

QComp in SLP: Revisions made to the QComp Application

COMPONENT 1: Career Ladder/ Advancement Options

- Clarified the qualifications and responsibilities for teacher leader positions by creating Venn diagrams comparing Continuous Improvement Coaches and Curriculum Leads and LTA and LET Teams using the wording from the SLP Roles and Responsibilities Document. See the Venn diagrams on the QComp section (under Staff Access) of the website.
- Added [“Shared leadership across the district is responsible for the implementation of the adaptive and learning work \(field-testing/researching instructional strategies\) and implementation of professional learning. Please reference page 4 of the Spring Lake Park Learning Community Framework for a detailed description of the roles and purposes as they pertain to responsibilities for continuous improvement.”](#) from the SLP Continuous Learning Framework to section 1.3 to clarify the implementation of adaptive and learning work.
- Aligned number of teacher leader positions, ratios and release time/salary augmentation to the QComp budget in section 1.6.
- Added Hiring “look-fors” for the teacher leader positions. (Appendix L)
- Clarified the teacher leader evaluation process in section 1.7.

COMPONENT 2: Job-embedded Professional Development

- Added sections for each of the following schools: Avanti, Distance Learning, and Adult Diploma
- Principals review their school sections to ensure district wide alignment

COMPONENT 3: Teacher Observation

- Added language explaining that the QComp application is a reflection of the district job-embedded professional development plan in section 3.1.
- Defined classroom walkthroughs in section 3.1.
- Added time frame for pre- and post- observation conferences in section 3.2.
- Clarified the training for teacher leaders and created a calendar for their learning for the 2010-2011 school year (appendix K)
- Defined the Spring Lake Park Governance Team and clarified the appeals process in section 3.8

COMPONENT 4: Performance Pay

- Added clarifying language for the process of submitting PLC goals in section 4.3

COMPONENT 5: Alternative Salary Schedule

- Added language for the state to clarify how a teacher moves through the salary schedule – please note there are no changes from current practice.

Budget

- Adjusted budget to include benefits for teacher leader positions – please note there is no change to the amount for performance pay.
- Discussed expenditures for job-embedded professional development