RENEWAL PERFORMANCE MANAGEMENT PLAN
Academy of Excellence, Inc.

INDICATOR:[1] ___Math _**X** Reading **DURATION OF THE PLAN**[2]**:** Begins: _August 30 , 2010 To: May 24, 2013

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. Schedule time for department meetings to review Reading Curriculum Maps and share effective strategies for faculty to strengthen literacy development across all content areas.	August 2010 - ongoing	K-8 Teachers/Administrators	Staff Agendas and Subject area/grade-level discussions notes on reading and writing strategies. Beginning all classes with reading relevant to the day's work Lesson Plans.	**0**
2. Locate and use a variety of texts in subject areas and expand classroom libraries related to content.	June 2011	K-8 Teachers, Director, Community Partner Donations	Classroom Library Content upgraded.	0
3. Evaluate, select and purchase Technology resources to support the reading program to meet the needs of students scoring in the	August 2010 -	K-8 Teachers/Director/Technology Consultant	Decreased number of expulsions and suspensions Increased attendance rates Increase credit attainment	Title I $1000

lowest quartile on the reading assessment.				
4. Assign certified teachers to teach course content in the K-8 Reading Programs.	Completed July 2011	Director	Evidence of planning and teaching during building walk-thru Increased academic success of special needs students as measured by state assessments	301-Part B-$10,000

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. Utilizing the Board Adopted AOE K-8 Curriculum Maps. Pod teams will coordinate and implement rigorous, standards and research based instruction strategies in all content areas, for all students and instruction across subject areas.	Beginning August 2010	K-8 Teachers/ SPED Director/ and Director	Committee Roster, Planning Minutes/notes and agendas, teacher surveys, evaluations, Flexible schedule, time before/after school, restructured days. Teacher lesson Plans.	0
2. Daily posting of learning objective	August 2010	K-8 Teachers/SPED Director	Classroom observations, teacher and student surveys, evaluations.	0
3. Provide common planning time for teacher teams to engage in classroom-based research.	Beginning August 2010	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Classroom observations, teacher and student surveys, evaluations. Extended teacher workday to 4:00pm.	0
4. Curriculum team will develop and agree upon common assessment practice.	August 2011	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Committee Roster, Planning Minutes/notes and agendas, presentations of results.	0

5. Create opportunities for classroom visits to observe demonstrations and modeling.	Ongoing	Mentor Teacher Administrators	Classroom observations, teacher and student surveys, evaluations, Administrator notes.	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. Design and implement instruction that uses formal and informal assessment.	Beginning August 2010	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Identification of multiple modes of assessment across classrooms including interview, Rubrics, teacher generated, Technology assisted, Sample protocols, examined student work, teacher and student surveys. Students can demonstrate clear understanding of classroom expectations and demonstrate ownership of the process of learning. Classroom environment design reflects expectation and honoring of student voice.	0
2. Students will receive a minimum of 120 minutes of differentiated reading	Beginning August 2010	K-8 Teachers, Mentor Teacher, SPED	Sample protocols, examined student work, teacher and student surveys.	0

instruction each day. This balanced literacy approach includes the teaching of phonemic awareness, phonics, vocabulary, fluency and comprehension at each student's instructional level. These components will be fully implemented and include the following: • Independent Reading • Read Aloud • Shared Reading • Guided Reading • Familiar Reading • Word Work (phonemic awareness, phonics, spelling and vocabulary building) The strategies used to teach these components will be through modeling, guided practice and independent exercises leading to individual student assessment. In addition, students will be provided differentiated instruction through literacy stations and guided reading materials that are reading level and age appropriate for all students. Progress will be measured throughout the nine week period using district and classroom cold reads in grades first through fifth. Kindergarten students will be monitored through ongoing kindergarten checklists.		Director/ and Director Mentor Teacher, Community Volunteers	Students can demonstrate clear understanding of classroom expectations and demonstrate ownership of the process of learning. Portfolio assessment and student exhibitions Classroom observations, teacher and student surveys, evaluations, Administrator notes.	
3. Teachers will analyze the K-3 students proficiency by tracking the students' DIBEL's data to assist with grouping, planning instruction and developing remedial programs.	Beginning August 2010	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Portfolio assessment and student exhibitions	301-Part B -$3000 Stipends
3. Incorporate performance assessments in classroom instruction. Teachers will analyze the K-3 students. Teachers will begin to track	Beginning August 2010	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Portfolio assessment and student exhibitions	$500

all students' DIBEL's data to assist with grouping, planning instruction and developing remedial programs.				
4. Scheduled, school-wide sustained silent reading time (3 to 5 times per week). All students (K-5) will read for at least 20 minutes nightly. All students (6-8) will read for at least 30 minutes nightly.	Beginning August 2010	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Regularly scheduled progress monitoring reading assessments as part of students' educational experiences. Dailey Reading Logs	0
5. Utilize a data to plan and monitor student progress and to ensure that the literacy action plan is effective.	Ongoing	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Portfolio assessment and student exhibitions	0
6.Students in grades K-8 will continue to participate in the Accelerated Reader Program.	August 2010 – May 2011	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Regularly scheduled progress monitoring reading assessments as part of students' educational experiences.	M&0 $2800
8. Summer Intensive Rewards Reading Program to help students maintain academic momentum will be offered.	June 2010 Completed	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Regularly scheduled progress monitoring reading assessments as part of students' educational experiences.	21st Century $4000
9.Students who regressed on AIMS Reading will be closely monitored to ensure mastery of literacy skills and appropriate strategies will be implemented.	July 2010-April 2011 Ongoing	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Regularly scheduled progress monitoring reading assessments as part of students' educational experiences. Portfolio assessment and student exhibitions.	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. Instruction by highly qualified	July 2010	Director	AOE teachers are appropriately certified	(Allocated

teachers	Completed		by the State of Arizona. All teachers are Certified/Highly Qualified (HQ). All teachers will participate in District or State offered professional development in order to maintain HQ status.	Teacher Salaries)
2. Engage in coaching, peer observation, and collaborative planning to implement a common set of literacy strategies.	August 2010 - May 2013	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Minutes of planning meetings, teacher surveys, evaluations. Teacher agreement by department or grade level to use common set of literacy strategies	0
3. Provide professional development training, classroom support, materials and intensive mentoring necessary for incorporation to help teachers implement strategic reading techniques in daily lesson plans and classrooms implementation.	August 2010 - May K-8 2013	Teachers, Mentor Teacher, SPED Director/ and Director	Professional Development Agendas, Lesson Plans, Classroom observations, teacher and student surveys, evaluations	301-B $5000 teacher Stipends
4. Provide time for constructive feedback and follow-up activities	August 2010 - May 2013	K-8 Teachers, Mentor Teacher, SPED Director/ and Director	Minutes of planning meetings, teacher surveys, evaluations	0
5. Provide opportunities to attend and present at local, state, and national professional conferences.	August 2010 - May 2013	K-8 Teachers/Director	Teacher presentations to colleagues, conference evaluations	$1500
6. Provide access to courses in language development that helps teachers understand, honor and use the language that students bring to school as a tool for assisting students in mastering Standard English.	August 2010- May 2013	Director/SPED Director	Professional Development Agendas, Lesson Plans, Classroom observations.	Title II $2500
7. Teachers will communicate with parents via newsletters, phone calls, notes home, conferences and special activities	August 2010-May 2011	Teachers/Director	Teacher presentations to colleagues, conference evaluations	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 $35,574 Fiscal Year 2010-2011
Year 2: Budget Total $35,574
Year 3: Budget Total $35,574