

# Q Comp *Fact Sheet*

## **By the Numbers**

Number of Districts  
Participating in Q Comp: 39

Number of Charter Schools  
participating: 21

Additional dollars schools  
receive for participation: up to  
\$260 per student

## **Five Components of Q-Comp**

- ✓ Career advancement options/career ladders for teachers
- ✓ Job-embedded professional development
- ✓ Objective teacher evaluations
- ✓ Performance pay
- ✓ Alternative teacher salary schedule

## **The Need for Change**

30% of new teachers hired in 2001 had left the classroom five years later. Reform of teacher pay structure through the Q Comp program enhances professional development, utilizes evaluation tools, and rewards quality teachers. Moreover, research indicates that performance pay for teachers improves student learning.

## **To Learn More**

Visit MDE's website at [www.education.state.mn.us](http://www.education.state.mn.us) and click on "Q Comp" on the right toolbar.

## **Frequently Asked Questions**

*Q: Participating districts are eligible to receive up to \$260 per student, but \$70 must come from a board-approved levy. Why is this?*

A: By requiring that partial funding be generated locally, we ensure local control and community ownership in educating children.

*Q: How will the teacher evaluation process work?*

A: Q Comp relies on a peer-review system that provides ongoing feedback to teachers. The law requires multiple teacher evaluations using an objective, multi-criteria evaluation administered by a team of trained evaluators.

*Q: Will any teachers receive less pay as a result of Q Comp?*

A: No. The statute specifically says that no teacher can receive a pay reduction during the transition to an alternative salary schedule.

*Q: What happens if a district's application for Q Comp is not approved?*

A: A team of teachers and administrators are convened to review each Q Comp application; MDE staff facilitates the review. The review team will make recommendations for revision, rejection or approval to the Commissioner, or her designee. Districts have the opportunity to make revisions and resubmit the application for review by the team. If an application is rejected, the district may revise and resubmit their application.

*Q: Why is participation in Q Comp limited?*

A: Q Comp is a voluntary program, and not every district was ready to participate when the original law passed in 2005. To plan for funding purposes, participation is capped at 48% of the statewide student population.

*Q: What plans exist to expand Q Comp so additional districts can participate?*

A: To meet increasing demand for the Q Comp program, the governor's 2008-09 Biennial Budget includes dollars to expand the Q Comp allowance by 2% each year and link the allowance to the formula allowance. Starting in FY 2009, the governor's budget aims to increase the number of schools participating in Q Comp by increasing the limit on state total basic Q Comp aid by 10% each year.