

## Q-Comp Goals, Plan, and Teacher Evaluation

Q Comp was enacted through a bipartisan agreement in the Minnesota Legislature in July 2005. It is a voluntary program that allows local districts and exclusive representatives of the teachers to design and collectively bargain a plan that meets the five components of the law. The five components under Q Comp include Career Ladder/Advancement Options, Job-embedded Professional Development, Teacher Evaluation, Performance Pay, and an Alternative Salary Schedule.

- **District Goal:** The percentage of students enrolled in Grand Meadow ISD 495 on October 1 in grades 2 – 10, who meet or exceed their individual Fall to Spring RIT Growth Projection on the NWEA MAP in Reading will increase from 35.67% to 40.67% from Fall, 2013 to Spring, 2014.
- **ELEMENTARY SCHOOL GOAL:** The percentage of students enrolled October 1 in Grand Meadow ISD 495, grades 2-4, who meet or exceed their individual Fall to Spring Growth Projection on the NWEA MAP in Reading will increase from 35 % to 40 % from Fall, 2013 to Spring, 2014.
- **MIDDLE SCHOOL GOAL:** The percentage of students enrolled October 1 in Grand Meadow ISD 495, grades 5-8, who meet or exceed their individual Fall to Spring Growth Projection on the NWEA MAP in Reading will increase from 40 % to 45 % from Fall, 2013 to Spring, 2014.
- **HIGH SCHOOL GOAL:** The percentage of students enrolled October 1 in Grand Meadow ISD 495, grades 9 and 10, who meet or exceed their individual Fall to Spring Growth Projection on the NWEA MAP in Reading will increase from 32 % to 37 % from Fall, 2013 to Spring, 2014.

**Purpose:** The evaluation of teacher performance includes, but is not limited to a formal observation in the classroom setting. The primary objective of the formal teacher evaluation procedure set forth in this article shall be improvement of instruction. Guidelines for the formal evaluation process, as a part of the overall teacher evaluation process, are agreed upon in this article.

**B. Formal Evaluation Procedures:** All formal teacher evaluations shall be conducted openly and with full and prior knowledge of the teacher. Formal evaluations shall only be conducted by a licensed building principal or assistant principal or other licensed administrator. All formal evaluations shall be preceded by a conference between the supervisor and the teacher to determine the goals for that class. A copy of any evaluation instrument to be used by the supervisor during the evaluation procedure must be provided to the teacher prior to the observation. All evaluations shall be followed within three (3) days by a conference between supervisor and the teacher in order for questions arising from the evaluation to be discussed. Within five (5) days of the conference, two (2) copies of a written evaluation shall be submitted to the teacher: one (1) to be signed and returned to the administration, and the other to be retained by the teacher. The teacher shall have the right to add remarks or other information pertinent to the report. Such remarks shall contain the signature of the teacher and the person preparing the evaluation form. As long as Grand Meadow ISD 495 participates in the state of Minnesota Q-Comp program at least five (5) formal evaluations shall be conducted annually for

probationary teachers. Three shall be conducted by school administrators and two shall be conducted by Q-Comp Team Leaders. Tenured teachers shall receive three (3) formal evaluations annually. One shall be conducted by a school administrator and two shall be conducted by a Q-Comp Team Leader. Each formal evaluation shall be for a full class period. If, after such evaluation, the supervisor finds deficiencies in the teacher's work performance, the supervisor shall provide the teacher with specific and reasonable written recommendations for improvement. In order to implement the recommendations, the Board shall also provide the teacher with constructive assistance, including time during the workday, material resources, and consultant services. The teacher shall be given a reasonable period of time to implement these specific recommendations.