



## Q Comp Program Update Form for 2022-23

**Due:** August 31, 2022

**General Information:** This form is to be used by all implementing districts and charter schools to provide information to the Minnesota Department of Education (MDE) regarding changes to the approved Quality Compensation (Q Comp) program as outlined in [Minnesota Statutes, section 122A.414](#). The form will expand to fit your responses. For each core component, begin by double-clicking on either the Yes or No checkbox to change the default value from “Not checked” to “Checked” to signify that there are changes, or no changes, to that component. Then, complete that section, if applicable, or move to the next component. Send the completed document and any related attachments via email to [mde.q-comp@state.mn.us](mailto:mde.q-comp@state.mn.us).

QComp Plan 2022-2023

<https://docs.google.com/document/d/1sto-VeJeZ2IW7PSDzccNfyxIKZzX5HJSZSNG9eauFLY/edit?usp=sharing>

QComp Timeline 2022-2023

<https://docs.google.com/document/d/1a1XJRRozHpgFYKAjkJT91ykaUSCDEXfdhsDCr1odoPU/edit?usp=sharing>

**Note: There is no need to submit a program update form if no changes are being made to the approved Q Comp program.**

District or Charter School Name: STRIDE Academy

Superintendent or Director: Dr. Eric Skanson

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Program Contact Person: Angie Lichy

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It is the district’s responsibility to align any program changes with statutory requirements. To assist with this process, read the [Q Comp Requirements and Guiding Principles document](#) on the Teacher Development and Evaluation (TDE) and Q Comp web page, under the Implementation section.

Please address all items related to the component(s) that are being changed and attach any additional information and related materials. Ensure that when designing program changes the fiscal implications of the change are thoroughly considered so that funds are available to cover related costs and that for school districts both the exclusive representative of the teachers and the school board/administration understands and agrees to all changes. MDE staff will review the provided information and contact the district/charter school if further clarification is needed.

## Core Component: Career Advancement Options

Are changes being made to this component? \_\_\_ Yes  No

If yes, please complete the following sections as applicable.

**Discontinuing**—Identify any position(s) being removed: [Enter text here](#)

**Expanding**—Provide the full job descriptions, below, for any position(s) being added:

Title: [Enter text here](#)

Qualifications:

- [Enter text here](#)

Responsibilities:

- [Enter text here](#)

Hiring Process:

- [Enter text here](#)

Evaluation:

- [Enter text here](#)

Compensation: [Enter text here](#)

**Revising**—Using the categories above, describe any changes to an existing position description(s): [Enter text here](#)

## Core Component: Job-Embedded Professional Development

Are changes being made to this component? \_\_\_ Yes  No

If yes, please complete the following sections as applicable.

**Frequency**—Describe how often teams meet: [Enter text here](#)

**Length**—Describe how long each team meeting is: [Enter text here](#)

**Composition**—Describe the new team (e.g., grade levels, banded grades, departments): [Enter text here](#)

## Core Component: Teacher Evaluation

Are changes being made to this component? \_\_\_ Yes  No

If yes, please complete the following sections as applicable.

**Peer Review**—Describe the revised Peer Review Process (e.g., number of observations, number of different observers, use of the rubric, link to growth plans, observation process, training for observers, coaching): [Enter text here](#)

**Summative Evaluation**—Outline the revised Summative Evaluation Process (e.g., frequency of summative process, number of evaluations, use of the rubric, link to growth plans, evaluations process, training for evaluators, coaching): [Enter text here](#)

**Individual Growth and Development Plan**—Specify the changes to the teacher’s Individual Growth and Development Plan (IGDP) (e.g., the process for setting goals and plans, the goal and plan review process, documentation is required throughout the year): [Enter text here](#)

**Measures of student growth and literacy**- Describe changes to the measures of student growth and literacy (e.g., how the goal is set, oversight, results and scoring): [Enter text here](#)

**Teacher Improvement Process**- Provide the updated Teacher Improvement Process (TIP) (e.g., identification for the process, goal setting, support, moving out of the process): [Enter text here](#)

**Rubric**- Identify any changes to the rubric, including:

- What rubric is being used (e.g., Danielson, 5D+, locally developed)? If locally developed, please attach. [Enter text here](#)
- What modifications have been made to the rubric? [Enter text here](#)
- What is the standard of performance expected of tenured/continuing contract teachers? [Enter text here](#)
- What is the standard of performance expected of probationary/non-tenured teachers, if different from tenured/continuing contract teachers? [Enter text here](#)

## Core Component: Performance Pay and Reformed Salary Schedule

Are changes being made to this component? \_\_\_ Yes  No

If yes, please complete the following sections as applicable.

**Salary schedule**—Describe changes to how vertical movement is made on the salary schedule: [Enter text here](#)

**Performance pay**—Outline changes to the performance pay system:

- **Site Goal:** \$ [Enter text here](#) for schoolwide student achievement gains will be awarded to teacher if the schoolwide site goal (updated annually) is met.
- **Measure of Student Growth and Literacy:** \$ [Enter text here](#) for measures of student growth and literacy will be awarded to each teacher if their annual measures of student growth goal is met.
- **Teacher Observation/Evaluation:** \$ [Enter text here](#) for teacher evaluation will be awarded to each licensed staff member who demonstrates a score of [Enter text here](#) on the [Enter text here](#) rubric through the teacher evaluation process.
- **Additional Measure of Performance:** [If applicable] \$ [Enter text here](#) for [Enter text here](#) (measure of teacher or student performance) will be awarded to each licensed staff member who demonstrates [Enter text here](#) (standard of performance).

**OPTIONAL Hiring bonus**—Describe how Q Comp funding is being used for hiring bonuses for hard to staff positions (e.g., bonus amount, process for determining who receives, positions eligible): [Enter text here](#)

**OPTIONAL Additional licensure**—Outline how Q Comp funding is being used to provide compensation for additional licensure or grow your own systems (e.g., positions eligible, length and amount of funding): [Enter text here](#)

The undersigned hereby certifies on behalf of the district/charter school that all of the proposed changes meet statutory requirements.

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Superintendent/Executive Director Name	Signature	Date
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Local Union President Name*	Signature	Date
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\*Districts/Charter schools without a collective bargaining unit only need the signature of the superintendent/executive director on behalf of the school board.