RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

<Insert Applicant Name>

INDICATOR:[1] __x_Math __x_Reading **DURATION OF THE PLAN**[2]**:** Begins July, 2011 to June , 2014

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
1. Implement Literacy Squared, early exit literacy for K-5.	Full implementation K-4 2013. Grades 5-6 by 2014	Dual language coordinator.	Curriculum maps and pacing guides. Lesson plans Assessments directly linked to program	See PD expenses
2. Implement Saxon math curriculum that is aligned to state AIMS standards and Common Core Standards.	Partial implementation 2011-12 Full implementation June 2013 Common core 2014	Principal Math/Tech mentor	- Mentor monitoring and documentation: - Use of program assessments - Documentation of in-service participation	K-2 $2000 3-6 $7000 7-8 $4000
3.Create pacing guides to transition to the implementation of the math curriculum that is aligned to the Common Core Standards.	k-3 by August 2012 4-8 by August 2013	Principal and Director	-Pacing guides on file and in teacher portfolio -Documented use in lesson plans	Stipends $500 yearly
4. Create curriculum maps that focus on transition to Common Core Standards in English Language Arts and Math.	K-3 by June 2012 4-8 by June 2013	-Pacing guides on file -Documented use in lesson plans	-Curriculum maps on file and in teacher handbook -Documented use in lesson plans	Included above
5. Accelerated Reading and Math	Complete by	21st century	Compile data of student	$3,200

directly integrated in support for Tier 1 and Tier 2 students.	January 2013	coordinator, math/tech & literacy coaches/mentors	achievement directly related to intervention and use.	yearly
6. Achieve 3000 support reading program for English development	In place for 2013 school year	Principal and Literacy coach/mentor	Student data: Lexile gains in reading compiled quarterly	Year 1 2013 $9,000 year 2/3 $8000 Title III
7. Santillana support Literacy material for grades 3 and 5	In place for 2013 school year	Principal and Literacy coach/mentor and teachers	-Lesson plans	2012-2013 $3500

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
1. New Teacher / principal evaluation model created.	In place by August 2012. Tweaked by August 2014	Staff Evaluation committee with Director and Principal	-Documentation of teacher evaluations. - ADE reporting requirements on teacher – principal evaluations	Stipends $1000 2012 and 2013
2. School wide implementation of lesson plan template correlated to a. pacing guides; student intervention for tiers 1,2,3.	In place by August 2012	Principal Support in completion by Mentors in core academic areas	-Lesson plans on file - Teacher evaluation component checked off - Prop 301 money recorded -Mentor logs	Prop 301 $16, 000
3. Data review sessions directly connecting achievement to teaching.	In place by August 2012	Director -Support in analysis by Mentors in core academic areas.	-Data sessions sign in -Mentor logs -Conclusions of data analysis	N/A

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
1.Purchase ACUITY and use predictive tests as benchmark assessments for State Test success rate and growth percentiles.	Test 1. Oct. Test 2. Dec. Test 3. Feb.	Director, Principal and core subject mentors	-Director and tech mentor confirmation – Assessment folder -Data Drive per instructional level -Data file updated every quarter	Title I and 21st Century, $8,000 yearly
2. Use ACUITY predictive tests to assess pacing guides and develop appropriate interventions at the strand and PO level.	Every 3 weeks	Director, Principal and core subject mentors	-Director and tech mentor confirmation – Assessment folder -Data Drive per instructional level -Data file updated every quarter	N/A
3. Use ACUITY diagnostic tests for formative instruction assessment to develop appropriate interventions in reading and math	When needed	Director, Principal and core subject mentors	-Director confirmation – Assessment folder -Data Drive per instructional level -Data file updated every quarter	N/A
4. Document and record weekly Saxon math exams.	weekly	Teachers	-Teacher data drive files -Power school test records	N/A
5. Create a whole school integrated data collection system.	In place by January 2013 school year.	Director, Principal and core subject mentors	-Principal confirmation – Assessment folder -Data Drive per instructional level -Data file updated every quarter	N/A
6. Create data documentation system for use with Math Curriculum assessments.	2011-12 per unit. 2012-2013 Weekly	Director, Principal and core subject mentors	-Principal confirmation – Assessment folder -Data Drive per instructional level -Data file updated every quarter	N/A
7. Create whole school data collection system for DRA assessments.	In place by 2013 school year.	Director, Principal and core subject mentors	-Principal confirmation – Assessment folder -Data Drive per instructional level -Data file updated every quarter	N/A
8.Create whole school data collection system that disaggregates data for ELL to monitor L1 and L2 growth	In place by 2013 school year.	Director and AZELLA coordinator	-Quarterly updated ELL comparison data files. -part of Teacher Data drive files	N/A

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
1. Develop PD calendar that includes whole group PD and differentiated PD by need.	July before every academic year.	PDLA Team	-Physical calendar part of teacher handbook -Teacher log on teacher drives	Stipend $500 Title I
2. Work with math curriculum publisher to schedule and provide minimum of 3 PD implementation workshops.	3 math implementation workshops per year 11/12 and 12/13	Principal Tech/ Math mentor/coach	Teacher log on teacher drives	Part of program purchase N/A
3. PD for Literacy Squared dual language program.	June 2012	Principal Literacy mentor/coach	-Sign up sheets -Implementation plan and calendar saved in teacher data drive	$4,000 summer institute. Title I &II. $2000 each consecutive summer.
4. External consultants for Literacy Squared program to provide program implementation.	Minimum Twice per year	Director and Principal	-Documentation of site visit -Implementation of training Lesson plans, pacing guides -Next steps planning Sheet	Title II $3000 2013 & 2014
5. Accelerated Reading and Math, hands-on PD for support and implementation	Weekly rotation	Tech/math mentor/coach	Mentor/coach log Data from Accelerated math/reading assessments	NA
6. Hire Literacy mentor/coach and math/ technology mentor/coach	By August 2012	Director and Principal	Contracts and work duties schedule in place	Title I $50,000
7. Create recruitment and retention process for teachers in rural charter school	July 2012	Director and Principal	Document recruitment -Document retention bonus -Documentation of Prop 301 tied to both	Title II $3000

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.

Year 1: Budget Total $104,200.00 **Fiscal Year _____2012_____**
Year 2: Budget Total $ 100,700.00
Year 3: Budget Total $ 96,200.00

Notes:
* Provided by ASBCS staff
1 Academic area to be addressed for improvement
2 Duration of the plan must align with the timeline presented in the Action Steps
3 Refer to Terms to Know in the Renewal Application Instructions
4 Repeat these action steps as necessary to include the appropriate number of steps to accomplish the strategy