

Bemidji Area Schools Q Comp Program to Develop & Support Teacher Quality, Performance, and Effectiveness

1) Teacher Leaders / Career Advancement Options:

- a) Q Comp / PLC Coordinator: Erin Curran - 0.6 FTE assignment
- b) Peer Review Coordinator: Jason Koester - 0.3 FTE assignment
- c) Staff Development Specialist / IT Integration: Dana Woods - 1 FTE assignment

2) Job-embedded Learning Opportunities:

- a) Professional Learning Communities (PLC)
 - i) 16 hours were required to earn a stipend
 - ii) Teachers implemented two new teaching strategies
 - iii) Created SMART goals that aligned with district goals and outcomes
- b) PLC Leaders
 - i) Leaders were responsible for maintaining:
 - (1) Attendance and meeting notes
 - (2) Record of new teaching strategies

3) School wide student achievement gains on Standardized Assessments:

- a) Each Site created an individual Site Goal based on standardized testing. The test used to develop the goal varied from site to site, and ranged from MCA to MAP, and AIMSweb. Site Goals were sent to the Minnesota Department of Education for approval. All of the buildings received approval.
 - i) Non-Tenured teachers had to earn a 2.0
 - ii) Peer Reviews meeting the requirement resulted in salary lane changes and a stipend
 - iii) Teachers conducting the reviews earned a stipend

4) Increased Teacher Compensation for Performance:

- a) School wide student achievement gains on standardized assessment
 - i) MCA, MAP, AIMSweb
- b) Measure of student growth and literacy
 - i) Individual goals, Site Goals
- c) Objective Evaluation Program
 - i) Peer Review, Site Teams

5) Participation Numbers:

- a) Total Teachers in ISD #31= 384; Total Participants = **92.4%** (387 total teachers)
- b) Total PLC Participation = **97.7%** (374 total teachers)
- c) Total # of Peer Reviews = **400**

Q Comp Information

[Writing a SMART Goal - Video](#)

[Stipend Worksheet](#)

[Site Goals](#)

[Apply for Q Comp Positions](#)

[Peer Review List](#)

[Q Comp Basics](#)

[Position Descriptions](#)

PLC Information

[PLCs for 2022-2023 Location and Leader Listed](#)

[Registration Form \(PLC Leaders Submit\)](#)

[PLC Requirements Table](#)

[Instructional Strategies Submission Worksheet](#)

[PLC Final Documentation](#)

Peer Review

[Peer Review Directions](#)

[Peer Review Forms](#)

[Original Form pdf](#)

[Alternative Form pdf](#)

[Related Services pdf](#)

[Video Tutorial](#)

[Original Form Google Doc](#)

[Alternative Form Google Doc](#)

[Related Services Google Doc](#)

Individual Goals

[Individual Goal Template](#)

Who do we turn in our individual goals to?

- Goals go to your building School Improvement Team and building administrator.
- Final approval of individual goals is due from the School Improvement Team by May 1st.
 - Improvement Team will send a list of teachers who met individual goals to Erin Curran before May 15th.

[Frequently Asked Questions](#)