

# HLWW Q-Comp Plan

Annual Report 22-23

# Purpose of Q-Comp at HLWW Schools

- Career Advancement Options
- Job Embedded Professional Development
- Teacher Evaluation
  - SMART goals, peer evaluation and peer evaluate
- Performance Pay & Alternative Salary Schedule
  - Extra pay for peer evaluations, PLC attendance, meeting SMART goal and meeting building goals
  - Performance increment (formally step) when teacher achieves developing or higher on a minimum of 2 peer evaluations.

# Career Advancement Options

- Ability to apply and hold positions within the Q-Comp program
- No changes to the positions.
  - PLC Facilitators
  - Mentors
  - DLT Member
  - Q-Comp advisors, Coordinator, DLT Liaison
- These positions help to lead teachers in the district to meet goals
- Training provided for persons in these positions
  - Always looking to improve upon our trainings
  - Will use any leftover Q-comp funds to help provide staff development

# Job Embedded Professional Development

- PLC's are to be meeting 19x/year for 30 minutes each time (working on some clarification for this in fall 23.)
  - 2x/month
  - Late starts
- Peer evaluations/formal evaluations
  - Follows Marzano Framework
- Site goals
- All of these help teachers to do their best to reach student needs
- PLC's choose topics to focus on for the year
- PLC's continue to be a great tool for teachers to work together
- Mentorship program for new teachers
- Continued work at strengthening the communication at this level

# Teacher Evaluation

- All teachers will observe twice and be observed twice by peers
  - Follows Marzano framework
  - Teachers must score developing or higher on 4 elements
  - Teachers choose the areas they would like to develop and be observed
  - Pre and Post conferences required amongst the teachers
  
- Teachers write a SMART goal for the school year
  
- Teachers complete a growth plan for the year
  - iObservation

# Performance Pay/Alternative Salary Schedule

- Performance Pay Teachers earn:
  - \$630 for their Peer Evaluations
  - \$645 for attending and participating in PLC's
  - \$210 for meeting their SMART goal (tied to student achievement)
  - \$130 for meeting building site goals, \$65 if building does not meet the goal
  
- Alternative Salary Schedule:
  - Teachers earn a performance increment when they achieve a level of developing or higher on 4 elements- from their peer evaluation

# Outcomes

What percentage of all licensed staff met the standard to earn performance pay for the measures of student achievement? **97%**

What percentage of all licensed staff met the standard to earn performance pay for observation/evaluation results? **100%**

What percentage of tenured licensed staff met the standard to earn performance pay for observation/evaluation results? **100%**

What percentage of probationary licensed staff met the standard to earn performance pay for observation/evaluation results? **100%**

Is performance pay awarded for another area (besides school wide goals, measures of student achievement and observation/evaluation results)? **YES.**  
*PLC's.*

If yes, what percentage of all licensed staff members met the standard to earn performance pay for this other area? **99%**

What percentage of all licensed staff met the standard to earn movement on the salary schedule or an increase in base salary? **100%**

What percentage of tenured licensed staff met the standard to earn movement on the salary schedule or an increase in base salary? **100%**

What percentage of probationary licensed staff met the standard to earn movement on the salary schedule or an increase in base salary? **100%**

# General Program Impact and Recommendations

- Q-comp programming has helped create the time for teachers to collaborate
- Many teachers use the requirements and time to focus on their continued improvement
- Continued help with using student data to make instructional decisions
- Q-comp will work this summer to clarify and update the program in order to deliver a strong back to school presentation
- Create more opportunities for PLC Facilitators to gain some training

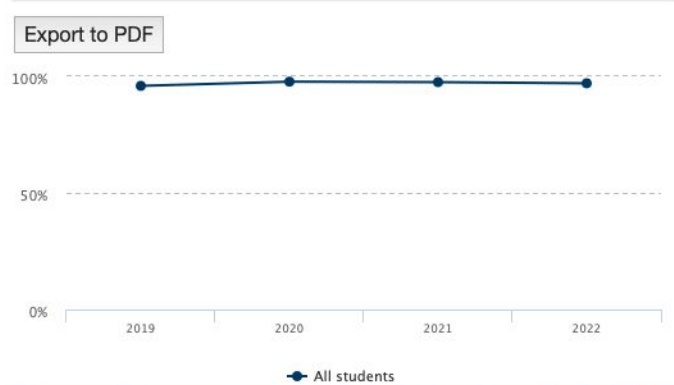
# **HLWW Graduation Rates**

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# 2022 4-Year Graduation Rates

## HLWW High School

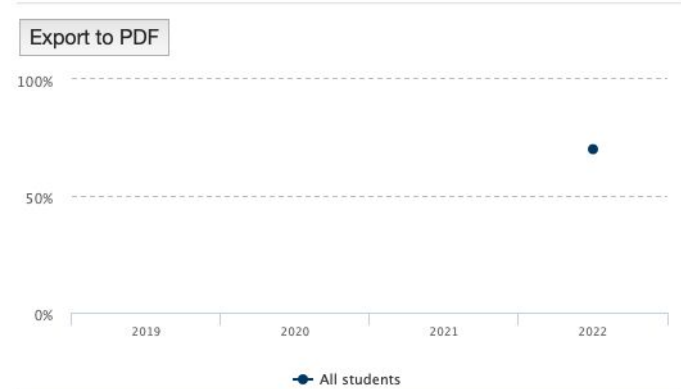
Graduation rate over time



Demographic	Year	Graduated count	Graduated %
All students	2019	70	95.9%
All students	2020	86	97.7%
All students	2021	77	97.5%
All students	2022	65	97.0%

## HLWW ALP

Graduation rate over time



Demographic	Year	Graduated count	Graduated %
All students	2019	5	63%
All students	2020	3	100%
All students	2021	7	88%
All students	2022	7	70.0%

Overall HLWW Grad Rate: 95%