

Annual Q Comp Report

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May 28, 2026

Overview

Program Review

- Purpose
- Process

Q Comp Components

1. **Career Ladder/Advancement Options**
2. **Job-Embedded Professional Development**
3. **Teacher Evaluation**
4. **Performance Pay**

2026-2027 Structure Updates

Staffing Model



5 Q Comp Coaches



1 coach serves as a 0.5 coordinator



Each full-time coach will serve approximately 4 sites

Coach Role Responsibilities



Peer Review & Coaching



Support Implementation of the Three-year Review Cycle



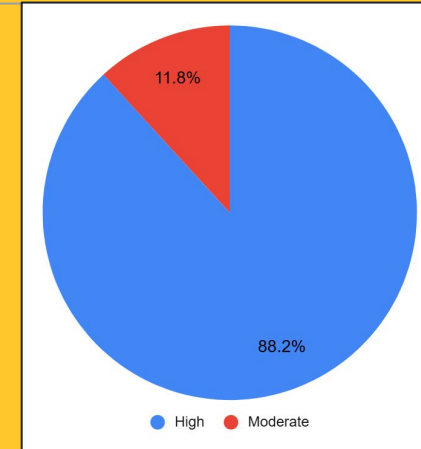
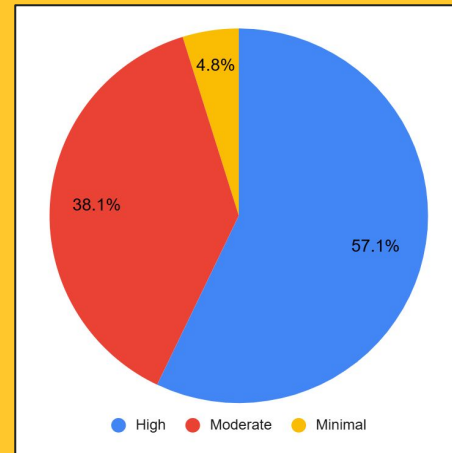
Collaborate with Summative Evaluators (Administrators)

Highlight: Probationary Support

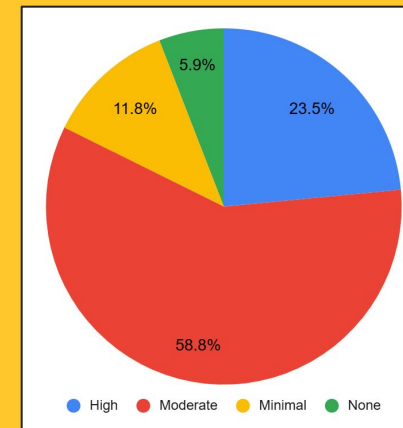
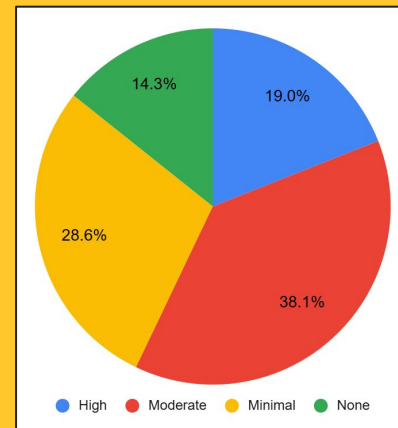
2024-2025 Pilot
Response Rates: 21/24 =
88%

2025-2026
Response Rates: 17/24 =
71%

Administrators valued learning walks as support for probationary staff



Administrators observed or heard evidence of new practices being implemented



A yellow banner with wavy top and bottom edges, centered on a white background. The banner contains the text 'INFORMAL OBSERVATIONS' in bold black capital letters.

**INFORMAL
OBSERVATIONS**

Highlight: Updated Rubrics

The “best practices” identified in this domain are relevant to my current professional context.

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|--|--------------------------|-----------------|----------------|--------------|-----------------------|
| Domain 1 Planning & Preparation | | 5.6% | 25% | 41.7% | 27.8% |
| Domain 2 The Environment | | | 19.4% | 41.7% | 38.9% |
| Domain 3 Educational Support Experiences | | | 19.4% | 47.2% | 33.3% |
| Domain 4 Professional Responsibilities | | 5.6% | 19.4% | 33.3% | 41.7% |

Response Rates: 71/126 = 56%

**Danielson Framework
Adapted for
Licensed Professional Staff**

*Licensed Professional Staff may include:
Counselors, Deans, Media Specialists, Nurses,
Occupational Therapists, Psychologists, Special
Education Evaluators, Social Workers, or Speech
Pathologists

| | |
|--|--|
| DOMAIN 1 Planning and Preparation | DOMAIN 2 The Environment |
| DOMAIN 3 Educational Support Experiences | DOMAIN 4 Professional Responsibilities |

Recommendations

- ✓ Refine Evaluation Rubrics to Improve Alignment and Relevance
- ✓ Strengthen Probationary Support Through Continued Learning Walks and Differentiated Support
- ✓ Expand Learning Walks to Support Experienced Staff in New Roles

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“A meaningful professional learning experience this year was participating in a learning walk at Hidden Valley Elementary with my CIC to observe ML teachers in action. Seeing instruction in real classrooms helped me reflect on my own practice, particularly how teachers use leadership roles, collaboration, and scaffolds to support belonging, engagement, and language development.”

— Elementary Multilingual Teacher

Additional Resources



2025-2026 Q Comp Annual Report

[View Full Report](#)



MDE Professional Pay System

[Q Comp/Alternative Teacher System \(MN Department of Education\)](#)

