RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Chester Newton Charter & Montessori School

INDICATOR:[1] __X_Math ___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 math common core standards	Beginning of school year 2011-2012	Administration, teachers and directors	Agendas from meetings Planning complete	$154.75 & $62.37 (Common core Flip Charts)
2. Teacher assignments will be aligned with their experience and training.	Beginning of school year 2011-2012.	Administration and teachers	Teacher assignments	Paid prior
3. Team teaching with Saxon math curriculum	Beginning of school year 2011-2012	Administration and teachers	Teacher assignments Use of Saxon Math materials	$161.36 & $1470.40 (Saxon Math materials)
4. Provide meaningful and relevant assignments and homework	Beginning of school year 2011-2012	Teachers Administration	Lesson plans aligned with state standards Conferences and Parent meetings Parent Signatures	n/a
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	n/a
6. Administer AIMS math -computer	School year	Classroom teacher	Results of AIMS	$228.06 (AIMSweb

6. Administer AIMS math -computer assessment	School year 2011-2012	Classroom teacher Computer teacher	Results of AIMS Immediate feedback to teachers Data evaluation	$228.06 (AIMSweb Pro)
7. Implement Buckle Down math booklets	Beginning school year 2011-2012	Classroom teacher	Chapter test results Analyze teacher created assessments	$376.69 (Buckle Down workbooks)
8. Utilize Pre-tests and Post-tests, gather diagnostic data	Beginning school year 2011-2012	Classroom teacher	Research-based pre/post tests results analyzed	n/a
9. We will use Galileo to determine math proficiency levels	Beginning school year 2012-2012	Classroom teacher Computer teacher	Student reports Immediate feedback available	n/a
10. Analyze student portfolios	September 2011-May 2012	Classroom teacher Administration	Student scores Student work completed	n/a

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 common core standards for mathematics.	Beginning school year 2011-2012	Teachers Administrators	Lesson plans Turned into principal weekly	n/a
2. Teachers will implement the lesson plans	Beginning school year 2011-2012	Administrators and teachers	Classroom observations Administration review	Strategy1 #3
3. Evaluate lessons and adjust lessons as necessary	Beginning School year 2011-2012	Administration and teachers	Revised lesson plans Re-teaching Adjust using RTI Evaluations complete	Strategy1 #1
4. Re-evaluate quarterly lessons and adjust	Beginning School year 2011-2012	Administration and teachers	Revised lesson plans Increased scores	n/a
5. Implement Buckle Down booklets	Beginning school year 2011-2012	Classroom teacher	Purchase order, pre/post test throughout booklet, chapter tests	Strategy1 #7

6. Implement Saxon Math curriculum	Beginning school year 2011-2012	Classroom teacher	Lesson plans aligned to common core standards and Saxon math materials provided by teachers	Strategy1 #3
7. Montessori math; demonstrated and observed	Beginning school year 2011-2012	Classroom teacher	Check lists Observations Outcome scores improved	Paid prior Strategy 1 #2

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 math curriculum aligned to common core math standards	School year 2011-2012	Teachers Administrators	Reviewing of lesson plans Administration check list of receipt of lesson plans	n/a
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. Expand utilization of AIMS testing to inform decision making	School year 2011-2012	Classroom teacher	Lesson plans aligned and adjusted based on results	Strategy1 #6
5. Reinforce understanding, creation and analysis of formative and summative assessments	School year 2011-2012	Administrators Classroom teacher	Teacher reports Chapter tests Student portfolios	n/a
6. Use Galileo for math strategies and reinforcement skills	School year 2011-2012	Classroom teacher Computer teacher Title 1 teacher	Student scores Data graphs	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 and math content area	School year 2011-2012	Administration and teachers	Teacher files and documents Professional development agendas	Paid prior

standards and RTI				
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 Certification of completion of PD hours	In-service cost
4.Evaluation and observation of teachers Evaluation of principal and director	School year 2011-2012	Administration	Observation notes Teacher reviews Teacher self-review Teacher check-lists	n/a
5. Attend workshops and share information and newly learned strategies with colleagues	School year 2011-2012	Administration Teachers	Certificates of PD hours Sign-in sheets	estimated

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 & observation	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; Saxon math Montessori math Adjusted/Supplemental lessons	Beginning school year 2011-2012	Administration Special Education teachers Teacher	Lesson plans Materials being used Scores of these students rise	Paid prior Strategy 1 #2
3. Include parents with the plan and their child's needs and IEP	School year 2011-2012	Administration Teacher	Parent conferences with IEP development Parent Satisfaction surveys	n/a
4. Evaluate and adjust lessons necessary	Beginning school year 2011-2012	Teacher	Revised lesson plans Charts or graphs of student scores 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. Hold student portfolio/folder meetings with colleagues	Beginning school year 2011-2012	Administration Teachers	Teacher review write ups Student plans written Portfolios complete	n/a
7. Analyze results of Galileo testing	School year 2011-2012	Teachers	Scores rising Interventions being implemented Challenges being implemented Lesson plans adjusted	n/a
8. Analyze checklists from Montessori math curriculums	School year 2011-2012	Teachers	Adjusted lesson plans Student scores Student demonstrations Student observation check-lists	n/a
9. Use of RTI strategies for Tutoring curriculum	School year 2011-2012	Teachers	Adjusted lessons Student scores Student assistance/tutoring available	$1000.00 Title 1 tutoring

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 __$3453.61 Fiscal Year __2011/2012
Year 2: Budget Total __$3856.00
Year 3: Budget Total __$4,797.00

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