Performance Management Plan (PMP) Template

Applicant Name:___Arizona Language Preparatory_____

Indicator (check one): **__x**___Math _____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	64%	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 curriculum map using the Arizona State Standards integrating math, reading, social studies and science, including assessments, materials and Professional Development	May 2013 Ongoing	Administration, curriculum planner and teachers	Curriculum map finished- ongoing it will be revised ensuring that the pacing is accurate. Achievement data from Galileo, AIMS, and Standford-10 will be reviewed quarterly	$0 Included in staff salary
2. Purchase Singapore math curriculum	May 2013 Ongoing	administration	Curriculum purchased for all students	Included in instructional consumables in budget
3. Train teachers on the Singapore math curriculum	quarterly	administration	Training completed, classroom observations, teacher feedback, student data will be collected to ensure mastery of the Standards.	Included in instructional consumables in budget
4. Use of best practices in overall teaching. ALP teachers will receive ongoing PD in the Singapore math program	Year long	Teachers, coaches	Observations, student achievement data	Included in instructional consumables in budget

5. Use of manipulative, real world connections, one-on-one assistance and tutoring if necessary.	Year long	Teachers	Observations	$0

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. Monitor teacher pacing of Curriculum Map (math) ensuring that all standards have been mastered.	Weekly/quarterly	Administration, curriculum planner and teachers	Curriculum Map Student Assessment Sheet	$0 Included in staff salary
2. Weekly analysis of curriculum using both summative and formative assessments. (monitoring of lesson plans to ensure that the Arizona State Standards are taught in reading block and student's ILP's are being met) (Singapore math assessments, ILP, Galileo, Arizona State Standards, Stanford-10).	weekly	Administration, curriculum planner and teachers	Agenda's of weekly meetings, and ILPs.	$0 Included in staff salary

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 Individual Learner plan, (ILP) using the Arizona State Standards for math and the curriculum map to	May 2013	administration	Math Level Assessment Sheet	$0 Included in staff

determine pacing				salary
2. Weekly analysis of classroom assessment results to monitor curriculum pacing and determine PD needs. (Singapore assessments,Stanford-10, ILP)	Weekly	administration-Teachers	Agenda's of weekly meetings,	$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 (math & Reading)	May 2013	administration	PD schedule is created	$0 Included in staff salary
2. Create Professional Development Teacher log sheet to track attendance (math & reading)	May 2013	administration	PD Teacher Assessment Sheet is created	$0 Included in staff salary
3. Ongoing Singapore Math PD, for the first week of school and Monthly thereafter.	Monthly	administration/Other trainers	PD	Included in staff salary and instructional consumables in budget
4. Ongoing in class teacher coaching in math strategies and pedagogy.	weekly	administration	Coaching logs	$0 Included in staff salary