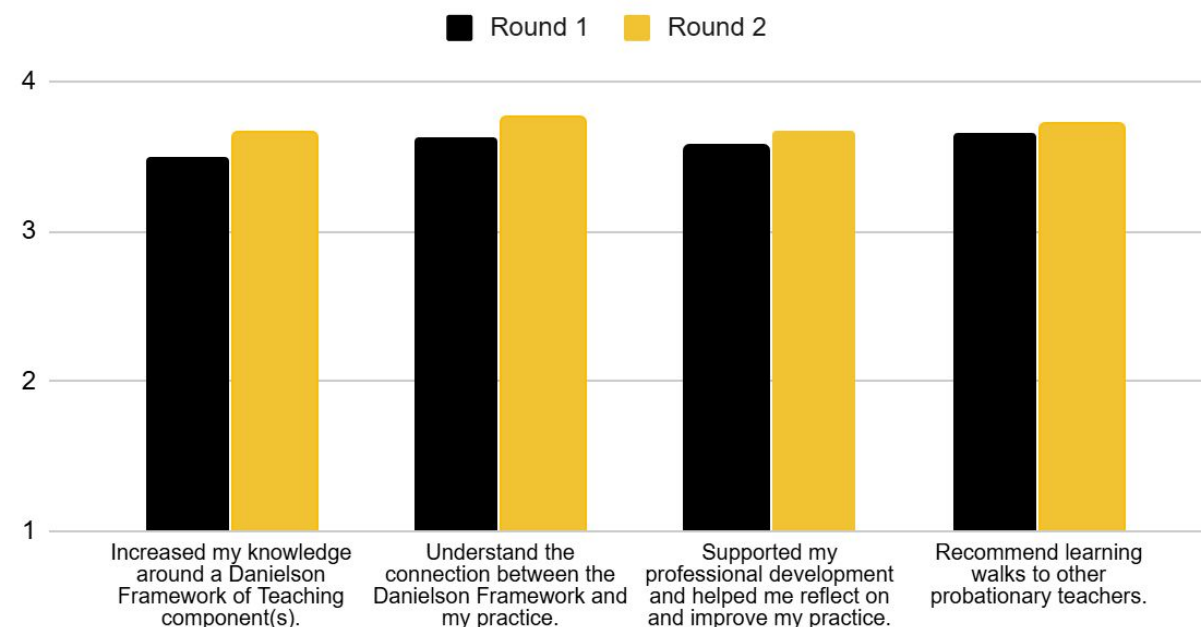


Highlight: Learning Walks

"I liked how we could brainstorm positive things to look for before entering the classrooms. Overall this was an amazing experience and by far the most beneficial to my professional development this far."
-Elementary Specialist

"The learning walk experience is very informative. It helps build structures that facilitates positive learning experiences for students. New teachers should participate in this program to enhance capacity building."
-High School Multilingual Teacher

Average Rating of Learning Walk Survey Responses
Scale of 1 = Strongly Disagree to 4 = Strongly Agree



Highlight: Learning Walks

- 73% of staff made changes to their instruction following the learning walk
- 96% said those changes had a moderate-to-high impact on student learning
- 95% of administrators value learning walks as support for probationary staff
- 53% of administrators observed or heard evidence of new practices being implemented

Recommendations

- » Continuous improvement of Learning Walks
- » Increased probationary staff observations and feedback from CICs
- » Training and inter-rater reliability calibration for Specialized Role rubrics
- » Training and support for Collaborative Teams in educational decision-making (PDSA cycle)

Additional Information

- [2024-25 QComp Review Report](#)
- [QComp Information from Minnesota Department of Education \(MDE\)](#)

Thank You