RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Shonto Preparatory Governing Board of Education, Inc.

INDICATOR:[1] ___Math _X__Reading **DURATION OF THE PLAN**[2]**:** Begins _February_____, 2013 to ____June_____ , 2016

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	Targets	Evidence of Meeting Action Steps (Measures)	Budget
1. Ensure curriculum mapping and four quarter plans are completed using T4S lesson plan model and strategies.	August, 2011 – August, 2015	Grades 9-12	Curriculum maps, Lesson plans and Evaluation, Classroom Observations.	15,000.00
2. Implement on-line curriculum through e-Tech Academy & Apex courses for credit recovery and other electives not offered on school campus.	July, 2011 to July, 2012 (yearly)	Grades 11-12	Student score/assessment reports Parent and student surveys	30,000.00
3. Utilize and review AIMS reading/math assessments and perform an informal diagnostic in phonics/fluency to provide academic support and interventions for students.	August, 2011 – August, 2015	Grades 9-10	AIMS student score reports & practice assessments	800.00
4. Use of Secondary AIMS reading/writing/mathematics intervention courses for identified students needing individualized instruction.	August 2011 – August, 2012 Yearly	Grades11-12	Student progress in work samples, score reports from teacher made assessments	4,000.00

STRATEGY II: Develop and implement a plan for monitoring the integration of the Arizona Academic Standards into instruction.

Action Steps [4]	Timeline	Target	Evidence of Meeting Action Steps	Budget
1. Teachers assess student learning through formulated classroom interim assessments, and communicate data results to student and parents.	August, 2011 to August, 2014 (Three years)	Grades 9-12	Quarterly, semester, and annual student scores/assessment reports.	
2. Ensure proper professional development training for all teachers in the areas of: common core standards, curriculum alignment and data-driven instruction.	June, 2011 to June, 2012 (Yearly)	Grades 9-12	AIMS Student Score Report, teacher-made assessments, interim assessments and school report card, teacher sign-in sheets.	10,000.00
3. Implementation of structured, effective and consistent classroom research-based instructional strategies.	June, 2011 to June, 2012 (Yearly)	Grades 9-12	Quarterly, semester, and annual student scores/assessment reports. Teacher lesson plans and curriculum maps.	
4. Re-examine the district's curriculum map and ensure alignment with common core and Arizona state standards.	June, 2011 to June, 2012 (Yearly)	Grades 9-12	Professional development and teacher work session sign in sheets. Student assessment reports and benchmark assessments.	30,000.00

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. ATI Galileo benchmark assessment to identify gaps in curriculum or between groups of students for instructional implications.	2011-2014 Academic Yr.	Grades 9-12	Student score/Assessment reports	2,500.00
2. Quarterly Assessment through ATI Benchmarks	Fall/Winter/Spring (Quarterly)	Grades 9-12	Quarterly student scores/assessment reports	2,500.00
3. Communicate & present analyzed AIMS(reading, writing, and math) data information to teachers disaggregated by strands, cohort and progress towards AMO	Aug/Dec 2011 May/Aug 2014	Grades 9-12	Teacher reports, student assessments	6,000.00
4. Use of multiple and varied assessments, Galileo, AIMS, Stanford 10, classroom assessments, reading	August to May Academic Year (Yearly)	Grades 9-12	Quarterly, semester and annual student score/assessment reports	

diagnostic, screening to appropriately determine student need and instructional implications.				

STRATEGY IV: Develop and implement a professional development plan that supports effective implementation of the curriculum.

Action Steps [4]	Timeline	Target	Evidence of Meeting Action Steps	Budget
1. Curriculum Mapping in all content areas, reading, language arts and mathematics.	June 2011 – June, 2012 Yearly – 1 year	Grades 9-12	AIMS student score report, teacher made assessments, benchmark testing, and school report card.	6,000.00
2. Provide curriculum, instruction and professional development to all teachers to promote opportunities to help improve student learning, student focus planning, differentiated instruction, academic rigor, RTI and instructional delivery strategies.	August 2012 – 2013 Yearly	Grades 9-12	AIMS student score report, teacher made assessments, benchmark testing, school report card	3,000.00
3. Employ a teacher evaluation system that provides and analysis and review student performance and effectiveness.	Fall/Winter/Spring (Quarterly)	Grades 9-12	Scores analyzed quarterly, Increase implementation and practice of T4S model.	
4. Improve support for struggling learners by providing academic support/ interventions, resources and training.	August, 2011 to August, 2012 Yearly	Grades 9-12	AIMS student score report, teacher made assessments, benchmark testing, and school report card.	4,000.00

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 ___52,300____ **Fiscal Year _____2011/2012___**
Year 2: Budget Total ___41,500____
Year 3: Budget Total ___30,000____

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