



Year 10

K-W Q Comp

A celebration of the last year and decade

A Reflection of a Decade

Over the last decade, slight changes have been made but at its core, our plan has remained true to these pillars:

- A focus on student achievement
- Sacred time to meet with our peers
- Building trust and collaboration through the peer review process
- Support system for teachers
- Ideas that benefits students and educators

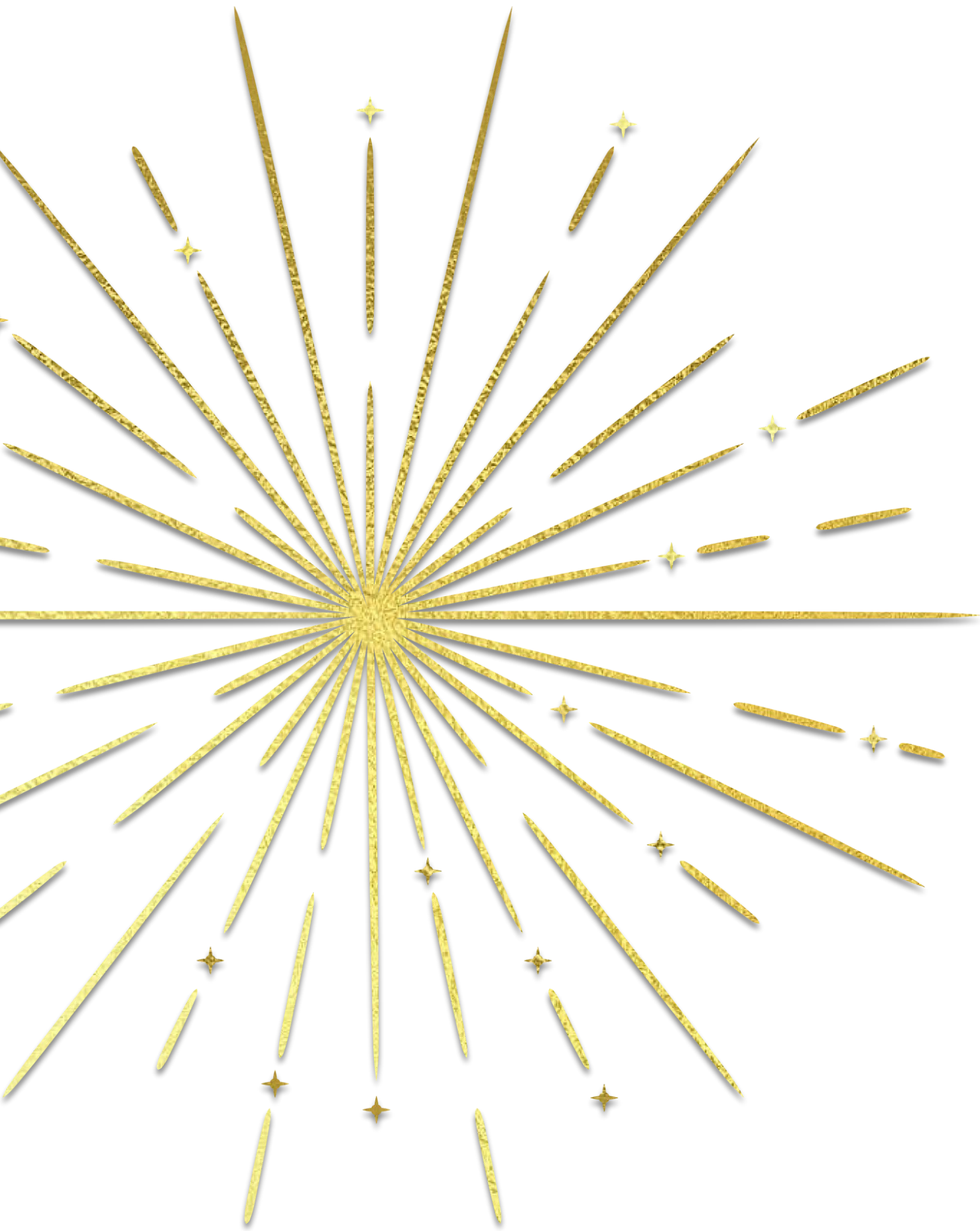


What is QComp?

It is a voluntary program that allows local districts and exclusive representatives of the teachers to design and collectively bargain a plan that creates an alternative teacher professional pay system.

There are four components in a Q Comp system:

- Career ladder/advancement options (teacher leadership positions and responsibilities)
- Job-embedded professional development
- Teacher evaluation
- Performance pay and alternative salary schedules



Component 1: Leadership Roles

QComp Oversight Team

Coordinators who help oversee our groups and plan implementation

Peer Review

Trained teachers who have professional conversations about content and practice

PLC Leaders

Guide our group discussions on early release and PD days

Mentors

Help guide our new staff through the first 2-3 years at K-W








Component 2: Job-Embedded Professional Development

PLC groups focuses on the following topics:

- article studies
- standards research/interpretation and finding ways to implement them better
- vertical alignment within content areas and collaboration among departments



Component 3: Teacher Evaluation

	3 Summative evaluations	1 summative evaluation	Peer review
Probationary Staff			
Tenured Staff (years 1-2)			
Tenured Staff (year 3)			

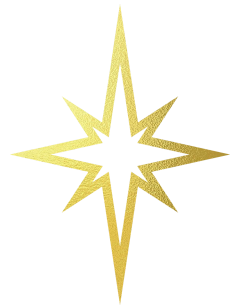
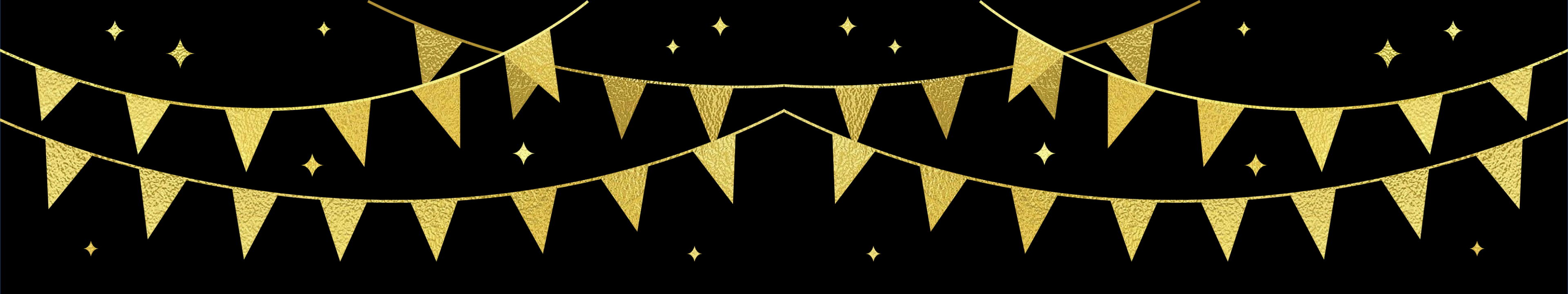


*Component 4:
Performance Pay &
Alternative Salary
Schedule*

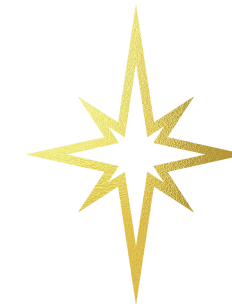
80%* Met
student
learning
goal

98% met
peer
review
process

*As of 5/13 but they had until 5/15 to document
and I had to get this to Tricia by 5/13



Site Goals



Each site chose to focus on both reading and math during this school year.

We utilized aReading and aMath scores for grades 2–10 and wanted to see 1–3% increase from the fall screening to the spring screening.

Data

Reading	Fall Score	Spring Goal	Spring Score
Gr 2-4	62.7	65.7	
Gr 5-8	69.5	72.5	
Gr 9-10	66	69	

Math	Fall Score	Spring Goal	Spring Score
Gr 2-4	68.7	70.7	
Gr 5-8	62.5	65.5	
Gr 9-10	59	60	



Celebrations of the Last Decade

HS: The first 4 years we focused on ACT scores. We saw an increase of .8 points during that time. A switch to aReading and aMath fluctuate; staying relatively even is a good thing!

MS: Reading has made significant gains: 50.5% to 62.5% starting scores over the last 10 years. Math has stayed fairly consistent over the years we have measured for our goals.

• **ES**: Reading gains were amazing: 36.5% to 62.7%; Math too early to make notes as we've just added goals for this in the last 2 years.



Celebrations of the Last Decade

Overall:

- An amazing system of peer support through our PLC and Peer Review processes
- Monthly review of student learning and curriculum
- A purposeful support system for our new teachers
- Compensation that keeps our district competitive and attractive for teachers
- Keeping true to a plan that we so conscientiously crafted to make sure teacher voices were heard