PERFORMANCE MANAGEMENT PLAN TEMPLATE

New Visions Academy

INDICATOR:[1] ___Math ___Reading **DURATION OF THE PLAN**[2]**:** Begins _____, 20_ _ to _____ , 2011

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. Complete the compilation of resources for the math curriculum maps to include new resources piloted in 2010 and 2011.	Nov. 2011	Ann Shaw	The resources sections of the math curriculum maps will be complete containing the resources of all three sites and include new texts.	$1000
2. Research, develop, and prepare to implement for 2012-13 benchmark assessments based on the standards for math and language arts.	Oct. 2011-May 2014	Ann Shaw	Based on prior and new investigations, the staff will decide on a method for administering benchmark tests and create a testing schedule for 2012-13.	1st year-$0 2nd and 3rd years-$3000/yr.
3. Develop lists of academic vocabulary for each subject area as a means of emphasizing and clarifying key concepts.	Oct. 2011-May 2012 Implement Aug. 2012	Ann Shaw	Key vocabulary will be included in lesson plans developed by teachers which will be kept on file for review.	$0
4. Establish greater levels of communication and collaboration among teachers of all sites in order to share ideas for integrating subject matter across the curriculum as part of addressing the Common Core Standards.	Oct. 2011-Oct. 2013	Ann Shaw	Ideas and strategies that emerge will be recorded and distributed to the staff as they begin the process of merging the Common Core Standard with the Arizona State Standards using the “crosswalks” provided by ADE.	$0

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. Employ a revised and extended teacher evaluation system emphasizing standards-based instruction.	Sept. 2011-June 2012	Ann Shaw	Documentation of semi-annual observations and reviews with year-end evaluations for each teacher.	$500
2. Develop a format for weekly lesson plans that cite the standards being taught.	Oct. 2011 to implement Aug. 2012	Ann Shaw	Lesson plans will be bound and available for review.	$0
3. Collaborate to create checklists of standards for language arts and math to be checked off as they are taught throughout the school year.	Oct. 2011 to implement Aug. 2012	Ann Shaw	Completed checklists will be made part of permanently retained records.	$0
4.				

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. Create a schedule based on curriculum maps for administering benchmark assessments in math and language arts at regular intervals in order to review student data and correct skill deficiencies prior to AIMS testing. The source of assessments will be researched and decided by staff.	Oct. 2011-May 2012 Implement Aug. 2012	Ann Shaw	Schedule will be recorded in Oct. 2011. Records of student assessment results will be retained following implementation.	1st year -$0 2nd and 3rd years will encompass costs of test administration.
2. Upgrade diagnostic tests administered to students upon entrance in order to more clearly identify their skill levels in math and language. Staff research and consensus will guide the purchase of test materials.	Oct. 2011-May 2012 Pilot tests Aug. 2012	Ann Shaw	Test results will be retained by teachers and as part of student records.	1st year- $0 2nd year- $200 for pilot test purchase. 3rd year- $500
3. Create pre-tests and post-tests for	Jan. 2012-	Ann Shaw	Tests and the results of tests will be	$0

each course within the core subject areas of math, science, and social studies.	May 2013		part of teacher materials and records.	
4.				

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. The process of mapping the curriculum and beginning to merge existing maps with the Common Core Standards will continue to be a large part of professional development.	Present-May 2013	Ann Shaw	Completed curriculum maps.	$1500 per year
2. Decisions and development surrounding all types of assessment will constitute a highly involved level of professional development for all teachers.	Oct. 2011-May 2014	Ann Shaw	Assessments and student results.	$0
3. Participation in collaborative conferences between sites.	Oct. 2011-May 2012	Ann Shaw	Records of resulting ideas generated.	$0
4. Four teachers have enrolled in the AZ Teach 21 course offered by IDEAL as a means of utilizing technology more effectively in the classroom in order to enhance and enrich our students' understanding of the concepts being taught.	Sept. 2011-Oct. 2011	Ann Shaw	Implementation of strategies in the classroom.	$0

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 - $3000**	**Fiscal Year: 2012**
Year 2:	**Budget Total - $4700**	
Year 3:	**Budget Total - $5000**	

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 the Board’s level of adequate academic performance
4 Repeat these action steps as necessary to include the appropriate number of steps to accomplish the strategy