

## **Alternative Teacher Professional Pay System (ATPPS) Report in World's Best Workforce (WBWF)**

Participating districts, charters, intermediate districts, cooperatives, and school sites are *no longer required* to submit an annual report of their ATPPS programs (also known as Q Comp) to MDE.

Under [Minnesota Statutes, section 122A.414, subdivision 3](#), participating programs *must report* on the implementation and effectiveness of ATPPS and make annual recommendations by June 15 to their school boards and must include this report as part of the World's Best Workforce (WBWF) report under [section 120B.11, subdivision 5](#).

Based in part on recommendations to school boards, participating programs may wish to change or update their approved program. It is *still required* that changes to local ATPPS plans be communicated to MDE by August 30, and these changes must be approved prior to implementation. Use a Program Update form to communicate program changes, available on the [Q Comp webpage](#).

If you have questions related to ATPPS/Q Comp reporting, contact the [School Support division](#).

### **Required Components in Annual ATPPS Report to School Board**

The annual report to a local school board on the implementation and effectiveness of ATPPS and recommendations must include each of the following required components.

- Teacher leader/career advancement options that allow teachers to retain primary roles in student instruction and facilitate site-focused professional development that helps other teachers improve their skills.
- Job-embedded learning opportunities such as professional learning communities to improve instructional skills and learning that are aligned with student needs under World's Best Workforce ([section 120B.11](#)), consistent with the staff development plan under [section 122A.60](#), and led during the school day by trained teacher leaders.
- The teacher evaluation system under [122A.40, subdivision 8](#), paragraph (b), clause (2), or [122A.41, subdivision 5](#), paragraph (b), clause (2).
- Increased teacher compensation for performance using:
  - Schoolwide student achievement gains on a standardized assessment,
  - Measures of student growth and literacy,
  - An objective evaluation program,
  - Other areas as determined in ATPPS plan.

Local ATPPS plans must allow any teacher in a participating school district, intermediate school district, school site, or charter school that implements an alternative pay system to participate in that system without any quota or other limit. ATPPS must also encourage collaboration rather than competition among teachers.

### **World's Best Workforce Reporting for ATPPS**

\_\_\_ A report on the implementation and effectiveness of the alternative teacher professional pay system (ATPPS) was made to the school board by June 15. Recommendations were also made by June 15.

\_\_\_ This report is included in the school board's world's best workforce annual report that is posted to the district website and included in the annual public meeting in a manner determined locally.