

Quality Compensation (Q Comp) - 2011-2012 School Year

Q Comp was enacted through a bipartisan agreement by the Minnesota Legislature in July 2005.

What is Q Comp?

- The program has five components:
 - Career Ladder/Advancement Options
 - Job-embedded Professional Development
 - Teacher Observation/Evaluation
 - Performance Pay
 - Alternative Salary Schedule
- Q Comp gives participating school districts the flexibility to meet local needs within a comprehensive model of improved teaching and learning.
- Teachers are paid based on performance, not just seniority.
- Q Comp includes a locally agreed-upon peer evaluation process for every teacher that is based on instructional skills, responsibilities and student academic growth.

How do schools participate?

- Participation in Q Comp is voluntary.
- Interested school districts can download application materials and instructions from the MDE website.
- Q Comp staff are available for consultation, support and information:
http://education.state.mn.us/MDE/Teacher_Support/QComp/QComp_Application_Process/index.html

How many schools are participating?

- As of August 9, 2011, 50 school districts and 54 charter schools are participating in Q Comp, serving a total of approximately 250,000 students.
- There are 9 districts that are approved for next year and MDE is waiting for final votes from them.
- In addition, there are a total of 9 new applications currently in the review process for the 2011-12 school year.
- In financial terms, Q Comp provides an additional \$260.00 per pupil for implementation. (\$169/student aid and \$91/student board-approved equalized levy for 2010-11)

What changes were there to the Q Comp Program with the new education bill?

Under the new education bill, the Q Comp funding allocation was reduced by \$10 million for one year (for the 2011-12 school year or fiscal year 2012). In addition, the requirement for districts to reserve funding for staff development purposes was temporarily suspended again for the next two years (fiscal years 2012 and 2013). Regardless of these changes, funding remains in place for both 2011-12 and 2012-13 implementation. At this time, the School Improvement Division is processing a number of Q Comp applications that were submitted prior to the final 2011-12 application deadline of July 1. The application deadlines for 2012-13 implementation will be November 15, 2011, March 15, 2012, and July 1, 2012. Questions about the legislation in the omnibus bill, the Q Comp application deadlines, funding or other program information can be sent to mde.q-comp@state.mn.us.

SAVE THE DATE!

Minnesota Q Comp Conference:

January 27, 2012

Location: MDE Conference Center B

The 2012 Q Comp Conference will provide educators with transformation stories occurring in Q Comp districts concerning efforts to increase teacher effectiveness and student achievement. Five years after the establishment of the program, powerful leadership teams and job-embedded professional development are creating significant changes in school practice and student results. The conference will provide sessions on how the Minnesota Q Comp program has become an important school reform instrument in building collaboration within the district, school and teams to reach higher levels of student success.

- **Keynote Presentation:**

Brad Jupp (Senior Program Advisor for the Office of Secretary of Education, Arne Duncan) will address the national perspective and initiatives on educator effectiveness.