RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Mountain Rose Academy

INDICATOR:[1] _X__Math _X__Reading **DURATION OF THE PLAN**[2]**:** Begins July, 2013 to July, 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
1. Evaluate current language arts and mathematics curriculum using student achievement data, student work, and teacher data to make revisions as needed based on data/evidence.	May 2012, 2013, 2014, 2015	School Data Manager Curriculum Team Principal Superintendent	• Year-End School Report • Student Artifacts • Content Assessment results	Included in salaries
a. Identify standards that are not supported, based on data/evidence, and develop curriculum materials to address the standard(s)	May 2012, 2013, 2014, 2015	Curriculum Team	• Curriculum map	Included in salaries
b. Revise and create language arts and mathematics guiding documents.	June-July 2012, 2013, 2014, 2015	Curriculum Team Superintendent	• Completed curriculum documents	Included in salaries
c. Revise current grading criteria to connect learning goals with common core standards	June-July 2012, 2013, 2014, 2015	Curriculum Team Superintendent	• Completed rubrics	Included in salaries

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
2. Integrate common core standards into math curriculum maps.	June-July 2012 Math *(Language arts was completed previously in summer of 2011)*	Math Curriculum Specialist	• Curriculum Map	Included in salaries
3. Review and purchase textbooks/instructional materials that align to learning goals, grading criteria, and support common core standards.	May 2012, 2013, 2014, 2015	Curriculum Team Superintendent	• Purchase receipts	Cost of textbooks/instructional materials for reading max of $1,200.00 annually Cost of textbooks/instructional materials for math $1,200.00 annually
3a. Renew purchase agreement for Carnegie Common Core Math Texts and Cognitive Tutor Software.	May 2013 *(One time 3-year purchase agreement)*	Curriculum Team Superintendent	• Purchase receipts	Estimated cost for Carnegie software license and textbooks max of $7,000.00 for a 3-year contract. **2012 cost for Carnegie has already been paid in a 3-year contract from 2010.*
4. Develop blended learning instructional protocols including formative assessment strategies for language arts and mathematics curriculum implementation.	June-July 2012	Math Curriculum Specialist English Language Arts Specialist	• Teacher instructional materials • Instructional schedule	Included in salaries
5. Create and implement summer mathematics program to ensure students have pre-requisite math skills necessary	June-July 2013, 2014, 2015	Teachers Math Curriculum Specialist	• Mathematics curriculum documents • Student enrollment roster	Included in salaries and teacher contract days

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
for math courses.		Principal		
6. Implement the Kansas University Strategic Intervention Model Curricula in summer school to ensure students have pre-requisite reading and note-taking skills necessary to meet the rigor of common core standards based curriculum.	June-July 2013, 2014, 2015	Teachers English Language Arts Curriculum Specialist Principal	• Student enrollment roster	Included in salaries and teacher contract days

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. Teachers plan interventions using A+LS Progress Tracker, Carnegie, & Galileo to identify student deficiencies in standards mastery.	Beginning in August 2012 and weekly *(Recurs Annually)*	Teachers	• Print-outs of A+LS Progress Tracker, Carnegie & Galileo reports	Included in salaries
a. Teachers group students who require remediation and/or enrichment into small groups for differentiated instruction for mastery of AZ Common Core Standards .	Beginning in August 2012 and weekly *(Recurs Annually)*	Teachers	• Student groupings in Intervention Plan	Included in salaries
b. Teachers submit a weekly Intervention Plan for differentiated small group instruction to the Principal.	Beginning in August 2012 and weekly *(Recurs Annually)*	Teachers	• Intervention Plans	Included in salaries
c. With attention to alignment to AZ Common Cored Standards, the Principals review intervention plans, make adjustments as necessary, and communicate changes to the teachers.	Beginning in August 2012 and weekly *(Recurs Annually)*	Principal(s)	• Completed review checklist of Intervention Plan • Record of communication w/ teachers, e.g. email	Included in salaries
2. Principals conduct observations of individual teacher instruction in the common classroom and in the differentiated small groups.	Beginning in August 2012 and weekly *(Recurs Annually)*	Principal	• Completed observation protocol	Included in salaries

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
3. Math & English Language Arts Curriculum Specialists observe, model, and support teacher implementation of intervention plans. a. Math & ELA Curriculum Specialists train teachers to identify, connect, and integrate common core standards in one on one instruction and small group differentiated instruction.	August 2012- July 2013, 2014, 2015 *(Observe and provide feedback to each teacher one time per teacher each week; Professional development sessions occur four times each week for one hour)*	Math Curriculum Specialist English Language Arts Specialist Principal	• Observation data	Included in salaries
b. Math & ELA Curriculum Specialists monitor and retrain teacher grading to ensure that student work reflects mastery of the AZ Common Core standards.	August 2012 – July 2013, 2014, 2015 *(Review at least one student work example for each teacher per week)*	Principal	• Curriculum Specialist reports of weekly activity to Superintendent • Student work samples	Included in salaries
c. Math & ELA Curriculum Specialists monitor and retrain teacher in use of approved textbooks, instructional materials, and blended learning instructional protocols.	August 2012-July 2013, 2014, 2015 (Observe and provide feedback to each teacher one time per teacher each week) *This will include implementation of summer language arts and mathematics programs	Math Curriculum Specialist English Language Arts Specialist Principal	• Observation data including time with specialists delivering Strategic Intervention • Intervention plans	Included in salaries
4. Math Curriculum Specialist communicates intervention progress with the Principal.	August 2012-July 2013, 2014, 2015 Weekly	Math & ELA Curriculum Specialists Principal	• Written summary to Principal	Included in salaries

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
5. Principals discuss observations and intervention plans with individual teachers and retrain and/or write a corrective action plan for the teacher if needed.	Beginning in August 2012 Weekly Friday principal-teacher meetings *(Recurs Annually)*	Principal	• Summary from principal-teacher meetings • Action Plans	Included in salaries
6. Revise classroom level and school level quantitative targets for the Teacher and Principal Evaluation Framework.	May-July 2012 *(Recurs Annually)*	Math and Language Arts Curriculum Specialists School Data Manager Superintendent	• Revised Teacher Evaluation Framework	Classroom Site Fund

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. Use Excel Pivot Tables for analysis of student proficiency and progress data	Fall 2012, 2013, 2014, 2015	School Data Manager Principals Asst. Superintendent Superintendent	• Data tables in reports	ACSA Membership estimated $1017.00 annual
2. Collaborate and develop standards based assessments with Assessment Technology Inc. (ATI) Galileo to measure student mastery of standards. Standards-based assessments will be embedded within the Language Arts courses and Algebra I, Algebra II, and Geometry as a pre-assessment to determine student readiness, a benchmark, and a post-test will be used to determine student mastery of standards.	June-July 2012, 2013, 2014, 2015	School Data Manager Curriculum Team Superintendent	• Galileo Reports	Annual cost $3,300.00
3. Administer Galileo comprehensive benchmark assessments for reading and	August – Pretest October – Benchmark	Principal Assistant Principal	• Galileo Reports	Included in annual ATI Galileo contract

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
math to all students.	January – Benchmark March – Posttest *(Recurs Annually)*	Testing Coordinator Teachers		budgeted in Strategy III action step 1
4. Review student progress in courses and on Galileo benchmark assessments to identify students needing additional interventions.	Monthly course progress review *and* After each Galileo test administration *(Recurs Annually)*	Principal Assistant Principal Math Curriculum Specialist English Language Arts Curriculum Specialist Teachers	• Galileo Reports • Course level reports	Included in salaries
5. Work with language arts, math, and special education teacher to develop a system for focused attention on progress of special needs.	August 2012-July 2013 *(Recurs Annually)*	English Language Arts Curriculum Specialist Math Curriculum Specialist Special Education Director Principal	• Professional development agenda	Included in salaries
6. Meet bi-weekly to use assessment data to track student progress, focusing on special needs students.	August 2012- July 2013 *(Recurs Annually)*	English Language Arts and Math Teachers Special Education Teacher Language Arts and Math Curriculum Specialists Special Education Director Principal	• Adjustment to instructional plans	Included in salaries
7.Track AIMS Improvement data by identifying performance band for each student still needing to pass AIMS	Annually - Upon student enrollment, then from test administration to test administration	School Data Manager Principals	• Data tables in reports to Principals & PLC	Included in salaries

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. Provide training in new and revised curriculum materials, instructional resources, and instructional protocols.	Fall Preservice 2012, 2013, 2014, 2015	Curriculum Team Principals Superintendent	• Professional development agendas	Included in salaries
2. Provide training in new teacher and principal evaluation targets	Fall Preservice 2012	Superintendent	• Professional development agendas	Included in salaries
3. Attend AZ Charter School Association session on use of Excel Pivot Tables in data analysis.	Fall 2012 *(Recur Annually)*	School Data Manager Principals Asst. Superintendent Superintendent	• Completion certificate	Included in ACSA membership
3. Provide specialized support for implementation of mathematics curricula and English language arts curricula. Each specialist will be at school site one day per week to conduct observations, model instructional protocols, and provide a 2-hour teacher professional development session.	August 2012 – July 2013, 2014, 2015 *(One day a week for 8 hours)*	Math Curriculum Specialist English Language Arts Specialist	• Professional development schedule	Included in salaries
a. Incorporate math and English language arts teachers content knowledge assessments into the specialized support for curriculum implementation.	August 2012 – July 2013 2013, 2014, 2015	Math Curriculum Specialist English Language Arts Specialist	• Assessment results • Professional development agendas	Included in salaries
5. Train and support teachers implementation of language arts and mathematics curriculum materials and use of blended learning instructional protocols, through weekly coaching and observations	August-July 2012, 2013, 2014, 2015	Math Curriculum Specialist English Language Arts Curriculum Specialist Principals	• Observation documentation • Documentation of weekly coaching meetings	Included in salaries
6. Provide additional in-depth training on the use of formative assessments, specifically Galileo, to create instructional dialogues to improve student mastery of standards.	Fall In-Service – 2012, 2013, 2014, 2015 *8 hours broken out into 2 days of 4 hours	Teachers School Data Manager Principals Asst. Superintendent	• Professional development agendas	Included in annual ATI Galileo contract budgeted in Strategy III action step 1

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
	ea. *Additional 2 hour training will occur in Summer of 2012 for administration	Superintendent		

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 _$6,717_____ **Fiscal Year FY13**
Year 2: Budget Total _$13,717_____ **Fiscal Year FY14**
Year 3: Budget Total _$6,717_____ **Fiscal Year FY15**

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