Performance Management Plan (PMP) Template

Applicant Name: Havasu Preparatory Academy High School

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	10=65%	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.	10=50%	

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	$8 per student
2. Ensure that all teachers are effectively using the Tier 1, Tier 2, and Tier 3 math program with fidelity.	ongoing	Curriculum Coach	Lesson plan checks and walkthrough observations	$0
3. Facilitate a peer tutor program through which older students provide peer math support to younger students daily.	ongoing	School Leader; Curriculum Coach; Classroom Teachers	Peer tutor logs	$0
4. 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	RtI period observations; GALILEO growth, CBM growth	$0
5. Offer after school math support	ongoing	School Leader; Curriculum	Rosters	$0

opportunities for students who need additional help with homework.		Coach; Math Teachers		

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	Maps; Common Core standards tracking for lesson plans	$0
2. Lesson plans indicate standards alignment	ongoing	School Leader; Curriculum Coach; Lead Teacher	Lesson plans turned in; coaching logs	$0
3. Classroom walkthroughs & coaching observations with feedback given to teachers	ongoing	School Leader; Curriculum Coach; Lead Teacher	Walkthrough forms; coaching logs	$0
4.Teacher Evaluations	December and May annually	School Leader; Curriculum Coach	Teacher evaluation forms	$0
5. Enter weekly formative assessments from Galileo 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	Galileo Test Bank	$0

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. Galileo Benchmark assessments given a minimum of 3 times per year & outcome/growth data analyzed.	August 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	$8 per student
2. Achievement data from PARCC	May each year	School Leader; Curriculum Coach;	PARCC data	$0
3. Collection and analysis of classroom math portfolios	ongoing	School Leader; Curriculum Coach; Lead Teachers	Portfolios and rubrics	$0
4.Monitor growth of students identified for and served by RTI tiered intervention	ongoing	School Leader; Curriculum Coach; Lead Teachers	Galileo growth for intervention groups	$0

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 and other external specialists	August 2014 and ongoing	TLG Academic Support Services	Sign in sheets; copy of materials/resources provided to participants	$0 Provided by TLG
2. Twice yearly professional development for all Leona staff	August and January each year	TLG Academic Support Services	Sign in sheets; copy of materials/resources provided to participants	$0 Provided by TLG
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	Coaching logs	$0 Provided by TLG

5. On site weekly PLCs for needs based on SRSI data; student growth and achievement data; coaching logs; walkthrough data	Monthly	School Leader; Curriculum Coach; Lead Teacher(s)	Sign in sheets; plans, products or other outcome evidence as applicable	$0
6. Galileo training for all teachers	August 2014 and ongoing	School Leader; Curriculum Coach; TLG trainers; Lead Teacher(s)	Sign in sheets	$0
7. Contract with a math instructional expert to ensure best practices are taking hold for Tier 1 math instruction.	August 2014 and November 2014	School Leader; Curriculum Coach	Sign in Sheets	$5000