RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Chester Newton Charter & Montessori School

INDICATOR:[1] ___Math __X_Reading **DURATION OF THE PLAN**[2]**:** Begins _August 8, 2011_ _ to May 24, 2012_ _

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. We will conduct, collaborate and plan meetings to assist teachers in aligning lessons to common core standards.	Beginning of school year 2011-2012	Administration, teachers and directors	Agendas from meetings Planning complete	$1661.92 (Open Court assessments)& $3,175.00 (Open Court materials)
2. Teacher assignments will be aligned with their experience and training.	Beginning of school year 2011-2012.	Administration and teachers	Teacher assignments	$1046.91 (Dibels materials +$228.06 ½ of Aimsweb-for reading)
3. Team teaching with Montessori curriculum and standards.	Beginning of school year 2011-2012	Administration and teachers	Teacher assignments	Paid prior
4. We will implement common core standards, provide parents information and send home our reading curriculum materials as needed for homework.	Beginning of school year 2011-2012	Teachers	Lesson plans Conferences and Parent meetings	$357.84 (Open Court decodables, homework)
5. Give assignments, review and gather data, evaluate data and make adjustments	Beginning of school year 2011-2012	Administration and teachers	Test Results Revised Lesson plans	$174.65 + $62.37 (Common Core Strategies Flip Charts) &

				& $153.21 ("Rewards" materials)
6. Review data from DIBELS, given quarterly	School year 2011-2012	Title 1 teacher Classroom teacher Administration	Teacher data graphs Student portfolios Test results	Section 1 #2

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. Teacher will develop lesson plans that directly relate to content standards; including writing and literature.	Beginning school year 2011-2012	Teachers	Lesson plans	n/a
2. Teachers will implement the lesson plans	Beginning school year 2011-2012	Administrators and teachers	Classroom observations Administration review	n/a
3. Evaluate lessons and adjust lessons as necessary	Beginning School year 2011-2012	Administration and teachers	Revised lesson plans Re-teaching Evaluations complete	n/a
4. Re-evaluate quarterly lessons and adjust	Beginning School year 2011-2012	Administration and teachers	Revised lesson plans Increased scores	n/a
5. Review of computer opportunities & student achievement DIBELS Aimsweb Lexia Galileo	Beginning school year 2011-2012	Administration and teachers	Computer skills driven by data collection Student graphs according to standards Student improved and excelling scores	n/a
6. Develop and implement student tutoring	Beginning school year 2011-2012	Teachers	Data scores Student portfolios Student progress made	$1000.00 Title 1 tutoring salaries

7. Student portfolios created	School year 2011-2012	Teachers	Student work evidence	n/a
8. Plan curriculum using RTI strategies	School year 2011-2012	Teachers	Teacher lesson plans Teacher check lists	Strategy 1 #1
9. Student achievement challenges	School year 2011-2012	Administration Teachers	Spelling Bee Art Fair and exhibit Science Fair Geography Bee Gardening club Music opportunities	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. Lessons will be created that reflect uses of; Open Court, Lexia, DIBELS, AimsWeb and Montessori lessons	School year 2011-2012	Teachers	Reviewing of lesson plans	Strategy 1 #1-6
2. Conduct assessments and review data weekly	School year 2011-2012	Teachers	Scores from assessments Revised plans	n/a
3. Evaluate data and adjust lessons as necessary	School year 2011-2012	Administrators Teachers	Improved scores Data scores/graphs	n/a
4. Evaluate DIBELS data	School year 2011-2012	Teachers	Data scores/graphs Student improved scores in reading Teacher gradebooks DIBELS student booklets	Strategy 1 #2
5. Evaluate Lexia data	School year 2011-2012	Teachers	Data scores/graphs Student gradebook scores Improved scores	n/a

6. Scope and Sequence-yearly alignment according to standards	Beginning School year 2011-2012	Teachers and Administration	Teacher files and documents	n/a
7. Data Monitoring Reports	School year 2011-2012	Administrators Teachers	Improved scores Data scores/graphs Reports Student portfolios	n/a
8. Weekly data meetings	School year 2011-2012	Administration Teachers	Data scores/graphs Student improved scores in reading Teacher gradebooks DIBELS student booklets Weekly adgendas	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. Teachers will have training including; Montessori, Aims, SEI certification, content area standards, DIBELS, Galileo and Lexia	School year 2011-2012	Administration and teachers	Teacher files and documents	Training fees as necessary
2.Assign teachers to their professional training	Beginning school year 2011-2012	Administration	Classroom assignment Teacher effectiveness	n/a
3. Provide relevant in-service training monthly	Beginning school year 2011-2012	Administration	Teacher surveys Teacher implementation PD agendas	n/a
4.Evaluation and observation of teachers	School year 2011-2012	Administration	Observation notes Teacher reviews Teacher walk-through notes	n/a
5. Computer lab available with state standards programs	School year 2011-2012	Teachers	Student data Use of lab hours	Strategy 1 #2

Strategy V: Develop and implement intervention and excelled learning.

Action Steps [5]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget

1. Identify individual students with special needs through review of data	Beginning school year 2011-2012	Administration Special Education Teacher Teacher	Students needs identified RTI designed strategies Lesson implementation	n/a
2. Align available material to students needs Sopris for ELL Language for Learning for ELLs Open Court Interventions DOLCH sight words Adjusted/Supplemental lessons	Beginning school year 2011-2012	Administration Special Education teachers Teacher	Lesson plans Materials being used Scores of these students rise	n/a
3. Include parents with the plan and their child's needs	School year 2011-2012	Administration Teacher	Parent conferences Parent Satisfaction surveys	n/a
4. Evaluate and adjust as necessary	Beginning school year 2011-2012	Teacher	Revised lesson plans Improved scores	n/a
5. Identify students who are excelling and plan according, upon data review	Beginning school year 2011-2012	Administration Teacher	Revised lesson plans Intervention grouping RTI strategies	n/a
6. Develop and implement student tutoring	Beginning school year 2011-2012	Teachers	Data scores Student portfolios Student progress made	n/a
7. Student portfolios created	School year 2011-2012	Teachers	Student work evidence	n/a
8. RTI strategies	School year 2011-2012	Teachers	Teacher lesson plans Teacher check lists	Strategy 1 #5
9. Student achievement challenges	School year 2011-2012	Administration Teachers	Spelling Bee Art Fair and exhibit Science Fair Geography Bee Gardening club Music opportunities	n/a
10. Develop and implement tutoring	School year 2011-2012	Teachers Administrators	Time cards Teacher lesson plans	Strategy 2 #6

			Evidence of student work	
11. Provide Outsourced Speech Therapy Services	School year 2011-2012	Administrators Certified Speech Therapist	Student speech fluency Student speech comprehension Student oral speech	$4400.00

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 __$12,260.00 **Fiscal Year ___2011/2012**
Year 2: Budget Total __$15,383.00
Year 3: Budget Total __$16,206.00

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