RENEWAL PERFORMANCE MANAGEMENT PLAN
Children First Academy - Phoenix/Tempe

INDICATOR:[1] _____ Math ____X____ **Reading** **DURATION OF THE PLAN**[2]**:** Begins February 2012 to May 2015

MEASURE*	METRIC*	CURRENT STATUS*	End Target For This Plan*[3]
State standardized assessment	Percent (%) of students who score proficient on the State standardized assessment and Student growth percentile (SGP)	(Board staff will enter info here)	Meet or demonstrate sufficient progress toward the level of adequate academic performance as set and modified periodically by the Board.

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

	Action Steps[4]	**Timeline**	**Responsible Party**	**Evidence of Meeting Action Steps**	**Budget**
IA.	Review and revise current language arts curriculum maps to reflect integration of the common core standards.	July 2012 - May 2015 **Phoenix/Tempe** K-1 2011-2012 Grades 2 – 8 2012 - 2013	❖ Assistant Superintendent ❖ All Instructional Staff ❖ Site Administrator ❖ Instructional Support Team	❖ District-wide unwrapping meetings - sign in sheets ❖ Completed aligned ELA Curriculum Maps aligned to Common Core for each classroom/grade level/subject ❖ Site PLC Meeting participation – sign in sheets and agendas. Expected Outcomes: ❖ More awareness of standards and their implications. ❖ More consistency between and within grade levels. ❖ Common professional language used by staff. ❖ More referencing to cross-walks and other helpful curriculum mapping tools.	❖ $1,000 Classroom coverage 1 year only **Phoenix/Tempe**

IB.	Purchase a necessary curriculum that meets the needs of students and aligned to Common Core standards	July 2012 **Implement: Phoenix** July 2012 - May 2013 Research and Select **Tempe** July 2013 **Implement: Tempe**	❖ Assistant Superintendent ❖ All Instructional Staff ❖ Instructional Support Team ❖ Site Administrators	❖ Conduct a cross walk to ensure resources have close alignment to ELA Common Core standards. ❖ Ensure that supplemental materials are present to address deficiencies in curriculum resource materials. ❖ Implement aligned program for ELA during the 2012-2013 school year. Expected Outcomes: ❖ Common curricular materials to establish consistency in instruction in and between grade levels. ❖ Increased effectiveness in instruction based on flexible ability groupings for students.	$20,000 One time purchase **Phoenix/Tempe**
IC.	Purchase and continue implementation of individualized reading program: Imaging Learning for ELL students and SPED students	August 2012 - May 2015 **Tempe** February 2013 - May 2015 **Phoenix**	❖ Assistant Superintendent ❖ All Instructional Staff: SPED/ELL ❖ Instructional Support Team ❖ Site Administrators	❖ Printed reports on academic reading progress from Imagine Learning website Expected Outcomes: ❖ Increased student achievement for ELL and SPED students to increase proficiency in reading.	30 licenses $4,500 yearly **Tempe** 45 licenses $6,750 yearly **Phoenix** **$11,250 total**
ID.	Continue to implement all RtI tiered levels of intervention/support *This will include a academic interventionist who will assist teachers in appropriate interventions/instructional strategies.*	Fall 2012 and on-going **Phoenix/Tempe**	❖ Assistant Superintendent ❖ Site Administrators ❖ All Instructional Staff ❖ Instructional Support Team ❖ Academic Interventionist: Reading - Phoenix ❖ Instructional Specialist - Tempe	❖ District and State Benchmarks: DORA, DIBELS, 6 Trait Writing ❖ Curriculum based assessments Expected Outcomes: ❖ Outcomes should more relatable to instructional practices. ❖ State Standardized Testing will reflect more effective teaching that is aligned to standards. ❖ Interventions put in place to support student learning on an on-going basis. ❖ Modeling of effective instructional practices by interventionist and increased use of strategies by grade level teachers.	$18,000 Per year for salary - **Phoenix** $7,200 salary from Bridges to Hope grant **Tempe** **$25,200 total**

IE.	Establish uninterrupted blocks of instructional time to focus on ELA standards. *This will outline a minimum of 90 minutes per day dedicated to ELA instruction.*	July 2012 – May 2015 **Phoenix/Tempe**	❖ Assistant Superintendent ❖ Site Administrators ❖ All Instructional Staff ❖ Instructional Support Team	❖ Classroom schedules ❖ Classroom observations ❖ Benchmark data and progress monitoring Expected Outcomes: ❖ Student academic tracking ❖ Increased performance on district benchmarks and curriculum based assessments. ❖ Increase in state standardized testing results.	Part of normal operating budget.
IF.	Site Based Professional Learning Communities Implementation (PLC's)	July 2012-May 2015 **Phoenix/Tempe**	❖ Assistant Superintendent ❖ Site Administrators ❖ All Instructional Staff ❖ Instructional Support Team	❖ Site Master Calendar reflecting common planning periods for grade level teachers. ❖ Creation of essential outcomes and common assessments. Expected Outcomes: ❖ Increased performance on district benchmarks and curriculum based assessments. ❖ Common outcomes taught and evaluated for mastery at grade level. ❖ Common assessments to guide instruction ❖ Increase in state standardized testing results.	$1,000 For informational materials and manuals **Phoenix/Tempe**
IG.	Intervention Periods focusing on ELA standards 3 times per week.	July 2012-May 2015 **Phoenix/Tempe**	❖ Assistant Superintendent ❖ Site Administrators ❖ All Instructional Staff ❖ Instructional Support Team	❖ Site Master Calendar reflecting intervention periods by grade level. ❖ Student rosters for intervention based upon student needs. Expected Outcomes: ❖ Addressing student academic deficiencies to better ensure student achievement. ❖ Flexible ability group to provide students an opportunity to increase achievement. ❖ Focused instruction based on student identified needs using research based strategies.	Current staff will be utilized to provide interventions. No additional funding is necessary.

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

	Action Steps[4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
IIA.	Sequoia Schools Teacher Evaluation System	Each semester July 2012 - May 2015 **Phoenix/Tempe**	❖ Assistant Superintendent ❖ Site administrators	❖ See document *"Sequoia Schools Supervision and Evaluation for Teaching Effectiveness"* Addendum Exhibits, Evaluation Segment ❖ Teacher Evaluation requires evidence that teacher is proficient in the integration of State Standards into Instruction. Expected Outcomes ❖ Increase in whole staff performance in the: Planning and Preparation; Instruction sections of the rubric.	Part of normal operating budget
IIB.	Peer review and self-evaluation by each teacher using the Sequoia Supervision and Evaluation for Teaching Effectiveness.	Each semester July 2012 - May 2015 **Phoenix/Tempe**	❖ Site Administrators ❖ All Instructional Staff	❖ Quarterly schedule for peer observations both within the school and in other district schools. ❖ Compilation of teacher self-evaluations through district online system. Expected Outcomes ❖ Should observe teachers being more knowledgeable about what is expected. ❖ Principal should notice more self-corrections. ❖ Principal evaluations and teacher self-evaluations will be more consistent with one another. ❖ Should see evidence of more effective teaching. ❖ Increased student achievement as evidenced by district benchmarks and state testing.	$500 for travel to other district schools **Phoenix/Tempe**

IIC.	Structured Teacher Lesson Plans	July 2012 -May 2015 **Phoenix/Tempe**	❖ Site Administrators ❖ All Instructional Staff ❖ Instructional Support Team	❖ Weekly collected lesson plans following a similar format/content requirements. Expected Outcomes ❖ Commonality in the format and requirements for lesson plans ❖ Reference to the state standards embedded in the format ❖ Ability to provide students with the objective for learning prior to each lesson.	Part of normal operating budget
IID.	Administrator review bi-monthly of curriculum maps during classroom visits to ensure effective use of map and implementation of standards.	July 2012 - May 2015 **Phoenix/Tempe**	❖ Site Administrators ❖ All Instructional Staff	❖ Documentation included in teacher files related to classroom observation/documentation of use of curriculum maps and standards Expected Outcomes: ❖ Complete assurance that curriculum maps are being utilized and aligned with standards.	Part of normal operating budget
IIE.	Common planning periods to facilitate PLC meetings	Weekly from July 2012 - May 2015 **Phoenix/Tempe**	❖ Assistant Superintendent ❖ Site Administrator ❖ All Instructional Staff ❖ Instructional Support Team	❖ Site Master Calendar reflecting common planning periods for grade level teachers. ❖ Creation of essential outcomes and common assessments. Expected Outcomes: ❖ Increased performance on district benchmarks and curriculum based assessments. ❖ Common outcomes taught and evaluated for mastery at grade level. ❖ Common assessments to guide instruction ❖ Increase in state standardized testing results.	This will require an art and music position to be added. Funding for this will be covered by each school's budget.

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

	Action Steps[4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
IIIA.	Diagnostic On-line Reading Assessment (DORA) Quarterly student benchmark assessments *Currently implemented*	Quarterly July 2012 - May 2015 **Phoenix/Tempe**	❖ Site Administrator ❖ All Instructional Staff ❖ Instructional Support Team	❖ Benchmark assessments and data reports - 4 times per year ❖ Data folders for students to track and monitor progress along with their teachers Expected outcomes: ❖ Increase in State Standardized Testing scores ❖ Increased student academic performance related to state standards.	$2,100 yearly subscription **Phoenix** $1,400 yearly subscription **Tempe** **$3,500 total**
IIIB.	Power School teacher/student/parent portals Making test scores, grades and AIMS visible to parents, students and staff *Currently implemented*	July 2012 - May 2015 **Phoenix/Tempe**	❖ Technology Department ❖ Power School administrator ❖ Site administrator ❖ All Instructional Staff	❖ Tracked usage by teacher, student, parents Expected outcomes: ❖ Increased home school connections related to student achievement and performance.	Part of normal operating budget
IIIC.	IEP/ RtI Team meetings to monitor student placement, academic progress.	Yearly IEP goals monitored and reported quarterly RtI interventions and progress monitored bi-weekly/monthly **Phoenix/Tempe**	❖ Site administrator ❖ Special Education Instructor(s) ❖ All Site instructors ❖ RtI site coordinator	❖ Data reports on student progress on IEP goals ❖ Data reports on student progress related to RtI interventions. Expected outcomes: ❖ Increase in State Standardized Testing scores ❖ Increased student academic performance related to state standards. ❖ Decrease number of sped students due to effective interventions implemented through RtI ❖ Increase number of students exiting special education.	Part of normal operating budget
IIID.	Mail and e-mail benchmark data, grades and AIMS scores to parents and students	Quarterly 2012 - 2015 **Phoenix/Tempe**	❖ Power School Administrator ❖ District Data Analyst ❖ Site Administrator ❖ Site Office Staff	❖ Quarterly mailings to parents and documented return rates as needed. Expected outcomes: ❖ Increased home school connections related to student achievement and performance.	$500 For postage **Phoenix/Tempe**

IIIE.	Teacher and Student Data Folders, Classroom Data Displays	July 2012 - May 2015 **Phoenix/Tempe**	❖ Site PLC Groups ❖ Site Administrator ❖ All Instructional Staff ❖ Instructional Support Team ❖ District Data Analyst	❖ Construction of teacher/student data folders to highlight student performance and areas of deficiencies. ❖ Monthly teacher data meeting documentation with site administrator. Expected outcomes: ❖ Increased home school connections related to student achievement and performance. ❖ Better informed teaching staff and students with regard to student performance and areas of deficiency.	Part of normal operating budget.
IIIF.	School Wide Data Meetings Bi-monthly with Site Administrator	July 2012 - May 2015 **Phoenix/Tempe**	❖ Site PLC Groups ❖ Site Administrator ❖ All Instructional Staff ❖ Instructional Support Team ❖ District Data Analyst	❖ Documentation on student progress, RtI plans and instructional plans to support student achievement. Expected Outcomes: ❖ Interventions happen quickly for students who are struggling with academic progress ❖ School wide understanding of current levels of performance and teacher performance.	Part of normal operating budget.

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

	Action Steps [4]	**Timeline**	**Responsible Party**	**Evidence of Meeting Action Steps**	**Budget**
IVA.	Develop professional development plans based upon a needs analysis for ALL staff, including bus drivers, nurse, interventionists, etc.	Yearly 2012 - 2015 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ All Instructional Staff ❖ PD Coaches ❖ Instructional Support Team	❖ Each staff person should have an agreed upon professional development plan and a time table in which these needs will be addressed. This plan will be reviewed at the start and end of each school year. Expected Outcomes: ❖ Reflective, goal oriented teaching staff ❖ Focused professional development based on staff needs.	Part of normal operating budget

IVB.	Professional development focusing on how to align textbooks and other curricular materials to curriculum maps	July 2012 - September 2012 **Phoenix** July 2012 - May 2013 **Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ All Instructional Staff ❖ PD Coaches ❖ Instructional Support Team	❖ Curriculum maps will illustrate alignment to instructional resources and deficiencies in resources so as to ensure all standards are taught and covered. Expected Outcomes: ❖ Functional and purposeful curriculum map construction aligned with the standards ❖ Proficient staff who are aware of the standards and ensure all content is covered.	Part of normal operating budget.
IVC.	Professional Development on new curricular resources. Phonics program Reading Fluency Comprehensive Anthology	July 2012 and on-going **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ All Instructional Staff ❖ Instructional Support Team ❖ Curriculum Representative	❖ Sign in documentation of attendance at all trainings. ❖ Effective implementation of curriculum resources as evidenced by classroom observations by site administrator. Expected Outcomes: ❖ Consistency in instruction and use of curricular materials. ❖ Increased student achievement as evidenced by district benchmarks and state testing.	$2,000 per year **Phoenix/Tempe**
IVD.	Implement on-going training program for staff on how to use curriculum maps on a day to day basis.	March 2012 – May 2013 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ All Instructional Staff ❖ Instructional Support Team ❖ All Instructional Staff	❖ Curriculum maps that illustrate all necessary components and have reflective comments to support instruction. Expected Outcomes: ❖ Should be able to observe the actual use of curriculum maps and where the teacher is in their planning by reviewing their weekly and daily lesson plans. ❖ Expect to see notes on curriculum map regarding differentiation and How teacher confirms learning. ❖ There should be evidence from the teacher that there is an on-going effort to improve curriculum map.	$500 per year **Phoenix/Tempe**

IVE.	Implement Professional Development on the implementation of RtI	July 2012 – May 2013 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ PD Coaches ❖ Instructional Support Team ❖ All Instructional Staff	❖ RtI interventions schedule for each student, class and school wide. Expected Outcomes: ❖ Should note greater mastery of specific skills at a faster rate	$1,000 per year **Phoenix/Tempe**
IVF.	Implementation of Site Based Professional Learning Communities (PLC's)	July 2012 - May 2015 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrators ❖ PD Coaches ❖ Instructional Support Team ❖ All Instructional Staff	❖ Site Master Calendar and training schedules ❖ Establishment of essential outcomes and common formative assessments. Expected Outcomes: ❖ Should be able to observe that conversations in the PLC are carried over into the classroom. ❖ Classroom activities between a grade and a grade should become more consistent and relatable.	$1,000 per year **Phoenix/Tempe**
IVG.	Training of ALL staff on how to involve and inform parents in the instructional programs and educational goals of the school. This should also include Title I, SPED , ELL, gifted. Making parents more aware of programs, opportunities the parent can be a part of. Should also include English classes for parents.	Quarterly 2012 - 2015 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ PD Coaches ❖ Instructional Support Team ❖ All Instructional Staff ❖ Parents	❖ Documentation of trainings and related participants. ❖ Increased parental involvement in schools - parent volunteer logs ❖ Increased understanding as evidenced by teacher and parent surveys on topics outlined. Expected Outcomes: ❖ Should note more specific communication with parents regarding their role and responsibilities in teaching their children as they related to the educational goals of the schools. ❖ Should note more parental involvement.	No additional expenses - supported by Instructional Support Team
IVH.	Training and development on effectively educating and ensuring compliance for ELL students.	July 2012 - May 2015 **Phoenix/Tempe**	❖ Superintendent ❖ Assistant Superintendent ❖ Site Administrators ❖ ELL Director	❖ Training logs to support professional development. Expected Outcomes: ❖ Increased compliance on ILLP plans for ELL students.	Part of normal operating budget.

IVI.	Training on Differentiated Instruction	July 2012 - May 2015 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site administrators ❖ All Instructional staff ❖ PD Coaches ❖ Instructional Support Team	❖ Lesson plans that reflect differentiated instruction based on student needs. ❖ Classroom observations/evaluations that illustrate inclusion of differentiated instruction. Expected Outcomes: ❖ Increased expectations for student achievement. ❖ Better understanding by students, teachers and parents related to student present levels and academic progress.	$1,000 per year **Phoenix/Tempe**
IVJ.	Training of ALL staff on the use of academic data; this includes comparison of teacher performance, student growth, by various demographics.	July 2012 - May 2015 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ District Data Analyst ❖ Instructional Support Team ❖ All Instructional Staff	❖ Site Master Calendar and training schedules ❖ Effective and consistent use of data folders as evidenced by classroom observations and monthly data meetings with site administrator. ❖ Differentiated Instruction in daily lessons. Expected Outcomes: ❖ Classroom activities between a grade and a grade should become more consistent and relatable. ❖ Should observe changes in instructional strategies and priorities as data is being used.	No additional expenses - supported by Instructional Support Team
IVK.	Training on technology integration to support student achievement	July 2012 - May 2015 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ Instructional Support Team ❖ All Instructional Staff	❖ Increased use of technology in instruction as evidenced by classroom observations/evaluations. Expected Outcomes: ❖ Teacher and student proficiency with interactive whiteboards and voting applications to monitor student achievement and progress.	No additional expenses - supported by Instructional Support Team

IVL.	Training on explicit and research based vocabulary strategies to enhance student achievement.	July 2012 - May 2013 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ Instructional Support Team ❖ All Instructional Staff	❖ Implementation of explicit, research based vocabulary instruction on a daily basis in all content areas as evidenced by classroom observation/evaluations. Expected Outcomes: ❖ Increased performance on benchmarks and state testing.	$500 for resources One time purchase **Phoenix/Tempe**
IVM.	Provide instructional coaching with K-2 consultation on effective balanced literacy strategies Provide instructional coaching at Tempe thru Instructional Specialist outlined previously	July 2012 - May 2013 **Phoenix/Tempe**	❖ Assist. Superintendent ❖ Site Administrator ❖ Instructional Support Team ❖ All Instructional Staff ❖ Consultants	❖ Implementation of effective teaching strategies in balanced literacy for grades K-2 teachers as evidenced by lesson plans and site administrator observations/evaluations. Expected Outcomes: ❖ A variety of instructional strategies and modalities utilized in the classroom to direct instruction that will increase student achievement.	$2,500 per semester K-2 consultant **Phoenix/Tempe** 7,200 salary from Bridges to Hope grant **Tempe** **$9,700 total**
IVN.	Administrator training focused on increasing proficiency in being an Instructional Leader.	July 2012 - May 2015 **Phoenix/Tempe**	❖ Superintendent ❖ Assistant Superintendent ❖ Site Administrators	❖ Documentation of professional development participation. ❖ Monthly meeting logs ❖ Site administrator evaluations Expected Outcomes: ❖ Increased proficiency of site administrators as instructional leaders in the school setting. ❖ Increased teacher and student performance.	$500 per year **Phoenix/Tempe**

Using the information entered in the "Budget" columns above, please provide a budget total that incorporates all strategies and action steps for each year of the performance management plan's implementation. For "Year 1", please specify the fiscal year (e.g., 2011). The charter holder may add years, as necessary.

Children First Academy: Phoenix/Tempe
Fiscal Year: 2012-2013

Year 1: Budget Total: $79,150.00
Year 2: Budget Total: $55,150.00
Year 3: Budget Total: $55,150.00