

PERFORMANCE MANAGEMENT PLAN (Step 4)

CHARTER/SCHOOL: Phoenix Rising, Inc./ Renewal E.S.

INDICATOR: (Academic Area) **Reading Achievement**

DURATION OF THE PLAN: Begins July 1, 2009 to June 30, 2012

MEASURE	METRIC	TARGET
<i>(Identify what aspect of indicator, i.e. academic area, will be focused upon.)</i> 3rd grade reading	<i>(Reasonable and appropriate ways to measure the identified improvement area.)</i> % of third grade students proficient on AIMS % of growth as measured by RI on NWEA MAP	<i>(List expectations or define success of measure and within a certain period of time.)</i> 90.5% proficient by 2012-2013 in order to meet AMO OR % proficient is equal to or exceeds the state average in third grade reading 80% of students meet growth goals from Fall to Spring administration of MAP annually

STRATEGY I: Review reading curriculum and resources to ensure alignment to the Arizona Academic Standards.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Conduct a curriculum audit	07/01/2010	Curriculum Team	Audit Report	\$2,000
2. Based upon the audit, make necessary revisions to ensure horizontal and vertical articulation with the standards	08/15/2010 – 10/30/2010	Curriculum Specialists/Consultants	Written reading curriculum, including instructional strategies, activities, assessments, and materials aligned to the standards	\$5,000

STRATEGY II: Establish a systematic process for monitoring, reviewing and evaluating the effectiveness of the written curriculum.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Develop a plan for regular review and evaluation of the curriculum	11/01/2010	Curriculum Team	Operational plan shared with all stakeholders	N/A
2. Implement the plan, adjust as necessary	12/01/2010	Administrator	Plan is executed on schedule (may include effectiveness measure)	N/A

STRATEGY III: Provide professional development for teaching staff that develops instructional effectiveness in the teaching of reading.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Facilitate a needs assessment of Kindergarten – Third grade staff on reading professional development needs	07/10/2011	Professional Development Committee Literacy Coach	Staff surveys Review of staff observations and evaluations	N/A
2. Review previous Kindergarten - Third reading student data	08/10/2011	Data Team Literacy Coach Assessment Coordinator	Compiled reading performance objectives students did not score at the meets or exceeds levels	N/A
3. Create a reading professional development calendar for 2010-2011 based on results	08/20/2011	Site Leadership Team Literacy Coach Reading Consultant	Completed professional development calendar (topics, timeline, and facilitators) aligned with data analysis	\$10,000
4. Implement the professional development, adjust as necessary	09/01/2011 – 04/01/2012	Administrator	Calendar is executed on schedule	N/A

STRATEGY IV: Implement a formative reading benchmark assessment program.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Identify reliable and valid formative reading assessments aligned with standards	07/15/2012	Assessment Coordinator School Improvement Team	Created or purchased reading assessments with evidence of alignment to standards	N/A
2. Establish implementation plan	08/25/2012	Assessment Coordinator Administrator	Assessment Calendar Training Schedule Grade Level Meeting Schedule	N/A

ANNUAL BENCHMARK TARGETS: (Identify as many years as the length of the plan.)

CURRENT STATE	Year 1	Year 2	Year 3	Year 4	Target For This Plan
53.8% proficient in 2008-2009	62.6% proficient by 2009-2010 in order to meet AMO	71.9% proficient by 2010-2011 in order to meet AMO	81.2% proficient by 2011-2012 in order to meet AMO	N/A	90.5% proficient by 2012-2013 in order to meet AMO