PERFORMANCE MANAGEMENT PLAN

CHARTER/SCHOOL: Ombudsman Educational Services
Charter District 2: East, East II, Central, and Valencia

INDICATOR: Student Academic Achievement in Math

DURATION OF THE PLAN: Fall 2010 to June 2015

MEASURE	METRIC	TARGET
Percentage of students who meet or exceed on the AIMS Math test	Percentage of students who meet or exceed on the AIMS Math test	Ombudsman students will meet or exceed the 2010 state level of 58% proficient on the Arizona Instrument to Measure Standards (AIMS) in Math Ombudsman students will meet or exceed the 2010 state level of 59% proficient on the Arizona Instrument to Measure Standards (AIMS) in Math – (ES)

STRATEGY I: Ombudsman will establish AIMS Math Prep classes at each school site which will utilize small group direct instruction delivered by a highly qualified math teacher. The AMP curriculum will include strand specific lessons aligned with the AIMS Math test.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. AMP lesson plans will be developed to align with state math standards, cover each strand, will be specific to AIMS content distribution, and will include key components of effective lesson delivery	May and June of 2010	Math Committee AIMS Instructors	AMP Lesson plans will be evident at each school and provided to the designated HQT Math teacher or teachers providing lessons.	No Cost
2. Each lesson plan and its related performance objective will include a review and assessment to evaluate mastery of concepts taught	May 2010; Effective lesson delivery evaluated at the end of each quarter	Instructional Staff School Directors AIMS Instructors	Scores will be recorded for each student by the AMP teacher.	No Cost
3. Upon review of results, if student does not master performance objective the teacher will remediate until mastery is gained	Upon conclusion of AMP lesson taught	Instructional Staff School Directors AIMS Instructors	Student reached mastery on all performance objectives taught as evidenced in grade book and further evidenced by an increase the percent passing AIMS Math	No Cost
3. If a student masters the review and assessment assigned; the accomplishments will be celebrated, recognized, and charted in the school	Ongoing	Instructional Staff School Directors AIMS Instructors	AMP awards will be displayed throughout the school. An end-of-year awards ceremony will be held to recognize accomplishments in AMP as well as passing the AIMS Math test.	$400 Year 1 $400 Year 2

STRATEGY II: Ombudsman will adopt and implement a new assessment tool called MAP, Measures of Academic Progress to better predict student proficiency on the AIMS Math test.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. All students will be administered MAP upon entry, and used for benchmarks after first quarter, second quarter, third quarter, and for final assessment at the end of the school year	Upon student enrollment , implementation August 2010	Instructional Staff School Directors AIMS Instructors	Ombudsman student file will include assessment results and results will be evident at the top of the student program as well as part of the LCA analysis conducted	$4,675 Year 1 $4,721 Year 2
2. Scores from the MAP entry assessment will be used to evaluate students for entry into the "AMP" classes as well as Math lessons for students within the A Plus computer program	Ongoing	Instructional Staff School Directors AIMS Instructors	Essential and Content Skills programs will reflect technology based math applications aligned to state standards. AMP class rosters depicts student enrollment based on MAP assessment scores as well as individualized math lessons for the Essential Skills program	No Cost
3. Upon review of MAP benchmark results, if the student does not master identified strands (90% mastery), than increased instructional time and structured remediation in math will be provided for those strands	Upon results of MAP benchmark tests	Instructional Staff School Directors AIMS Instructors	Benchmark test will show progress and student mastery of strands and student percent passing on AIMS will increase.	No Cost
4. Increased instructional time in Math will be structured with the use of math A Plus lessons, additional "AMP" classes, and one to one instruction	Upon results of MAP benchmark tests	Instructional Staff School Directors AIMS Instructors	Student programs will reflect 5 hours of A Plus math lessons assigned per week, enrollment in AMP classes for an additional 2.5 hours of math instruction per week, and logged one	No Cost

			to one instruction provided by peer tutor, HQT math teacher, or AIMS instructor. Increased instructional time will show mastery of strands upon next benchmark testing or process will be evaluated for student.	

STRATEGY III: Ombudsman teachers will participate in a minimum of fifteen hours of job embedded Math Professional Development within each academic year.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Professional Development and training will be provided to school directors and teachers by a MAP trainer	July 25th, 2010	Operations Manager MAP Team Coordinator Ombudsman MAP Coordinator	Sign In Sheet evidence of training; team that was trained is able to train the remaining members of the team for full implementation. All schools will begin utilizing MAP no later than the 3rd week of August.	Training Cost included in Software Purchase
2. On -line access to curriculum platforms will be available for teachers to access after hours	Access provided Spring of 2010	Operations Manager and Arizona Charter Schools Director	Professional Development certificate illustrates completion of online Math lessons.	No Cost
3. A district sponsored professional development day will focus on math and math data interpretation and will be held annually for all teachers	Annually	Training Department AIMS Instructors Operations Manager Arizona Charter Schools Director	Teacher staff in-service sign in sheets reflect 100% participation. Teacher knowledge checks and follow up conducted over Math concepts within 1 month of in-service.	No Cost
4. A library of Math Webinars and/or Skype lessons will be available to assist teachers with complex math lessons and instruction	October 2010 1st set of lessons developed	Training Department Math Committee AIMS Instructors	Professional Development certificate illustrates completion of Webinar or Skype lesson.	No Cost

ANNUAL BENCHMARK TARGETS:

CURRENT STATE	Year 1 2010-2011	Year 2 2011-2012	Year 3 2012-2013	Year 4 2013-2014	Year 5 2014-2015
East Charter Percent Proficient for 2010 in Math = 8%	East Charter will increase 5%; move from 8% to 13% percent proficient	East Charter will increase 8%; move from 13% to 21% percent proficient	East Charter will increase 10%; move from 21% to 31% percent proficient	East Charter will increase 12%; move from 31% to 43% percent proficient	East Charter will increase 15%; move from 43% to 58% percent proficient
East II Charter Percent Proficient for 2010 in Math = 31%	East II Charter will increase 3%; move from 31% to 34% percent proficient	East II Charter will increase 4%; move from 34% to 38% percent proficient	East II Charter will increase 5%; move from 38% to 43% percent proficient	East Charter will increase 6%; move from 43% to 49% percent proficient	East Charter will increase 9%; move from 49% to 58% percent proficient
Central Charter Percent Proficient for 2010 in Math = 20%	Central Charter will increase 5%; move from 20% to 25% percent proficient	Central Charter will increase 6%; move from 25% to 31% percent proficient	Central Charter will increase 7%; move from 31% to 38% percent proficient	Central Charter will increase 9%; move from 38% to 47% percent proficient	Central Charter will increase 11%; move from 47% to 58% percent proficient
Valencia Charter Percent Proficient for 2010 in Math = 14%	Valencia Charter will increase 5%; move from 14% to 19% percent proficient	Valencia Charter will increase 7%; move from 19% to 26% percent proficient	Valencia Charter will increase 9%; move from 26% to 35% percent proficient	Valencia Charter will increase 11%; move from 35% to 46% percent proficient	Valencia Charter will increase 12%; move from 46% to 58% percent proficient

(ES) Valencia Charter Percent proficient for 2010 in Math = 8%	(ES)Valencia Charter will increase 5%; move from 8% to 13% percent proficient	(ES)Valencia Charter will increase 8%; move from 13% to 21% percent proficient	(ES)Valencia Charter will increase 10%; move from 21% to 31% percent proficient	(ES)Valencia Charter will increase 12%; move from 31% to 43% percent proficient	(ES)Valencia Charter will increase 16%; move from 43% to 59% percent proficient