Performance Management Plan (PMP) Template

Applicant Name: Colegio Petite Phoenix

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	3=87% 4=87% 5=85% 6=85% 7=85% (N/A until year 3 of operation) 8=85% (N/A until year 4 of operation)	Meet or demonstrate sufficient progress toward the Academic Performance Expectations as set and modified periodically by the Board
	Average student growth percentile (SGP) on the State standardized assessment.	3=70% 4=50% 5=65% 6=50% 7=72% (N/A until year 3 of operation) 8=73% (N/A until year 4 of operation)	

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	Cost and Budget Line Item
1. Use GALILEO benchmarking, formative assessments, and teacher feedback to determine appropriate, individual Tier 1+, Tier 2, and Tier 3 activities for all students for the final RtI period every day.	August 2014 then weekly throughout the year	School Leader; Curriculum Coach; Classroom Teachers	RtI Activity Logs	$1/ Student Grades K-2(DIBELS/CBM); $ 8/student Grades 2+ Line item: Library Resources/Software (Galileo)
2. Purchase core math curriculum along with corresponding intervention and supplemental resources to support tiered instruction	May through July of startup year	School Leader	Purchase orders for each product; invoices from each vendor and packing slips of all products/materials received	$75, 000 Start-up budget line item: Curriculum and Resource Materials (to include both language arts and math core curriculum during start-up year for grades K-5)
3. Ensure that all teachers are	ongoing	Curriculum	Lesson plan template includes	$0 (monitored by curriculum coach:

effectively using the Tier 1, Tier 2, and Tier 3 programs with fidelity (Envision, CBM, Dreambox)		Coach	sections for RtI instruction and interventions, walkthrough observations, and analysis of walkthrough data	included in job description of curriculum coach)
4. Facilitate the peer tutor program through which older students provide peer math support to younger students daily.	ongoing	School Leader; Curriculum Coach; Classroom Teachers	Peer tutoring schedule; Peer tutor logs	$0 (no cost associated with peer tutors or peer tutoring program)
5. Leverage the daily schedule (RtI time) to ensure that all students receive math interventions in a timely fashion.	ongoing	School Leader; Curriculum Coach; Classroom Teachers	Intervention daily schedules; RtI period observations; GALILEO growth, CBM growth	$0 (no cost associated with creating or implementing an intervention daily schedule)
6. Leverage the common math instructional block to ensure students who are ready for above-grade learning have the opportunity to do so.	ongoing	School Leader; Curriculum Coach; Classroom Teachers	Student rosters sorted by academic achievement and grade-level equivalency	$0 (no cost associated with creating student rosters; ran as a report within the student management system)

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	Cost and Budget Line Item
1. Common Core curriculum mapping	ongoing	Director QSI; School Leader; Curriculum Coach	Drafts and final copies of curriculum maps; Common Core standards tracking for lesson plans	$0 (no cost associated with Common Core curriculum mapping: collaborative effort among all responsible parties listed)
2. Lesson plans indicate standards alignment	ongoing	School Leader; Curriculum Coach; Lead Teacher	Lesson plan template includes section for indicating standard alignment to daily lesson; coaching logs used to record that lesson plans have indicated standards alignment to daily lesson	$0 (no cost associated to lesson plan/standards alignment; included in job description of curriculum coach and teachers)
3. Classroom walkthroughs & coaching observations with feedback given to teachers	ongoing	School Leader; Curriculum Coach; Lead Teacher	Cognitive coaching schedule; Walkthrough forms; coaching logs to record instructional coaching efforts	$0 (no cost associated to classroom walkthroughs and coaching; included in job description as primary responsibility of curriculum coach)

4.Teacher Evaluations	December and May annually	School Leader; Curriculum Coach	Completed teacher evaluation forms filed in individual faculty files; completed teacher evaluation forms submitted to human resources department	$0 (no cost associated in completing teacher evaluations; included in job description of school leader)
5. Enter weekly formative assessments from Envision that are tied to curriculum map 'key standards' into Galileo in Year 1, then use those assessments in subsequent years to track weekly progress.	August 2014 – June 2015	Curriculum Coach; Teachers	Envision formative assessments added to Galileo Test Bank; formative assessments blueprints	$0 (weekly formative assessments included as part of core curriculum; assessment results entry included in the initial purchase of individual student Galileo licenses mentioned in Strategy III)

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

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Cost and Budget Line Item
1. Purchase DIBELS CBM/Galileo Benchmark licenses and administer assessments a minimum of 3 times per year & outcome/growth data analyzed.	July 2014 and ongoing	School Leader; Curriculum Coach; Lead Teachers	Completed assessments and data in system databases; growth charts & graphs; class/individual profile charts printed and used to revise maps/lesson plans as well as to identify students in need of Tier 2 & 3 support	$1/ Student Grades K-2(DIBELS/CBM); $ 8/student Grades 2+ Start-up budget line item: Library Resources/Software (Galileo)
2. Achievement data from PARCC	May each year;	School Leader; Curriculum Coach;	PARCC data downloaded and disaggregated (if and when available)	$0 (not able to make predictions of costs associated with PARCC administration at this time)
3. Collection and analysis of classroom math portfolios	ongoing	School Leader; Curriculum Coach; Lead Teachers	Collect math portfolios by class by grade-level and score using math portfolio rubric	$0 (no cost associated with collecting and analyzing math portfolios; included in job description of curriculum coach and lead teacher(s))
4.Monitor growth of students identified for and served by RTI tiered intervention	ongoing	School Leader; Curriculum Coach; Lead Teachers	Growth reports run (after each benchmark) from Galileo to monitor growth of students receiving intervention	$0 (no additional cost associated with running reports from Galileo; included as part of purchase of individual student licenses)
3. Administer formative assessments embedded throughout and aligned to core curriculum (Envision chapter quizzes, unit tests)	Ongoing	Teachers; Curriculum Coach	Student assessment results recorded in teacher's grade book	$0 (included in initial purchase of Envision math core curriculum)

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	Cost and Budget Line Item
1. PLCs for math instruction for all math teachers within Leona Group, facilitated by Steve Leinwand to include Common Core training for mathematical practices	August 2014 and ongoing	TLG Academic Support Services	Sign in sheets; copy of materials/resources provided to participants	$0 (Provided by TLG, the management company)
2. Twice a year district wide professional development for all Leona staff	August and January each year	TLG Academic Support Services	Professional development agenda; Sign in sheets; copy of materials/resources provided to participants; professional development certificates given to staff in attendance	$0 (Provided by TLG, the management company)
3. Instructional coach provides cognitive coaching, walkthrough data, co-teaching, modeling, planning support, and observation opportunities for all teachers	August 2014 and ongoing	QSI Director; School Leader; Curriculum Coach	Cognitive coaching schedule/calendar; Coaching logs	$10,000 Start-up budget line item: Salaries-Other-Curriculum Coach $30,000 Year 1 budget line item: Salaries-Other-curriculum coach (salary designated for curriculum coach to be hired during start-up period)
4. Train teachers to use Envision in order to ensure strong Tier 1 instruction and effective use of Tier 2 and Tier 3 products within the program. (7th-8th grade teachers will be trained in Connected Math in years 3 and 4 of operation)	August 2014 and December 2014	School Leader; Curriculum Coach, QSI	Sign in sheets; copy of materials/resources provided to participants	$0 (Included in purchase price of math core curriculum and intervention programs mentioned in Strategy I)
5. On site monthly PLCs for teacher needs based on SRSI data; student growth and achievement data; coaching logs; walkthrough data	Monthly	School Leader; Curriculum Coach; Lead Teacher(s)	PLC calendar; Sign in sheets; plans, products or other outcome evidence as applicable	$0 (no additional cost associate with running PLCs; included in job description of curriculum coach)
6. Galileo, CBM, and Dreambox training for all teachers, K-6	August 2014 and ongoing	School Leader; Curriculum Coach; TLG trainers; Lead Teacher(s)	Galileo, CBM, and Dreambox training outlined in PD calendar during teacher in-service; Sign in sheets for training sessions	$0 (training included in initial purchase of Galileo, DIBELS, and CBM mentioned in Strategy I)