Performance Management Plan (PMP)

Applicant Name: Ethos Academy

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	62%	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.	48	

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. Establish clear and measurable student learning objectives aligned to the Arizona College and Career Ready Standards.	January 2015 – February 2015	School Director and Dean of Academics	Formalized list of standards based student learning objectives that are aligned to the ACCRS.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
2. Develop pacing guides for all grades aligned to the Arizona College and Career Ready Standards.	March 2015 – April 2015	School Director and Dean of Academics	Formalized pacing guides that clearly aligns to previously established list of standards and objectives.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
3. Obtain curriculum resources which	June 2015. Continues to be	Dean of Academics and Operations	All curriculum resources are on the premises and purchase receipts are	CKLA Startup: $18,100

complement the pacing guides and assessment tools. Specifically obtain the K-3 Core Knowledge Language Arts resources.	obtained as needed.	Manager	on file.	(Curriculum for 2 Kindergarten classes, 2 first grade classes, 2 second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). Compass Learning Startup: $12,640, Y1: $0 (Covered by startup purchase), Y2: $16,240. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Operations Manager Startup $17,048, Y1: $40,914, Y2: $42,050.
4. Implement the Ethos Academy personnel strategy to hire highly qualified teachers that will carry out the mission of the school.	June 2015.	School Director and Dean of Academics	All teachers are formally hired evidenced by relevant application materials, background checks, and fingerprint clearance cards. Signed contract agreement with terms of service and compensation clearly identified.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
5. Provide all curriculum materials to the teachers so that they can begin the	June 2015	Dean of Academics and all teachers	Informal meeting between the Dean of Academics and specific teachers that provide an advanced	CKLA Startup: $18,100 (Curriculum for 2

process of developing unit plans, lesson plans, and assessments that align with the state standards.			preview of materials, prior to the formalized training in July.	Kindergarten classes, 2 first grade classes, 2 second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
6. Formulate grade-level PLC's that develop domain maps aligned to the state standards, pacing guides, assessment tools and mission of the school.	July 2015	Dean of Academics	Formalized list of PLC teams.	Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
7. Provide time for teachers to create unit plans that cover the content of the domain maps.	July 2015	Teachers (with assistance from the Dean of Academics)	Formalized unit plans on file that clearly aligns to previously established SLO's, pacing guides, and domain maps.	Teachers Startup $0, Y1: $286,398, Y2: $378,454. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
8. Develop lesson plans in accordance to their	July 2015 (Q1) and remaining	Teachers (with assistance from the	Formalized lesson plans that clearly align to the previously	CKLA Startup: $18,100

previously developed unit plans.	plans required one week in advance of teaching.	Dean of Academics)	established domain maps.	(Curriculum for 2 Kindergarten classes, 2 first grade classes, 2 second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). Teachers Startup $0, Y1: $286,398, Y2: $378,454. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
9. Routinely evaluate the data from all formative, summative and benchmark assessments to determine the effectiveness of curriculum being utilized.	August 2015 for the beginning-of-year assessment. Continues daily for in-class tests. Continues every six weeks for RTI assessments. Continues every quarter for corresponding Galileo and NWEA assessments.	School Director, Dean of Academics and all teachers	Data sheets relevant to each assessment that clearly outlines composite scores and growth scores (when applicable). Revisions to the curriculum or assessment models based on data.	Galileo Startup: $1,264 ($8 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $1624 ($8 each for the budget count of 203 students). NWEA Startup: $1,580 ($10 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and

				Y2: $2,030 ($10 each for the budget count of 203 students). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
10. Make adjustments to all curriculum resources being implemented to continually ensure alignment to learning objectives.	Quarterly – October 19, January 4, March 28 and May 27.	Board of Directors, School Director, Dean of Academics, and all teachers	Revised schedules, calendars, unit plans or lessons plans that demonstrate a clear correlation between student data and the curriculum being revised. Proper documentation of Board approval.	CKLA Startup: $18,100 (Curriculum for 2 Kindergarten classes, 2 first grade classes, 2 second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009.

				Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.

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. Finalize and implement a school calendar and daily schedule that enables students to receive 180 daily minutes of reading and language arts instruction. In addition, imbed 90 additional minutes of reading integrated social studies and science instruction for the students in grades K-3.	January 2015	Board of Directors, School Director and Dean of Academics	Formalized calendar and daily schedule template, approved by the Board, that clearly establishes 180 minutes of time dedicated to reading and language arts, as well as 90 minutes of reading integrated science and social studies.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
2. Develop a staff handbook that includes clear expectations for the development of lesson plans that is consistent with in-person training.	March 2015	Board of Directors, School Director, and Dean of Academics	Formalized staff handbook adopted by the Board.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
3. Provide feedback regarding the progress and alignment of all curriculum plans and teacher created assessments to ensure	August 2015 (continues on a weekly basis during the first quarter once a month starting	Dean of Academics and all teachers	Documentation of meeting between the Dean of Academics and each teacher that clearly identifies approval of curriculum plans and in-class assessments.	CKLA Startup: $18,100 (Curriculum for 2 Kindergarten classes, 2 first grade classes, 2

alignment to state standards.	the second quarter.)			second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
4. Conduct visitations on a bi-weekly basis that allows for input regarding the alignment of instructional practices and the implementation of curriculum to the state standards and Ethos Academy learning objectives.	August 2015 (starts the first week of class and continues every two weeks)	Dean of Academics and all teachers	Documentation of visitation signed by the Dean of Academics that highlights positive displays of Ethos Academy aligned expectations. (Quarterly observations will provide more detailed findings including suggestions)	CKLA Startup: $18,100 (Curriculum for 2 Kindergarten classes, 2 first grade classes, 2 second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). Dean of Academics Startup: $20,457, Y1:

				$50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
5. Conduct quarterly, formal observations that provide a more exhaustive and detailed collection of data that continues to align instruction practices and curriculum implementation accordingly.	Each quarter and scheduled according to the teacher	Dean of Academics and all teachers	Formalized documentation of evaluations signed by both the Dean of Academics and the teacher. Provides direct input regarding all aspects of instruction as it relates to student progress and Ethos Academy values.	Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
6. Conduct formal teacher evaluations once a semester that includes a pre-conference meeting, post-conference meeting and professional teacher growth plans.	Final two weeks of each semester (not counting assessment windows)	School Director, Dean of Academics and all teachers	Formalized evaluation signed by the School Director, the Dean of Academics and each teacher. Includes documentation of pre-evaluation conference, post-evaluation conference and professional growth plans.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
7. Engage all staff in providing feedback via surveys and personal meetings to better evaluate the process to improve strategy 2.	End of each semester (January and May)	School Director, Dean of Academics and all teachers	Copies of paper surveys and documentation of personal visits, at the request of teachers that identify areas of improvement.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.

				Teachers Startup $0, Y1: $286,398, Y2: $378,454.

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. Schedule Galileo and NWEA assessments that provide data regarding the mastery of objectives by students and the effectiveness of curriculum.	April 2015	School Director and Dean of Academics	School assessment calendar.	Galileo Startup: $1,264 ($8 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $1624 ($8 each for the budget count of 203 students). NWEA Startup: $1,580 ($10 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $2,030 ($10 each for the budget count of 203 students). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.

2. Establish growth goals for all students based on previous performances on standardized tests and the previous year's tests for students previously enrolled in the school.	July 2015, annually thereafter	Dean of Academics and all teachers	Formalized list with documentation and relevant data that supports the growth goal expectations clearly.	Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
3. Provide a detailed strategy for the Dean of Academics to analyze student data that aligns with the state standards and Ethos Academy learning objectives.	July 2015, annually thereafter	School Director, Dean of Academics and all teachers	Formalized strategy that details the manner with which staff will view data from Galileo, NWEA and state assessments.	Galileo Startup: $1,264 ($8 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $1624 ($8 each for the budget count of 203 students). NWEA Startup: $1,580 ($10 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $2,030 ($10 each for the budget count of 203 students). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.

				Teachers Startup $0, Y1: $286,398, Y2: $378,454.
4. Finalize the Galileo and NWEA assessment schedule for all teachers and students that include the corresponding procedures for testing implementation and analysis of data.	July 2015	School Director, Dean of Academics and Operations Manager	The agreed upon school calendar will have identified clearly the assessment testing windows prior to being presented during the summer intensive trainings.	Galileo Startup: $1,264 ($8 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $1624 ($8 each for the budget count of 203 students). NWEA Startup: $1,580 ($10 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $2,030 ($10 each for the budget count of 203 students). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Operations Manager Startup $17,048, Y1: $40,914, Y2: $42,050.

5. Engage students in a daily or weekly "check for understanding" to ensure student growth in the immediate lesson objectives that are aligned to state standards.	Daily, during the school year	Teachers (monitored by the Dean of Academics)	Observable and easily identified during visitations, observations and evaluations.	Teachers Startup $0, Y1: $286,398, Y2: $378,454.
6. Administer weekly, formative assessments in each classroom to monitor the academic growth of students that did not obtain mastery on previous reading benchmark assessments. Students in level 2 RTI will engage Compass Learning and students in level 3 RTI will engage in Read Naturally.	Weekly, during the school year	Teachers (monitored by the Dean of Academics)	Completed and graded assessments developed by the teachers are provided by the reading resources utilized. Samples of these assessments will be available for the School Director or the Dean of Academics to verify alignment to state standards.	Teachers Startup $0, Y1: $286,398, Y2: $378,454.
7. Review and engage in a continuous analysis of student achievement based on the NWEA and Galileo schedule and leveled RTI curriculum assessments.	Every six weeks and following each benchmark assessment	Dean of Academics and all teachers	Copies of all assessment scores and comparisons to previous scores in a format provided by the assessment source. Additional documentation developed by Ethos Academy that streamlines all assessment scores onto individual student data cards.	Galileo Startup: $1,264 ($8 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $1624 ($8 each for the budget count of 203 students). NWEA Startup: $1,580 ($10 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $2,030 ($10 each for the budget count of 203

				students). Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
8. Provide and engage in grade level meetings and/or PLC teams to review all formative assessment data to ensure all classrooms in each grade are progressing students according to establish baseline expectations.	Weekly, starting the first week of every school year	PLC teams and corresponding teachers	Data score sheets that summarize grade level and class specific information. Completed and signed PLC action items list for each meeting that identifies deadlines and responsible parties.	Teachers Startup $0, Y1: $286,398, Y2: $378,454.
9. Document data findings and reviews for all students, classrooms and grades in the form of "data binders" for teachers and a "data wall" for administrators and staff in general.	Every six weeks and following any changes in data	Dean of Academics and all teachers (Operations Manager will participate in year 2)	Data score sheets placed in easily accessible binders that provide a chronological understanding of data for all assessments. Binders will become computer based in year 2 as the school enhances its network capabilities through School Master.	Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454. Operations Manager Startup $17,048, Y1: $40,914, Y2: $42,050.
10. Identify changes to the	Every six weeks	Dean of Academics	Completed Student Action Plans	Dean of Academics

level 2 and level 3 RTI intervention groupings for reading specifically based on student mastery of established state standards and Ethos Academy learning objectives.		and all teachers	that identify initial scores and strategies required to improve achievement. Plans will develop throughout the year to include milestones or achievements that would warrant advancement out of the RTI leveled interventions.	Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
11. Develop and adjust Student Action Plans ("SAP") that ensure instruction and learning is differentiated and appropriate intervention strategies are identified.	Weekly as needed, every six weeks following changes in data	Dean of Academics and all teachers	Formalized Student Action Plans for students that are updated a minimum of every six weeks.	Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
12. Evaluate the overall process of analyzing student data that includes a review of curriculum resources and instructional strategies for each teacher.	June, annually thereafter	Board of Directors, School Director, and Dean of Academics	Formalized summary of surveys from appropriate stakeholders that identify areas of improvement for the entirety of the strategy.	CKLA Startup: $18,100 (Curriculum for 2 Kindergarten classes, 2 first grade classes, 2 second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009.

				Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.

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. Provide a formal introductory training to new staff members called "Ethos Foundations" that clearly articulates the vision, mission and values of the school and how these influence the academic strategic plans that incorporated.	July 2015, continues as new staff are hired throughout the year	Board of Directors, School Director and Dean of Academics	Staff members will sign a document that verifies completion of the training and is signed by the appropriate administrator. In addition, the document will list the topics covered in the training.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
2. Provide annual two-week summer trainings for all teachers in Core Knowledge Language Arts and its alignment on pacing guides to the ACCRS.	July 2015, continues annually	School Director and Dean of Academics	Staff members will sign a document that verifies completion of the training and is signed by the appropriate administrator. In addition, the document will list the topics covered in the training.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
3. Train teachers during the two-week summer intensive on the Ethos Academy approach to direct instruction steeped in Bloom's Taxonomy and an emphasis on collaborative learning based on Kagan Structures. Additional training will be provided on differentiating instruction utilizing other	July 2015, continues annually	School Director and Dean of Academics	Staff members will sign a document that verifies completion of the training and is signed by the appropriate administrator. In addition, the document will list the topics covered in the training.	Professional Development Materials: $0. However, the School Director and the Dean of Academics will be trained in the PD content prior to the intensive. The costs of this training are included in the startup budget at a total estimated cost of $24,000 (includes travel

best practices specific to the unique content and preferences of each teacher.				and training costs). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
4. Provide additional training during each summer that covers all established assessment schedules and the process for implementing additional teacher assessments to continue student achievement aligned to state standards and the Ethos Academy learning objectives for each grade.	July 2015, continues annually	School Director and Dean of Academics	Staff members will sign a document that verifies completion of the training and is signed by the appropriate administrator. In addition, the document will list the topics covered in the training.	Galileo Startup: $1,264 ($8 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $1624 ($8 each for the budget count of 203 students). NWEA Startup: $1,580 ($10 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $2,030 ($10 each for the budget count of 203 students). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1:

				$50,006, Y2: $54,552.
5. Train all teachers on the Ethos Academy methods for analyzing and responding to student data based on the assessments.	July 2015, continues annually	School Director and Dean of Academics	Staff members will sign a document that verifies completion of the training and is signed by the appropriate administrator. In addition, the document will list the topics covered in the training.	Galileo Startup: $1,264 ($8 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $1624 ($8 each for the budget count of 203 students). NWEA Startup: $1,580 ($10 each for the budget count of 158 students), Y1: $0 (covered by startup purchase), and Y2: $2,030 ($10 each for the budget count of 203 students). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
6. Provide training that details the established rubric for evaluating teacher performance as it aligns to the mission of the school.	July 2015, continues annually	School Director and Dean of Academics	Staff members will sign a document that verifies completion of the training and is signed by the appropriate administrator. In addition, the document will list the topics covered in the training.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.

7. Provide summer intensive training to all teachers regarding the implementation of curriculum and instruction policies that align with the state standards.	July 2015 (Ethos Foundations starts on July 22 and the Summer Intensive starts July 27)	School Director, Dean of Academics and all teachers	Completed training evidenced by signed documentation. Copies of completion placed in teacher personnel file.	CKLA Startup: $18,100 (Curriculum for 2 Kindergarten classes, 2 first grade classes, 2 second grade classes, and 1 third grade class). Y1 $2,000. (Estimated at 40% of the $5,000 earmark for missing curriculum), Y2: $4,000. (Estimated at 40% of earmark for new curriculum). School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
8. Engage in the Ethos Academy professional growth strategy based on bi-weekly visitations, quarterly observations and semester evaluations.	August 2015, continues every two weeks during school year	Dean of Academics and all teachers	Personnel files will be updated with formal documentation of all visitations, observations and evaluations.	Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
9. Engage teachers in formal mentoring with the Dean	August 2015, continues on a	Dean of Academics	Professional growth plans will be provided to every teacher and	Dean of Academics

of Academics and lead teachers. Provide teachers with professional growth strategies specific to increasing student mastery of standards and objectives through enhance instructional practices.	rolling basis depending on individual teachers	and all teachers	maintained by the Dean of Academics. The evaluations and corresponding documents will be placed in teacher's personnel file. All visitation and observation forms will be kept on file with the Dean of Academics in a locked cabinet.	Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup $0, Y1: $286,398, Y2: $378,454.
10. Provide a weekly meeting for PLC's to meet, analyze data and adjust plans to provide more efficient teaching strategies for the students.	August 2015, continues weekly	All teachers (with support from Dean of Academics)	Teachers will complete PLC meeting forms that detail action items, deadlines and identification of responsible parties.	Teachers Startup $0, Y1: $286,398, Y2: $378,454. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.
11. Provide eight all-staff professional development trainings that increase the capacity for teachers to increase student achievement.	August 2015, takes place during every month except for April during state standardized testing	School Director, Dean of Academics and all teachers	Teachers will receive formal certificate of completion that identify continuing education hours, if applicable, and signed documentation of staff members in attendance.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552. Teachers Startup: $0, Y1: $286,398, Y2: $378,454.
12. Evaluate and revise the professional development process.	June, continues annually	Board of Directors, School Director, and Dean of Academics	Formalized report that identifies concerns, suggestions or observations relevant to the process of providing professional development.	School Director Startup: $13,638, Y1: $68,190, Y2: $75,009. Dean of Academics Startup: $20,457, Y1: $50,006, Y2: $54,552.