PERFORMANCE MANAGEMENT PLAN **CHARTER/SCHOOL: Arizona Call-A-Teen Center of Excellence**

INDICATOR: Reading

DURATION OF THE PLAN: Begins July 1, 2010 to June 30, 2014

MEASURE	METRIC	TARGET
Annual Yearly Progress (AYP).	Percent of "Meets" or "Exceeds" in all subgroups.	Meet AYP each year.
An increase percentage of students "Meets" or "Exceeds" the AIMS reading test.	Number of students that "Meets" or "Exceeds" in AIMS reading test compared to the total number of students taking the test.	Percentage of students meeting or exceeding AIMS reading standards is at least 95% of state average.
Move students from "Falls Far Below" or "Approaches" to "Meets" or "Exceeds".	Number of students moving from "Falls Far Below" or "Approaches" to "Meets" or "Exceeds" AIMS testing.	Appropriate percentage of students moved to "Meets" or "Exceeds" from "Falls Far Below" or "Approaches".
Performance on Plato interim assessments used for diagnostic purposes.	Number of students diagnosed as on track to "Meets" or "Exceeds".	Appropriate percentage of students on track to "Meets" or "Exceeds" on each assessment.

STRATEGY I: Administrative Oversight

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Assign a dedicated reading instructor.	July 2010	Principal	A dedicated reading instructor has been assigned.	
2. Provide a space and equipment for the Academic Progress Lab (APL) accommodating in-school suspension and before/after school tutoring.	July – August 2010	Principal; IT Coordinator	An APL is established, equipped, and used.	
3. Ensure a mechanism for additional instructional time.	July 2010	Principal	Record of student hours outside of regularly scheduled time.	
4. Academic oriented in-school suspension.	July 2010	Principal	Record of student hours in in-school suspension time.	
5. Organize & implement bi-weekly department meetings; co-norming quarterly.	August 2010 & On-going	Principal	Meeting reports centrally available and filed on server.	$5,725.70 (personnel)
6. Review and revise benchmarks, scope and sequence, and unit plans, based on previous year's benchmark.	August 2011 & Annually thereafter	Principal	District administrator and governing body approval of revision and/or re-alignment of benchmarks, scope and sequence, and unit plans.	$5,725.70 (personnel)
7. Make available revised benchmarks, scope and sequence,	August 2011 & Annually	Principal	Benchmarks, scope and sequence, and unit plans are available and filed	$5,725.70 (personnel)

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
and unit plans.	thereafter		electronically.	
7. Use written teacher evaluations to enhance classroom management.	November 2010 & On-going	Principal; Teaching Staff	Improved student focus on class work and improved AIMS data.	$5,725.70 (personnel)
8. Use written student evaluations to gain student perspective of effectiveness of the learning environment, and to enhance classroom management	November 2010 & On-going	Principal; Teaching Staff	Improved student focus on class work and improved AIMS data.	

STRATEGY II: Additional Instructional Time

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Provide alternative instructional time during in-school suspension. (2009-2010 ACYR ASIP)	August 2010	Teaching staff	Continuity of instruction: Attendance record, student hours; Improved AIMS testing scores.	$5,725.70 (personnel)
2. Provide before and after school tutoring in math. (2009-2010 ACYR ASIP)	2010 & On-going	Teaching staff; Tutors	Additional instruction: Attendance record, student hours; Improved AIMS testing scores.	
3. Use technology to deliver instruction, including Plato, for in-school suspension; credit recovery; and before and after school tutoring. (2009-2010 ACYR ASIP, modified)	2010 & On-going	Teaching staff; Tutors; IT Coordinator	Alternative instructional approach: Improve AIMS test scores; Credit recovery; Reports from Plato Learning system.	
4. Compile data and analyze impact of additional instructional time. (Modified 2009-2010 ACYR ASIP)	July 2011 & On-going	Administration Teaching staff	Improve AIMS test scores; Credit obtainment; End of year report.	$5,725.70 (personnel)
5. Students who are diagnosed (per TABE) as falling 2 years or more below their grade level are enrolled in a mandatory individualized APL course of study: 1) as part of regular class schedule; or 2) before or after school.	August 2010 & On-going	Principal; Teaching Staff; Tutors	Attendance of students in the individualized APL course of study.	

STRATEGY III: Improved Assessment of Student Needs

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Implement pre-assessment of skills using TABE.	Each August beginning in 2010 & Each quarter thereafter	Teaching staff; Community Resource Coordinator	Appropriate placement of students in classes – regular classroom or Academic Progress Lab.	$5,725.70 (personnel)
2. Develop individual Academic Progress Plans (APP) with revisions quarterly (or as appropriate) using Plato/TABE complete diagnostics.	Each September beginning in 2010 & Each quarter thereafter	Principal Teaching staff	Individual APP for each student functioning as a map of instruction; Dynamic flow of student progress in instruction.	$5,725.70 (personnel)
3. Implement interim informative assessment of skills using Plato Learning systems.	October 2010 & Each quarter thereafter	Teaching staff	Appropriate placement and/or reassignment of students in classes – regular classroom or Academic Progress Lab.	$5,725.70 (personnel)
4. Implement TABE post assessment of skill growth.	May 2011 & Bi-annually thereafter	Teaching staff	Appropriate placement and/or reassignment of students in classes – regular classroom or Academic Progress Lab.	$5,725.70 (personnel)
4. Implement cross-curricular use of instruction with attention to cross-curricular support of subjects.	August 2010 & On-going	Principal Teaching staff	Improved passing scores in all subjects; Improve AIMS test scores.	$5,725.70 (personnel)
5. Implement annual review of cross-curricular methods and techniques for revision and effectiveness.	August 2011 & On-going	Principal Teaching staff	Improved passing scores in all subjects; Improve AIMS test scores.	$5,725.70 (personnel)

STRATEGY IV: Additional Practice of Particular Skills

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Incorporate use of daily reading journals. (2009-2010 ACYR ASIP)	August 2010 & On-going	Teaching staff	Completed journal review.	$5,725.70 (personnel)
2. Make Academic Progress Lab (APL) available for students use.	August 2010 & On-going	Principal; IT Coordinator	Number of students and hours of APL usage.	
3. Provide skill building instruction using Plato Learning system.	August 2010 & On-going	Teaching staff; Tutors	Plato generated individual student reports.	$5,725.70 (personnel)
4. Engage the students in mandatory individualized APL course of study.	August 2010 & On-going	Teaching staff; Tutors	Number of these students and their hours of APL usage.	

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
5. Create tutoring groups based on similar skill needs using diagnostic data from TABE/Plato and APPs.	August 2010 & On-going	Teaching staff; Tutors	Students begin remediation based on current levels and needs: phonics, word attack skills, comprehension, speed, study reading, test taking and progress from that point	$5,725.70 (personnel)
6. Reading is included in every class across the curriculum.	August 2010 & On-going	Teaching staff; Tutors	Increased number of students at Meets or Exceeds on AIMS	$5,725.70 (personnel)
7. Subscribe to magazines of interest to students; acquire books of interest to students for lending; make newspapers available.	August 2010 & On-going	Principal; Teaching staff; Tutors	Atmosphere emphasizes the value of reading for pleasure and academics. Increased number of students at Meets or Exceeds on AIMS	$1,000.00 (Instructional supplies)
8. At least weekly set aside 15-20 minutes in the morning and afternoon when the only activity in the entire school is reading. This includes everyone in the school: students, teachers and staff.	August 2010 & On-going	Principal; All staff	A log is kept by administration of dates, start and end times	$5,725.70 (personnel)
9. Organize a book club for students and staff; assist students with obtaining books.	August 2010 & On-going	Principal; All staff	A log is kept by administration of dates times, attendees and books read	$333.00 (Instructional supplies)

STRATEGY V: Increased Resources for Students and Teachers

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Provide classroom management professional development for teachers.	Beginning July 2010 & On-going as appropriate	Principal	Teachers have received classroom management skills through professional development.	$2,480.00
2. Subscribe to Plato Learning system.	July 2010	Administrators	Subscription to Plato Learning system and operable.	
3. Provide teacher/staff training on Plato Learning system.	July 2010 & On-going	Principal	Teacher/staff are trained on the utilization of Plato software.	$5,725.70 (personnel)
4. Schedule students for Plato Learning system sessions.	August 2010 & On-going	Registrar	Electronic schedule is established and maintained.	
5. Obtain other low-level high-interest materials, both instructional and pleasure, for students at all reading levels	August 2010 & On-going	Principal; Teachers	Every student has access to reading material appropriate for his/her needs	

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
6. Provide teachers with full diagnostic data from Plato/TABE.	September 2010 & On-going	Principal; Community Resource Coordinator	Completed APPs which include comprehensive data from Plato/TABE diagnostics for appropriate instruction.	

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

CURRENT STATE	Year 1	Year 2	Year 3	Year 4	Target For This Plan
32% of students score "Meets" or "Exceeds" on AIMS reading test.	47% of students score "Meets" or "Exceeds" on AIMS reading test.	55% of students score "Meets" or "Exceeds" on AIMS reading test.	63% of students score "Meets" or "Exceeds" on AIMS reading test.	70% of students score "Meets" or "Exceeds" on AIMS reading test.	Meet AYP each year; Percentage of students meeting or exceeding AIMS reading standards is at least 95% of state average.