

Q-Comp Annual Report SY26

Core Component: Career Advancement Options

Implementation: Our Q-Comp program had the same positions with no changes. We had the following positions: Q-Comp Coordinator, SB Primary Lead Teacher, SB Middle School Lead Teacher, OL K-8 Lead Teacher/Coach, OL HS Teacher Lead, OL SPED/Support Lead, and OL HS Coach Lead. All positions we maintained fully by the same people.

Impact: Through coaching, observing, mentoring, and facilitating team members throughout the year, classroom teachers/coaches were able to work towards their individualized SMART goal. Our teaching staff of 75, 92% of them, reached their SMART goal this year.

Lead teacher observations did not get many responses, out of the 75 staff only 23 responded to the evaluation. Of the responses the overall rating of our leads is 95% satisfaction.

Q-Comp Coordinator Evaluations: 3 of the 6 leaders completed the survey. The coordinator received a 80% approval rating.

Core Component: Job-embedded Professional Development

Our Professional Development happened throughout the year. Seat-based met on PD days on the calendar and covered a variety of topics: Environmental Education, Science Standards work, Unit Planning, PESLB Licensing Renewal categories (Mental Health and Suicide Prevention), Responsive Classroom training, HRS – High Reliability Schools work. The beginning of Jan 2025 SB decided to do grade level or position PLCs and meet biweekly or weekly.

Online teams meet monthly or bimonthly and cover a variety of topics:, Mental Health, EE Trainings, MTSS, FastBridge, PESLB Licensing Renewal categories (Mental Health and Suicide Prevention), and Quality Matters.

Out of our 75 staff members in the Q-Comp program, 100% of them accomplished the PD goal of a minimum of 24 hours throughout the year.

Our two programs (seat-based and online) had program goals that the respective staff worked together to achieve.

The Online program goal was: The percentage of all students enrolled as of October 1, in grades 2-8 in the Crosslake Community School Online Program who achieve or exceed individual STAR growth goals (based on an SGP of 50) in Math and/or score high proficiency, will be greater than or equal to 55% from fall to winter and/or winter/spring and/or fall to spring of 2026. Results were 209/285 = 73.33% Goal Met!

The percentage of all students enrolled as of October 1, in grades 2-8 at Crosslake Community School who achieve or exceed individual STAR growth goals (based on an SGP of 50) in Reading and/or score high proficiency, will be greater than or equal to 55% from fall to winter and/or winter to spring and/or fall to spring 2026. Results were 209/285 = 73.33% Goal Met

The Seat-based goal was: The percentage of all students enrolled as of October 1, in grades 2-8 at Crosslake Community School who achieve or exceed individual STAR growth goals (based on an

SGP of 50) in Reading and/or score high proficiency, will be greater than or equal to 55% from fall to winter and/or winter to spring and/or fall to spring 2026. Results were 59/77 = 76.6% Goal met!

Core Component: Teacher Evaluations

Throughout the year all teaching staff receive 3 observations a year. 2 observations (Fall and Spring) are completed by their respective Lead teacher/Coach. The winter observations are completed by a peer, in which it gives others the opportunity to get to watch another staff member work on their goals. These observations for seat based are focused on our Catalyst Element goals. These goals are posted to remind staff of the steps they are taking to improve that element. Online observations worked on NSQOL standards.

Results from the staff of 73 – 95% completed their Fall observations, 97% completed their winter peer observations, and 100% completed their Spring observations.

Core Component: Performance Pay and Alternative Salary Schedule

The following is the breakdown of performance payouts for staff if the goals or requirements are met.

Observations - \$500

- Fall - \$150 (95%)
- Winter - \$150 (97%)
- Spring - \$150 (100%)

SMART Goal - \$300 (92%)

Program Goal - \$200 (100%)

PD - \$600 (100%)

Ladder Stipend

- Lead Teacher/Coach - \$1800
- Q-Comp Coordinator - \$1000

Total Max without a position \$1550.

Predicted Q-Comp Funding total with 494 ADM

| SY26 | Budgeted | Actual | Difference |
|--------------------------|-----------|-----------|------------|
| FTE – | 61.8 | 78.7 | -16.9 |
| Total Stipends | \$107,590 | \$114,955 | -\$7,365 |
| FICA, ETC | \$15,601 | \$16,668 | -\$1,067 |
| Complete Cost of Program | \$123,191 | \$131,623 | -\$8,443 |

This program will continue to be negative until we are able to get our ADMs up. The ADMs are from the previous fall record with MDE.