

Anoka-Hennepin District #11 Performance Appraisal System  
**Observation Cycle Assignment and Q-Comp Compensation**

**Probationary Staff**

Full-year probationary licensed staff will be observed by an Appraiser using the flowchart for probationary contract staff.

Pursuant to Minnesota Statute 122A.40, teachers hired after the school year begins must have:

- 3 observations if they are hired to work more than 120 days
- 2 observations if hired to work more than 60 days but less than 120
- 1 observation if hired to work less than 60 days.

**Continuing Contract Staff**

Continuing Contract Licensed Staff will be assigned to a 3 year Evaluation Cycle. In the first two years of the cycle they will use the Q-Comp Flowchart. In the third year, they will use the High Cycle Flowchart.

Building Administrators have the right to move a teacher onto High Cycle early with appropriate rationale and communication

**Q-Comp Compensation Requirements**

Teachers employed at the beginning of the school year with an FTE of .4 or greater are eligible for Q Comp Compensation. The Q Comp incentives are listed below, and amounts are prorated for teachers who work less than 1 FTE:

- \$210 – Meets Building Site Goal
- \$210 – Meets Student Achievement Goal
- \$1728 – Demonstrates proficiency through observations

For the 2014-15 School Year, Licensed Staff must meet the following criteria to receive the \$1728 observation incentive:

- P1** – basic in all components of Domain 3: Instruction
- P2** – proficient in at least 3 of 5 components of Domain 3: Instruction
- P3 and Continuing Contract** – proficient in at least 4 of 5 components of Domain 3: Instruction