Performance Management Plan (PMP) Template

Applicant Name:___Arizona Language Preparatory_____

Indicator (check one): _____Math __x___Reading **Duration of the Plan:** Begins July 1 and continues for two years

Measure	Metric	Expected/Predicted Baseline Based on Enrollment of Target Population	Annual Target For The Plan
State standardized assessment data (school average)	Percent (%) of students who score proficient on the State standardized assessment	73 % Using the average of reading scores for the three surrounding schools.	Meet or demonstrate sufficient progress toward the Level of Adequate Academic Performance (LAAP) as set and modified periodically by the Board
	Average student growth percentile (SGP) on the State standardized assessment.	5%	

Applicant does not edit sections in grey

STRATEGY I: Provide and implement a curriculum that improves student achievement.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Create a thematic curriculum map using the Common Core Standards integrating math, reading, social studies and science, including assessments, materials and Professional Development	May 2013	Administration	Curriculum map finished, review student achievement data from both formative and summative assessments including Galileo, and Singapore math benchmark assessments quarterly.	$0 Included in staff salary
2. Use of formative and summative assessments including, DRA, AIMS Web, Galileo, leveled readers and running records.	Ongoing	Teachers, administration	All assessment data will be in each student's ILP file and updated quarterly including benchmark assessments	Included in instructional consumables in budget
3. Leveled Reading Groups	Ongoing	Teachers	Leveled reading group (LRG) forms	$0 Included in staff salary
4. Use of best practices in overall teaching. ALP teachers will be taught the use of active pedagogy, and will receive ongoing coaching. The use of these practices will engage student learning and assist students' progress in	Ongoing	Teachers, administration	Teacher observations, coaching	$0 Included in staff salary

reading.				

STRATEGY II: Develop and implement a plan for monitoring the integration of the Arizona Academic Standards into instruction.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Create the Individual Learner plan, (ILP) with each Arizona State Standard in reading	May 2013	Administration	ILP document, quarterly review of the each ILP to determine individual progress for each standard	$0 Included in staff salary
2.Analysis of curriculum map(monitoring of lesson plans to ensure that the Arizona State Standards are taught in reading block and student's ILP's are being met)	School year long	Curriculum planner	Agenda's of weekly meetings, The Principal will be responsible for evaluating the extent of which the lesson plans were successful at meeting the math Common Core Standards Classroom observations.	$0 Included in staff salary
3.				
4.				

STRATEGY III: Develop and implement a plan for monitoring and documenting student proficiency.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Create the Leveled Reading Group (LRG) assessment form, each student's reading proficiency will be recorded and monitored using the Leveled Reading Group (LRG) form	May 2013	Administration	Reading Level Assessment Form Leveled Reading Group Form	$0 Included in staff salary
2. Monitor teacher pacing of Curriculum Map and Arizona State Standards in Reading insuring that all standards have been mastered.	School year long	Administration, teachers, curriculum planner	Curriculum Map Student Assessment Sheet	$0 Included in staff salary

3. Weekly analysis of classroom assessment results to monitor curriculum pacing and determine PD needs. (Singapore assessments,Stanford-10, ILP)	School year long	Administration, Teachers, curriculum planner	Agenda's of weekly meetings, The Principal will be responsible for evaluating the extent of which the lesson plans were successful at meeting the Common Core Standards in reading. Student data will also be used to monitor student achievement.	$0 Included in staff salary

STRATEGY IV: Develop and implement a professional development plan that supports effective implementation of the curriculum.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Create the professional development yearlong schedule (Reading) Needs assessment survey to determine teacher's progress	July 2013	Administration	PD schedule is created, data from teacher survey is used to drive future PD.	$0
2. Create Professional Development Teacher log sheet to track attendance	July 2013	Administration	PD Teacher Assessment Sheet is created	$0
3. Ongoing Reading PD, for the first week of school and Monthly thereafter.	Monthly	Administration /Other trainers	PD, Student Achievement data	$0, included in staff salary (provided by school Director)
4.On going weekly in class teacher coaching in Reading	Ongoing	Administration	Coaching logs	$0, included in staff salary (provided by school Director)