RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Akimel O'Otham Pee Posh 3-5 Charter

INDICATOR:[1] ___Math _X **Reading** **DURATION OF THE PLAN**[2]**:** Begins July 1, 2012 to June 30 , 2015

MEASURE*	METRIC*	CURRENT STATUS*	End Target For This Plan*[3]
AIMS for SY 2012/2013 and 2013/2014 PAARC SY 2014-2015	73% for SY 20102011 school average An increase of 2% a year over the duration of the Performance Plan	(Board staff will enter info here)	At a 2% projected increase in reading scores for the school average, the end target for this plan will be 79% which should meet or exceed the Elementary School State Average.

STRATEGY I: Provide and implement a curriculum that improves student achievement.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. The school will implement and sustain the 2010 Arizona Common Core ELA Standards 2010 for grades 3 – 5.	SY 2012 - 2015	Governing Board/Superintendent	The Curriculum Declaration Assurances will be uploaded into ALEAT by October of each year.	**$0**
2. The school will begin year two of implementation of the scientifically-based reading research curriculum (Houghton Mifflin Journeys) and sustain fidelity to this core curriculum.	SY 2012 - 2015	Superintendent/Principal, Curriculum Director, instructional coaches and Classroom Teachers	Classroom Observations/Protocols; lesson plans, teacher evaluation instrument, data from weekly theme skills tests submitted in color coded excel spreadsheets for review by grade level, coaches, external evaluating team and principal.	**$120,000** purchase curriculum materials for three additional classes over three years @$40,000 per year
3. The school will purchase the supplemental common core enhancement teacher and student resources from Houghton Mifflin. The school will purchase NWEA for assessment in Reading, which is aligned to the 2010 Arizona Common	SY 2012/2013	Superintendent/Principal Curriculum Director	Invoice, professional development on product, observations by instructional coaches, curriculum alignment mapping and student data	**$18,000** $6,000/per grade level

Core ELA Standards.				
4. The school will develop and implement curriculum maps and pacing guides for each grade level aligned to 2010 Arizona Common Core ELA Standards.	SY 2012 - 2015	Curriculum Review Committee consisting of teachers, instructional coaches, Curriculum Director, and Superintendent/Principal.	Curriculum binders and calendars per grade level, lesson plans, and observations, The binders, calendars and jump drives will be developed off contract time by the committee	$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. The teachers will submit a weekly grade level lesson plan to the instructional coaches incorporating the 2010 Arizona Common Core ELA Standards as noted in the core curriculum.	SY 2012-2015	Teachers and instructional coaches	Weekly Lesson Plans and Observations	$0
2. The instructional coaches and grade level teachers will review curriculum maps, pacing guides and lesson plans to monitor the integration of the 2010 Arizona Common Core ELA Standards into instruction.	SY 2012-2015	Superintendent/Principal, Curriculum Director, instructional coaches and Classroom Teachers	Annual assessment calendar, quarterly review of curriculum map benchmark and pacing guides utilizing data review teams (grade level, grade span 3-5 and district leadership team), formal teacher evaluations, informal classroom observations, and checklists.	$0
3. Weekly Grade Level Meetings with individual grade level teams and instructional coaches to address standards, curriculum, assessment and data to impact student performance.	SY 2012-2015	Teachers and instruction al coaches	Grade level agendas, minutes, data binders, and observations and re-teaching strategies in lesson plans	$0
4. Monthly Grade Span 3 – 5 Meetings to review calendars, curriculum maps, pacing guides, and data to identify trends in student performance in order to address instructional strategies, as needed tied to student performance.	SY 2012-2015	Teachers and instructional coaches	Agenda and Minutes,	$0
5. Monthly Leadership Team Meeting with grade span teacher representative, instructional coaches, curriculum	SY 2012-2015	Leadership Team	Agendas, Minutes and data	$0

director, special education, technology, and Superintendent/Principal who discuss school wide trends and data as it relates to the 2010 Arizona Common Core ELA Standards, instruction and student performance.				

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. Teachers submit weekly student data in color-coded Excel spreadsheets to the Instructional coaches for accountability on instructional delivery and establish trend data and re – teaching lessons.	SY 2012-2015	Teachers and instructional coaches	Color-coded Excel Spreadsheets highlighting intensive, strategic and benchmark students.	$0
2. The teachers and instructional coaches will analyze the data to monitor and adjust small group differentiated instruction based on students' needs and re-teaching.	SY 2012-2015	Teachers and instructional coaches	Reteach and focus groups, lesson plans pertaining to data	$0
3. Implementation of AIMS Academy to provide a 45 minute intensive/ strategic intervention time for small group differentiated instruction (Tier II) for Reading.	SY 2012-2015	Teachers and instructional coaches	Lesson plans, weekly data, fluid student groupings	$0
4. Analysis of all school wide data and trends including AIMS,HM Reading, NWEA, STAR Reading, Accelerated Reader, DIBELS Next to make appropriate adjustments in the instructional model to address the 2010 Arizona Common Core ELA Standards and student performance.	SY 2012-2015	Teachers, instructional coaches, Curriculum Director, Special Education Staff, and Superintendent/Principal	Agenda, minutes, data and identified adjustments in the instructional model and timelines for implementation of changes	$0

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 school will conduct a comprehensive needs assessment survey using the ADE Standards and Rubric for School Improvement online survey and analyze results to formulate action steps	SY 2012 - 2015	Superintendent/Principal, School Leadership Team	Survey results analyzed by Administrative Team, Leadership Team, using the ADE Standard and Rubrics for School Improvement using the four categories. Results will be uploaded into ALEAT filing cabinet.	$0
2. School Leadership Team will analyze previous year's observational data, teacher evaluation, state assessment data, trend data both formative and summative as it relates to the effective implementation of the ELA curriculum.	SY 2012 - 2015	Superintendent/Principal, School Leadership Team	Formative and Summative Data, Teacher Observation both formal and informal data and trends, minutes from grade level, grade span and leadership team meetings.	$0
3. External Consultants will be hired to provide professional development that supports effective implementation of the curriculum and 2010 Arizona Common Core ELA Standards and the crosswalk to the existing standards (This professional development includes NWEA and Houghton Mifflin "Enhancements" training).	SY 2012 - 2015	Superintendent/Principal	Contracted Scope of Work, results of the external consultant evaluation instrument, recommendations from consultants' ongoing observations and feedback sessions based on curriculum needs and trends.	**$30,000** $10,000 per year for ELA Common Core Professional Development for a total of for three years.
4. Develop a written school wide yearly Professional Development Plan and calendar based on the above 3 action steps. This plan will be differentiated based on the individual, grade level and school wide trends and needs tied to student performance.	SY 2012 - 2015	Superintendent/Principal, School Leadership Team	Yearly written school wide professional development calendar, agendas, minutes, sign in sheets, monthly half day designated for professional development, five full day professional development in-services identified in the school calendar.	$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 _$56,000_____ **Fiscal Year _SY 2012 - 2013_____**
Year 2: Budget Total _$56,000_____
Year 3: Budget Total _$56,000_____

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