PERFORMANCE MANAGEMENT PLAN TEMPLATE
Academy of Excellence, Inc.

INDICATOR: X Math ___Reading **DURATION OF THE PLAN[2]:** Begins: _August 30 , 2010 To: May 24, 2012

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. Identify, facilitate, and/or implement school-based programs for families, community members, administrators, School Improvement Team, and other stakeholders to support the learning and teaching of mathematics.	December 2010	K-8 Teachers, Director Macro Math Program Links' Inc. Volunteer Council Alpha Kappa Alpha, Inc.	AOE will communicate through: -Individual conferences with parents to design -Progress Monitoring Plans for at risk students. -Daily School planners For all curriculum students: -Letters -Phone calls -Weekly work folders -School newsletter -Electronic Grade book -Website	$500 paper and printing
2. Provide primary and middle school mathematics teachers with intervention strategies to assist students who typically perform poorly in mathematics and have negative attitudes about mathematics.	August 2010 – June 2011	K-8 Teachers/ SPED Director/ and Director Depart of Ed.	AIMS benchmark assessment and Curriculum embedded assessment results Lesson plans and teacher observations.	0
3. Identify mathematics and mathematics education courses and strategies such as	August	K-8 Teachers/ SPED Director/ and Director	AIMS benchmark assessment and Curriculum embedded assessment results	Title I $1000

pairing pre-service teachers with exemplary in-service teachers during field experiences that are effective in improving pre-service teachers' knowledge of mathematics content and content-specific pedagogy. Provide professional development opportunities that focus on sharing these courses, as well as effective strategies for teaching them, will be made available to postsecondary faculty, adult educators, and developmental faculty across the state.	2010 – June 2011	AZ. Depart of Ed.	Lesson plans and teacher observations.	Title II $2500
4. Establish connections with other groups and organizations whose focus is on special needs students (e.g., special education, gifted and talented)	August 2010– June 2011	K-8 Teachers/ SPED Director/ and Director Charter Association Trainers	AIMS benchmark assessment and Curriculum embedded assessment results Lesson plans and teacher observations.	0
5. Identify and promote programs that engage middle school students with younger students in enjoyable mathematics endeavors such as mathematics clubs or competitions as well as tutoring, and after-school programs.	August 2010 – June 2011	K-8 Teachers/ SPED Director/ and Director 21st Century Program	AIMS benchmark assessment and Curriculum embedded assessment results Lesson plans and teacher observations.	$5000 – Title II $10,000 Afterschool Grant

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

4.	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Daily posting of learning objective	August 2010 – June 2011	K-8 Teachers/Director	Classroom observations, teacher and student surveys, evaluations.	0
2. Identify strategies for addressing misalignment of mathematics curriculum, instruction, assessment, national and state standards among pre-school, primary, intermediate, middle school, high school, adult education, and postsecondary. Identify programs and strategies that result in strong alignment and train teachers to analyze data AIMS to develop teaching strategies and lesson objectives to meet the needs of the students.	August 2010 – June 2011	K-8 Teachers/ SPED Director/ and Director AZ. Depart of Ed.	Teacher and state formative and summative assessments AIMS results.	0

3. Ensure mathematics teachers are knowledgeable about effective curricula and programs so that they can provide, or identify contractors to provide, professional development on implementation of these curricula and programs.	August 2010 – June 2011	K-8 Teachers/ SPED Director/ and Director Mentor Teacher Coach	Classroom observations, teacher and student surveys, evaluations.	Salary Mentor Teacher - $2940
4. Teachers will adhere to district math pacing guides and assessment calendar.	1/4/2011-1/15/2012	K-8 Teachers/ SPED Director/ and Director	Lesson plans and teacher observations.	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. Identify benchmark diagnostic mathematics assessments and embedded, ongoing assessment that supports rich, complex reasoning and understanding that enhances transfer and long-lasting learning at all grade levels and prepare mathematics coaches and mathematics intervention teachers to assist teachers in using these assessments in their mathematics instruction.	August 2010 – June 2011	K-8 Teachers/ SPED Director/ and Director	AIMS benchmark assessment and Curriculum embedded assessment results Lesson plans and teacher observations. DIBELS Math	$500
2. Teachers will implement 75 minutes of math instruction per day at all grade levels, to incorporate Morning Meeting Calendar Math. And deliver a rich curriculum using the Saxon Math Program driven by mathematical thinking and reasoning. Discuss and share lessons for differentiated instruction across all grade levels. • Through the use of the Saxon Math instruction will target the specific needs of each student. Large group, small group and Individualized instruction will be provided. • Devote 10 minutes to share successful differentiations Strategies	August 2010 – June 2011	K-8 Teachers/ SPED Director/ and Director	AOE Class Schedule Morning Meeting Math was offered at each grade level. Saxon Math was fully implemented as Teachers collaborate to provide support at all grade levels. Classroom observations, teacher and student surveys, evaluations.	0

at each Staff meeting and Differentiate instruction for proficient and advanced-proficient student body at all grade levels.				
3. Teachers will provide ongoing reflective feedback to include initial planning, delivery of instruction and assessment.	August 2010-May 2013	K-8 Teachers	Document of instructional gaps	0
4. Students in grades 3-8 will continue to participate in the Accelerated Math Program. Students demonstrating a talent in math will be placed in advanced AM libraries.	August 2010 – June 2011	K-8 Teachers	Teachers collaborate to provide support at all grade levels. Classroom observations, teacher and student surveys, evaluations.	$2800 Star Reader
5. An intense Academy of Math web-based after school tutoring program will be offered to all grades K -8.	August 2010 – June 2011	K-8 Teachers/ SPED Director/ and Director	Teachers collaborate to provide support at all grade levels. Classroom observations, teacher and student surveys, evaluations.	$1000 Academy of Math
6. Students who regressed on AIMS Math will be closely monitored to ensure mastery of necessary skills and appropriate strategies will be implemented.	July 2010-May 2011	K-8 Teachers/ SPED Director/ and Director	Teachers collaborate to provide support at all grade levels. Classroom observations, teacher and student surveys, evaluations. Document of instructional gaps	$5000 - Teacher Aide Salary

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. 100% of teachers will participate in the district in-service trainings on the newly adopted math standards and will effectively implement it in their classrooms.	May 2011	SPED Director/Director	Professional Development Agendas, Lesson Plans, Classroom observations.	$2550 – Substitute Teachers $3500 – Stipends $1426 Supplies
2.Make available to mathematics teachers	August	K-8 Teachers/ SPED	Professional Development Agendas,	0

information about (1) effective curricula and other mathematics programs (2) professional development for teachers to implement these programs and (3) other statewide programs and resources for the support of mathematics teaching and learning	2010 - Dec 2011	Director/ and Director Macro math Training ADE Training	Lesson Plans, Classroom observations. Feedback/comments through professional development surveys, and other school and district data sources, which will serve as the foundation for an on-going needs assessment for continuous and sustained PD	
3. Prepare mathematics coaches to mentor new teachers, especially in their third and fourth years of service and to establish learning communities of new and experienced teachers.	Summer 2011 Training in Fall 2011	K-8 Teachers/ SPED Director/ and Director	Math coach to be prepared in summer 2011	0
4. Through expanded PD on effective use of instructional technology, we will implement a comprehensive technology strategy to support the improvement of student learning and achievement	Spring 2011	K-8 Teachers/ SPED Director/ and Director Maricopa County Consortium AZ Department of Ed	Emphasize on-site collaborative professional development (teachers work together, not in isolation)	1 PD360 Annual subscription @ $250

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 $43,250 (includes salary benefits) Fiscal Year 2010-2011
Year 2: Budget Total $43,250
Year 3: Budget Total $43,250