



FOR IMMEDIATE RELEASE:
January 29, 2010

Contact: Christine Dufour
(651) 582-8720

LAKEVIEW SCHOOL DISTRICT ENTERS MINNESOTA'S NATION LEADING Q COMP PROGRAM

~The 44th School District to enter professional development and achievement-based pay system~

COTTONWOOD, Minn. – Minnesota Education Commissioner Alice Seagren announced today that the Lakeview School District will implement Minnesota's nation-leading Q Comp performance and professional pay program. The school district will receive \$99,203 in total revenue for implementation in the 2009-10 school year.

"I commend Lakeview School District on their decision to participate in this important education reform," said Commissioner Seagren. "Q Comp will give participating teachers an opportunity to enhance their skills and take part in real-time, research-based professional development, which will help raise student achievement."

In 2005, Governor Tim Pawlenty proposed and the state legislature approved Minnesota's Q Comp program. Q Comp provides up to \$86 million for districts that join the program. The Q Comp program has funds available for school districts, school sites and charter schools to implement a program for the 2009-10 school year. This funding is available on a first-come, first-served basis until all available funds have been exhausted.

Q Comp is designed to advance the teaching profession by providing structured professional development and evaluation, as well as an alternative pay schedule that compensates teachers based on performance, not just seniority. The program brings together career advancement, professional development and compensation linked to academic achievement. It includes a locally agreed-upon peer evaluation process for every teacher that is based on skills, responsibilities and student academic growth. This plan is voluntary and will add up to an additional \$260 per student in participating districts.

"Q-Comp will allow our teaching staff to work together through research-based professional development while focusing on the goal of increasing student achievement," said Superintendent Chris Fenske.

The Q Comp program gives participating school districts the flexibility to meet local needs within a comprehensive model of improved teaching and learning. Lakeview School District also signed on to the Minnesota Race to the Top application. The Lakeview School District administration and teacher representatives have agreed to the following:

Provide career ladders or career advancement opportunities for teachers: The career ladder includes four positions with various duties and compensations. These positions are:

- Q Comp Council: responsible for using data to develop schoolwide goals and districtwide goals, providing oversight recommendations for program sustainability and improvement, developing and facilitating the district staff development plan, and monitoring and updating all components of Q Comp in the district.
- Elementary Leader and Secondary Leader: responsible for conducting pre- and post-observation conferences with teachers, conducting teacher evaluations, keeping all peer evaluation documentation, coaching teachers, coordinating evaluation schedules, serving as a staff development resource, and recommending staff development needs to the Q Comp Council and administration.
- PLC Leader: responsible for confirming PLC logistics with members, following PLC protocol for meetings and video shares, setting and reviewing group norms with the PLC, facilitating team goal-setting, keeping meetings on track and on schedule, ensuring professional development occurs within PLC meetings, field-testing best practice strategies, ensuring the PLC meeting log is complete, checking meeting logs prior to each meeting to confirm focus, overseeing the storage and filing of all PLC documentation.
- Mentor Teacher: responsible for working with probationary teachers in the district.

Job-embedded professional development: As the focus for the Q Comp plan, the district has selected the following student achievement goal from the Educational Improvement Plan (EIP): to continue to be a high-performing school district by improving reading and language arts achievement as measured by performance on the NWEA assessments.

In alignment with this, each site has chosen the following goals from the site EIP as the focus for student improvement:

- Lakeview Elementary:
 - The percentage of all students in grades 2-6 who meet or exceed their RIT growth target on the NWEA MAP in Reading will increase from 68.8 percent in the spring of 2009 to 70.8 percent in the spring of 2010.
- Lakeview Secondary
 - The percentage of all students in grades 7-10 who meet or exceed their RIT growth target on the NWEA MAP in Language Usage will increase from 67.5 percent in the spring of 2009 to 69.5 percent in the spring of 2010.

Teachers will meet in grade level PLCs of approximately six members twice each month for 90 minutes during district designated early release time. The PLC leader will plan and run these meetings in accordance to established protocol. These meetings are intended to be face-to-face to increase collegiality among staff members. Teachers within these PLCs will discuss and share information regarding best practice, which includes time for brainstorming, studying data, research, video share, analysis, and self-reflection. The first instructional strategy to be implemented will focus on types of questioning used with students to promote critical thinking skills. This information will be found by PLC members during their research in the first few months of the school year. This research will find two strategies to implement, targeting identified areas of concern. The first strategy will be introduced in November of 2009, and the second strategy will be introduced in March of

2010. The video share will provide teachers an opportunity to provide to the PLC a video of themselves implementing these strategies.

Objective and comprehensive teacher evaluation: Each tenured teacher in Lakeview School District will be observed and receive formative evaluations three times per year. The evaluation team that will complete these evaluations for each tenured teacher will consist of the Elementary or Secondary Leader (whoever is appropriate to the teacher's level) and the building principal. The Elementary or Secondary Leader will conduct two observations for each tenured teacher and will conduct one observation for each tenured teacher with the building administrator. During the evaluation conducted by both the appropriate Elementary or Secondary Leader and the building administrator, the two observers will independently score the evaluation and then discuss their ratings to ensure inter-rater reliability. All formative evaluations will be based on direct classroom observations and will be scored using Lakeview Public School District 2167 Charlotte Danielson Framework Appraisal System. Teachers will be expected to achieve an average score of Proficient (3) or higher after all three evaluations have been conducted.

Each probationary teacher will be observed and receive summative evaluations three times per year, with two of the evaluations conducted by the building administration and one of the evaluation conducted by both the building administration and the appropriate Elementary or Secondary Leader. The same process used for tenured teachers will be used for the one evaluation conducted by both observers. Upon achieving tenure, the probationary teacher will automatically shift to the annual evaluation process for tenured teachers.

Performance pay: A teacher's compensation will be based on the following factors:

- \$200/14.3 percent for schoolwide gains will be awarded to teachers if the schoolwide goals are met.
- \$200/14.3 percent for measures of student achievement will be awarded to each teacher whose PLC sets and meets a student achievement goal.
- \$600/42.9 percent for teacher evaluation will be awarded to each teacher who earns an average score of at Proficient (3) or higher on the three formal evaluations.
 - Teachers earning an average evaluation score of between 2.0 and 2.9 on the three formal evaluations will receive 50 percent of the award.
- \$400/28.5 percent for successful completion of PLC requirements, including team participation, attendance, video sharing, application of research strategies, data analysis, and evaluation of student work.

Alternative professional pay schedule: The district has reformed the salary schedule by renaming "steps" performance increments and linking movement through the increments to earning an average evaluation score of Proficient (3) or higher on the three evaluations. For tenured teachers, this determination will be based on two observations by the Elementary or Secondary Leader and one observation by administration. For probationary teachers this determination will be based on three observations by administration. The scores from all three observations will be added together and divided by three to determine if a teacher's average score is Proficient (3) or higher and vertical

movement has been earned. Horizontal movement will be awarded based on earning additional educational credits.

Lakeview School District is the 44th school district to be approved for the Q Comp program during the 2009-10 school year. School districts that began implementing the Q Comp program during the 2009-10 school year: Rushford-Peterson School District • Lakeview School District.

School districts that began implementing the Q Comp program during the 2008-09 school year: Annandale • Mahtomedi • North Branch • Edina • Minneapolis (various sites) • Chisago Lakes

School districts that began implementing the Q Comp program during the 2007-08 school year: Princeton • Rosemount-Eagan-Apple Valley • Roseville (three sites) • Orono • Minneapolis (various sites) • Brooklyn Center

School districts that began implementing the Q Comp program during the 2006-07 school year: Grand Meadow • Albert Lea • Alden-Conger • Brainerd • Wayzata • Eden Prairie • Red Rock Central • International Falls • Le Center • St. Louis Park • Osseo • Lac Qui Parle • North St. Paul-Maplewood-Oakdale • Clearbrook-Gonvick • Proctor • Burnsville • St. Anthony-New Brighton • Minnetonka • Delano • Centennial • Pine River • Brandon • South Washington County • South Saint Paul • Farmington • Roseville (various sites) • Minneapolis (various sites)

School districts that started implementing the Q Comp program during the 2005-06 school year: Minneapolis (various sites) • Hopkins • St. Francis • Mounds View • Fridley • La Crescent-Hokah • Marshall

Several districts have indicated they are planning to submit Q Comp applications.