RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Akimel O'Otham Pee Posh 3-5 Charter

INDICATOR:[1] **_X_Math** ___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	53% for SY 2010-2011 school average An increase of 3% a year over the duration of the Performance Plan	(Board staff will enter info here)	At a 3% projected increase in reading scores for the school average, the end target for this plan will be 61% 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 Math Standards 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 continue to implement with fidelity the scientifically-based research curriculum (Houghton Mifflin) and approved supplemental program Every Day Counts©.	SY 2012 - 2015	Superintendent/Principal, Curriculum Director, instructional coaches and classroom teachers	Classroom Observations/Protocols; lesson plans and teacher evaluation instrument, data from chapter and unit tests displayed in Excel spreadsheets for review by grade level, coaches, external evaluating team and principal	**$126,000** purchase curriculum materials for three additional classes over the three years @$40,000 per year Every Day Counts© supplies $2000 per year for a total of $6000

3. The school will purchase the supplemental program *On Core*© a common core enhancement by Houghton Mifflin. The school will purchase NWEA for assessment in Math, which is aligned to the 2010 Arizona Common Core Math Standards.	SY 2012/2013	Superintendent/Principal and Curriculum Director	Invoice, professional development on product, observations by instructional coaches, curriculum alignment mapping and student data	**$3,500** for *On Core*© **$9000** NWEA $3000 per year
4. Additional review of curriculum materials recommended by National Council of Teachers of Mathematics to address strategic and intervention needs as well as deficiencies within the core.	SY 2012/2013	Curriculum Review Committee consisting of teachers, instructional coaches, Curriculum Director, and Superintendent/Principal	Agendas, minutes, recommendations to the Superintendent/Principal and purchase of approved materials, invoices	**$15,000** $5000 per year
5. The school will develop and implement curriculum maps and pacing guides for each grade level aligned to 2010 Arizona Common Core Math 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 and calendars will be developed off contract time by the committee	**$6000** $2000 per year

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 Math 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 Math Standards into instruction.	SY 2012-2015	Teachers and instructional coaches	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	$0

			evaluations, informal classroom observations, and checklists.	
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	$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 director, special education, technology, and Superintendent/Principal who discuss school wide trends and data as it relates to the 2010 Arizona Common Core Math Standards, instruction and student performance.	SY 2012-2015	Leadership Team	Agendas, Minutes and data	$0

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	SY 2012-2015	Teachers and instructional coaches	Lesson plans, weekly data, fluid student groupings	$0

intervention time for small group differentiated instruction (Tier II) for Math.				
4. Analysis of all school wide data including AIMS,HM Math, NWEA, STAR Math, Accelerated Math and Every Day Counts to make appropriate adjustments in the curriculum and respond to student performance data.	SY 2012-2015	Teachers, instructional coaches, Curriculum Director, Special Education Staff, and Superintendent/Principal	Agenda, minutes, data and curriculum adjustments	$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 math curriculum and 2010 Arizona Common Core Math Standards.	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 Math Standards as well as the cross walk between the current and the new standards. (This professional development includes NWEA and On Core© 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.	**$45,000** $5000 per year for 3 years for EDC Math. For a total of $15,000 $10,000 per year for

				Arizona Common Core Math Standards for a total of $30,000
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, 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 $70,500_____ **Fiscal Year _2012 - 2013_____**
Year 2: Budget Total _$67,000_____
Year 3: Budget Total _$67,000_____

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