PERFORMANCE MANAGEMENT PLAN **CHARTER/SCHOOL:** PTHS DISTRICT

INDICATOR: READING

DURATION OF THE PLAN: Begins: AUGUST, 2010 to MAY, 2015

MEASURE	METRIC	TARGET
AIMS Reading Scores Increase	Increase percentage of students meeting or exceeding on the AIMS Reading assessment as evidenced by benchmark testing through ATI's (Assessment Technology, Inc.) Galileo assessment program and yearly AIMS results.	District AIMS Reading scores improve 7.2% per year for 5 years. By the school year 2014-2015, PPEP TEC will meet or exceed the state-wide average for percent passing AIMS.

STRATEGY I: Direct Instruction to Replace Self-Paced Model for Reading

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Curriculum Pacing Calendar: to contain performance objectives and a list of major topics to be covered per semester.	August 2010 – May 2015 Developed prior to school starting in August and re-evaluated quarterly	Curriculum Director; Lead Teachers, English Teachers	1. Benchmark Testing through ATI's Galileo program; done quarterly. Results will be reviewed by the Director of Curriculum, Lead Teachers, and English Teachers. Results must show adequate progress towards goals defined in the curriculum	$7,000.00 contract with ATI (Assessment Technology Incorporated) funded through

	throughout the school year.		pacing calendar. Intervention strategies will be implemented in the event that benchmark goals are not met.	ARRA Title IID-Ed Tech.
2. Teachers create lesson plans based on state standards and aligned with curriculum pacing calendar.	August 2010 – May 2015	English Teachers and Lead Teachers	2. District English teachers create lesson plans aligned with curriculum pacing calendar and submit to district bi-weekly.	N/A
3. Formative and summative assessments created by teachers.	August 2010 – May 2015	English Teachers	3. Assessments and assessment results submitted to the district office bi-weekly.	N/A
4. Data review by site, bi-weekly. School team reviews the data to ensure that students are making progress.	August 2010 – May 2015	English teachers; District Curriculum Director, Lead Teachers	4. Data from ATI's Galileo program, and *Fast ForWord*, collected and reviewed. Recommendations for change, if needed must accompany documentation.	N/A

STRATEGY II: Implement *Fast ForWord* for Students Who are Reading Below Grade Level (3+ Years Below)

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget

1. Students who are identified as Reading below grade level (3 or more years below) will be placed in an intensive *Fast ForWord* program and receive additional basic Reading instruction.	August 2010 – May 2015	District English Teachers and District Curriculum Director	1. Teachers receive weekly reports from *Fast ForWord* that indicate student progress and suggest interventions for teachers to utilize when students are not making progress. The District Curriculum Director will review progress made monthly and make recommendations for interventions.	Expenditures already included in annual IDEA budget. Not additional expense
2. Students required to take one period of *Fast ForWord* and one period of English per day.	August 2010 – May 2015	Site Lead Teacher, Site English Teacher	2. Students continuously enrolled in *Fast ForWord* until data from *Fast ForWord* indicates 3 year's Reading growth.	N/A
3. Teacher professional development and training on *Fast ForWord*, and ongoing training on best practices in the classroom that will optimize progress.	August 2010 – May 2015	Fast *ForWord* professional training at the beginning of each school year, additional yearlong training opportunities by district staff, ongoing, and as needed	3. Increased usage of *Fast ForWord* by students, evidenced by monthly reports through the *Fast ForWord Progress Tracker.* Data will be reviewed by the Director of Curriculum who will work with teaching staff to provide interventions to increase student progress.	N/A

STRATEGY III: Implement Response to Intervention and Benchmark Testing

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Incoming PPEP students will take placement tests to assess their current levels of academic performance. This will be done through ATI's Galileo program. Teachers will then be able to design their curriculum to address the student's deficits.	August 2010 – May 2015 and ongoing	Director of Curriculum for placement tests; English Teachers	1. Assessment results, and teacher lesson plans.	Included in purchase and implementation of Galileo (ATI). Additional costs will be for training in Galileo through ATI at a cost of $1,500.00 in August 2010 for the training (one-time cost) and $4,768.00 for Travel/Lodging and Per Diem for staff to attend the training in August 2010 (one-time cost) for a total of

				$6,268.00 funded by Title IID-Ed Tech, ARRA Title IID Ed Tech and M & O
2. RTI: Principal's Office will work closely with staff to identify students who need intensive interventions and give teachers the tools and strategies to improve student performance.	August 2010 – May 2015 and ongoing	Teaching Staff, Lead Teachers, Principal's Office	2. Data collection from ATI's Galileo program, successful student intervention.	Included in purchase and implementation of Galileo (ATI).
3. District benchmark testing: ATI's Galileo program	August 2010 – May 2015 and ongoing	English Teachers, District Curriculum Director	3. Benchmark testing will be done quarterly, district-wide. Results will be reviewed by lead teachers and district curriculum director.	Included in purchase and implementation of Galileo (ATI).
4. Teachers will teach, assess and re-teach if necessary. Tutors will be used to work with students who need additional assistance learning concepts.	August 2010 – May 2015 and ongoing	English Teachers and Tutors	4. Data results from formative and summative assessments.	N/A

STRATEGY IV: Improve Curriculum through Collaboration of Curriculum Teams

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. English teachers will meet quarterly to review curriculum, pacing calendar, and data collected per site.	August 2010 – May 2015. Teachers meet prior to school starting and every quarter thereafter.	District Administration – Curriculum Director, District English Teachers	1. Mandatory attendance at quarterly meetings.	$2,836.00 for English Teachers Travel/Lodging and Per Diem for quarterly meeting beginning in April 2010 for a total of $14,180.00 funded by M & O and Title IIA.
2. Site visits from the District Curriculum Director to discuss individual teacher concerns.	August 2010 – May 2015 and ongoing.	District Director of Curriculum, English Teachers, and Lead Teachers	2. Detailed documentation of visits.	N/A Already included in quarterly visits for Travel, Lodging, and Per Diem for Director of Curriculum.

STRATEGY V: Create a Process for Change (When Things Aren't Working)

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Data driven decision making based on benchmark testing, formative and summative assessments.	August 2010 – May 2015 and ongoing.	Lead Teachers, English Teachers, District Curriculum Director	1. Formative and Summative assessment review by Lead Teachers and English Teachers; Benchmark Testing reviewed by Lead Teachers, English Teachers and District Curriculum Director.	N/A
2. Departmental teams will be created and meet quarterly to review data and make changes to the curriculum if needed.	August 2010 – May 2015 and ongoing.	District English Department, District Curriculum Director	2. Quarterly meeting attendance.	N/A Included in travel for English Department Teams.
3. Additional professional development to address areas that have been identified as needing improvement.	August 2010 – May 2015 and ongoing.	Principal's Office, District Administration	3. Professional development attendance.	N/A Included in Principal's Office. No additional expense.

ANNUAL BENCHMARK TARGETS: This plan will cover the school years from 2010 - 2011 through 2014 - 2015

CURRENT STATE	2010 - 2011	2011 - 2012	2012 – 2013	2013 - 2014	2014-2015	Target For This Plan
PTHS is currently at 31% for students passing the AIMS Reading. By the school year 2014-2015, PPEP TEC will meet or exceed the state-wide average for percent passing AIMS.	PPEP TEC will increase the AIMS Reading test scores by 7.2%, to 38.2% in 2010-2011 school year.	PPEP TEC will increase the AIMS Reading test scores by 7.2% to 45.4% in the 2011-2012 school year.	PPEP TEC will increase the AIMS Reading test scores by 7.2% to 52.6% in the 2012-13 school year.	PPEP TEC will increase the AIMS Reading test scores by 7.2% to 59.8% in the 2013-14 school year.	PPEP TEC will increase the AIMS Reading test scores by 7.2% to 67% in the 2014-2015 school year.	By the school year 2014-2015, PPEP TEC will meet or exceed the state-wide average for percent passing AIMS.

PERFORMANCE MANAGEMENT PLAN **CHARTER/SCHOOL:** PTHS DISTRICT

INDICATOR: MATH

DURATION OF THE PLAN: Begins: AUGUST, 2010 to MAY, 2015

MEASURE	METRIC	TARGET
AIMS Math Scores Increase	Increase percentage of students meeting or exceeding on the AIMS Math assessment and benchmark testing through ATI's (Assessment Technology, Inc.) Galileo assessment program.	District AIMS Math scores improve 8.2% per year for 5 years. By the school year 2014-2015, PPEP TEC will meet or exceed the state-wide average for percent passing AIMS.

STRATEGY I: Direct Instruction to Replace Self-Paced Model for Math

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Curriculum Pacing Calendar: to contain performance objectives and a list of major topics to be covered per semester.	August 2010 – May 2015 Developed prior to school starting in August and re-evaluated quarterly throughout the school year.	Curriculum Director; Lead Teachers, Math Teachers	1. Benchmark Testing through ATI's Galileo program; done quarterly. Results will be reviewed by the Director of Curriculum, Lead Teachers, and Math Teachers. Results must show adequate progress towards goals defined in the curriculum pacing calendar. Intervention strategies will be implemented in the event that benchmark goals are not met.	N/A Included in purchase and implementation of Galileo.

2. Teachers create lesson plans based on state standards and aligned with curriculum pacing calendar.	August 2010 – May 2015	Math Teachers and Lead Teachers	2. District Math teachers create lesson plans aligned with curriculum pacing calendar and submit to district bi-weekly.	N/A
3. Formative and summative assessments created by teachers.	August 2010 – May 2015	Math Teachers	3. Assessments and assessment results submitted to the district office bi-weekly.	N/A
4. Data review by site, bi-weekly. School team reviews the data to ensure that students are making progress.	August 2010 – May 2015	Math teachers; District Curriculum Director, Lead Teachers	4. Data from ATI's Galileo Program collected and reviewed. Recommendations for change, if needed must accompany documentation.	N/A

STRATEGY II: Students Testing Into Basic Math Will Also Be Enrolled in Algebra I Concurrently

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Students whose Math skills are below grade level will be placed in both a Basic Math class to improve their skills, and Algebra I.	August 2010 – May 2015	District Math Teachers and District Curriculum Director	1. Students enrolled in two Math classes.	N/A
2. Tutors will be utilized to help students learn and review Basic Math skills.	August 2010 – May 2015	*A Road To Learning* Tutors and Title I tutors	2. Documentation of tutor schedule and listings of students they are working with.	N/A

STRATEGY III: Response to Intervention (RTI) and Benchmark Testing

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Incoming PPEP students will take placement tests to assess their current levels of academic performance. This will be done through ATI's Galileo Program. Teachers will then be able to design their curriculum to address the student's deficits.	August 2010 – May 2015 and ongoing	Math Teachers	1. Assessment results, and teacher lesson plans.	N/A Included in purchase and implementation of Galileo.
2. RTI: Principal's Office will work closely with staff to identify students who need intensive interventions and give teachers the tools and strategies to improve student performance.	August 2010 – May 2015 and ongoing	Teaching Staff, Lead Teachers, Principal's Office	2. Data collection from ATI's Galileo Program and successful student intervention.	N/A Included in purchase and implementation of Galileo.
3. District benchmark testing: ATI's Galileo Program.	August 2010 – May 2015 and ongoing	Math Teachers, District Director of Curriculum.	3. Benchmark testing will be done quarterly, district-wide. Results will be reviewed by lead teachers and district curriculum director. Students who are not making progress will be redirected through the RTI process (outlined in the RTI section of this document).	N/A Included in purchase and implementation of Galileo.
4. Teachers will teach, assess and re-teach if necessary. Tutors will be used to work with students who need additional assistance learning concepts.	August 2010 – May 2015 and ongoing	Math Teachers and Tutors	Data results from formative and summative assessments.	N/A

STRATEGY IV: Collaboration of Curriculum Teams

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Math teachers will meet quarterly to review curriculum, pacing calendar, and data collected per site.	August 2010 – May 2015. Teachers meet prior to school starting and every quarter thereafter.	District Administration – Curriculum Director, District Math Teachers	1. Mandatory attendance at quarterly meetings to review data and make curriculum changes as needed.	$2,550.00 for Math Teachers Travel/Lodging and Per Diem for quarterly meetings beginning in April 2010 for a total of $12,750.00 funded by M & O and Title IIA.
2. Site visits from the District Curriculum Director to discuss individual teacher concerns.	August 2010 – May 2015 and ongoing.	District Director of Curriculum, Math Teachers, and Lead Teachers	2. Detailed documentation of visits.	N/A Included in quarterly travel for Director of Curriculum for site visits.

STRATEGY V: Process for Change (When Things Aren't Working)

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget

1. Data driven decision making based on benchmark testing, formative and summative assessments.	August 2010 – May 2015 and ongoing.	Lead Teachers, Math Teachers, District Curriculum Director	1. Formative and Summative assessment review by Lead Teachers and Math Teachers; Benchmark Testing reviewed by Lead Teachers, Math Teachers and District Curriculum Director.	N/A
2. Departmental teams will be created and meet quarterly to review data and make changes to the curriculum if needed.	August 2010 – May 2015 and ongoing.	District Math Department, District Curriculum Director.	2. Mandatory attendance at quarterly meetings and make curriculum changes as needed.	N/A Included in travel for Math Department Teams.
3. Additional professional development to address areas that have been identified as needing improvement.	August 2010 – May 2015 and ongoing.	Principal's Office, Members of PTHS Professional Development Team.	3. Professional development attendance.	N/A Included in Principal's Office and quarterly site visits. No additional expense.

ANNUAL BENCHMARK TARGETS: This plan will cover the school years from 2010 - 2 011 through 2014 – 2015

CURRENT STATE	2010 - 2011	2011 - 2012	2012 – 2013	2013 - 2014	2014-2015	Target For This Plan
PTHS Math scores for percent passing is currently 18% district-wide. By the school year 2014-2015, PPEP TEC will meet or	PPEP TEC will increase the AIMS Math test scores by 8.2% to 26.2% in the 2010-2011 school year.	PPEP TEC will increase the AIMS Math test scores by 8.2% to 34.4% in the 2011 – 2012 school year.	PPEP TEC will increase the AIMS Math test scores by 8.2% to 42.6% in the 2012-2013 school year.	PPEP TEC will increase the AIMS Math test scores by 8.2% to 50.8% in the 2013 – 2014 school year.	PPEP TEC will increase the AIMS Math test scores by 8.2% to 59% in the 2014 – 2015 school year to will meet or	By the school year 2014-2015, PPEP TEC will meet or exceed the state-wide average for percent

exceed the state-wide average for percent passing AIMS.					exceed the state-wide average for percent passing.	passing