PERFORMANCE MANAGEMENT PLAN (Step 4) **CHARTER/SCHOOL: AZTEC HIGH SCHOOL**
INDICATOR: READING

DURATION OF THE PLAN: AUGUST 2010 TO MAY, 2013

MEASURE	METRIC	TARGET
READING COMPREHENSION	*Percent passing on AIMS reading.*	*Target Goal for Plan:* Percentage of students Meeting/Exceeding Standard on AIMS Reading will meet or exceed state averages in 2013.

STRATEGY I: DEVELOP INDIVIDUAL STUDENT PROFILE OF READING COMPREHENSION LEVEL

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
Assessment of reading comprehension skills on "Learning Link" assessment for all students who have not reached at least Approaches on AIMS, or have not achieved at least 8th grade level on freshman standardized test. "Reading Across the Curriculum" will be applied, with cross-teaching and shared assignments.	By 15 August 2010	English teachers	All assessments completed by 15 August and students placed in remedial instruction as necessary.	Cost of Assessment software: $600.00

STRATEGY II: PLACE STUDENTS IN APPROPRIATE LEVEL OF REMEDIATION

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Students in need of remediation in Reading Comprehension will be enrolled in appropriate A+ Learning course for 1 period per day	By 15 August 2010	English Teachers, Computer Lab Paraprofessional	Enrollment in appropriate course and assignment to Computer Lab.	n/a Covered in annual budget.
2. Tutoring will be provided on Fridays for students needing extra attention. Students will be encouraged to attend. ***Note: Beginning August 2010, remediation will be embedded in the curriculum for Reading.***	By 15 August 2010	English Teachers	Students will demonstrate growth of one or more grade levels of increase in student comprehension scores on a re-test in "Learning Link".	n/a Covered in annual budget

STRATEGY III: UTILIZE FORMATIVE ASSESSEMENT PROCESS TO DETERMINE ACHIEVEMENT

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1.Teachers will administer regular formative assessments (weekly or every 2 weeks) in the form of quizzes and tests, both graded and non-graded, presentations/speeches, and directed questions to assess understanding, and to determine need for re-teaching . Tests will be teacher prepared, course textbook generated, or a combination of the two.	By August 24, 2010, and ongoing through May 2013.	All teachers (English, Mathematics, Social Studies, Science, Life Skills)	Students will demonstrate proficiency in subject matter tested in all subject areas by the end of the timeline.	n/a Covered in annual budget
2. Teachers will administer periodic (as appropriate in the curriculum) writing assignments based on course material and provide descriptive feedback.	By August 24, 2010, and ongoing through May 2013.	All teachers (English, Mathematics, Social Studies, Science, Life Skills)	Students will demonstrate proficiency in understanding and expression, including vocabulary, grammar, spelling, and voice, in writing assignments in all subject areas.	n/a Covered in annual budget

ANNUAL BENCHMARK TARGETS: (Identify as many years as the length of the plan.)

CURRENT STATE	Year 1 : 2011	Year 2: 2012	Year 3: 2013	Year 4	Target For This Plan: 2013
Spring 09 AIMS 41% Meets/Exceeds 41% Approaches 18% Falls Far Below Mean: 662.4 (17 students) State average: 67% Meets/Exceeds the standard.	Increase % Meeting/Exceeding Standard to 51% or better.	Increase % Meeting/Exceeding Standard to 60% or better.	Increase % Meeting/Exceeding standard on AIMS reading to meet or exceed state averages in 2013.		Percentage of students Meeting/Exceeding Standard on Aims Reading will meet or exceed state averages in 2013.

Note: Beginning August 2010, remediation will be embedded in the curriculum for Reading.

All students, regardless of cohort or subject area, will participate in Formative Assessment. Assessments will be subject specific, and prepared by subject area teacher to conform to state standards. Students will improve Meets/Exceeds scores to the state average by 2013.

EVALUATION OF THE PLAN: Annual evaluation will take place in June of each year. School Team (Principal, subject area teachers, paraprofessional) will evaluate the growth of individual students from year to year.

INDICATOR: *MATHEMATICS*

DURATION OF THE PLAN: Begins AUGUST 10, 2010 TO May, 2013

MEASURE	METRIC	TARGET
Mathematics comprehension: concepts and operations, algebra and geometry	*Percent passing on AIMS Mathematics.*	*Target Goal for Plan:* Percentage of students Meeting/Exceeding Standard on AIMS Reading will meet or exceed state averages in 2013.

STRATEGY I: DEVELOP INDIVIDUAL STUDENT PROFILE OF MATHEMATICS CONCEPTS AND OPERATIONS

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Assessment of mathematics comprehension/ skills on "Learning Link" assessment for all students who have not met/exceeded the standard on AIMS, or have not achieved at least 8th grade level on freshman standardized test.	By 15 August 2010 and ongoing through May 2013 for new enrollees	Mathematics teacher(s)	Testing completed and students assigned to remedial program, as needed	Covered by budget for Math.

STRATEGY II: ***PLACE STUDENTS IN APPROPRIATE LEVEL OF REMEDIATION***

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
Mathematics teacher(s) will develop remediation plans for individual students who will require placement in classes other than Algebra 1, based on "Learning Link" Assessment, latest AIMS or Stanford 10 scores, and class performance during previous semester, if applicable. ***Note: Beginning August 2010, remediation will be embedded in the curriculum for Mathematics.***	Ongoing, to be developed and in place by August 2010, and within 5 days of any new student enrollment after the first day of school	Mathematics teacher(s)	Students will be enrolled in and participating in appropriate remedial classes, which will include A+ Learning Systems or other computerized courses in remedial mathematics	n/a Covered in annual budget.

STRATEGY III: ***UTILIZE FORMATIVE ASSESSMENT PROCESS TO DETERMINE ACHIEVEMENT/REMEDIATION***

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Teacher(s) will administer regular formative assessments (weekly or every 2 weeks) in the form of quizzes and tests, both graded and non-graded, and directed questions to assess understanding, and to determine need for re-teaching material. Tests will be teacher prepared, course textbook generated, or a combination of the two.	By August 24, 2010, and ongoing through May 2013.	Mathematics teacher(s)	Students will demonstrate proficiency in subject matter tested, including vocabulary.	n/a Covered in annual budget.
2. Students who fail to achieve 80% proficiency will be encouraged to attend Friday tutoring sessions.	Ongoing 9-11 am on Fridays, or by appointment (Open entry/exit)	Mathematics teacher(s)	Students will demonstrate proficiency in subject matter remediation.	n/a Covered in annual budget.

ANNUAL BENCHMARK TARGETS: (Identify as many years as the length of the plan.)

CURRENT STATE	Year 1: 2011	Year 2: 2012	Year 3: 2013	Year 4	Target For This Plan
Spring 2009 AIMS 25% Meets/Exceeds 29% Approaches 55% Falls Far Below Mean: 667.2 (20 students) State Average: 58% Meets/Exceeds the standard. .	Increase % Meeting /Exceeding Standard to 35% or better. .	Increase % Meeting/Exceeding Standard to 45% or better.	Percentage of students Meeting/Exceeding Standard on Aims Mathematics will meet or exceed state averages in 2013		Percentage of students Meeting/Exceeding Standard on Aims Mathematics will meet or exceed state averages in 2013

Note: Beginning August 2010, remediation will be embedded in the curriculum for Mathematics.

EVALUATION OF THE PLAN: Annual evaluation of the plan will take place in June of each year. **School Team (Principal, subject area teachers, paraprofessional) will evaluate the growth of individual students from year to year. Students will improve Meets/Exceeds scores to the state average by 2013.**