PERFORMANCE MANAGEMENT PLAN (Step 4) **CHARTER/SCHOOL:** Arizona Virtual Academy

INDICATOR: Mathematics

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

MEASURE	METRIC	TARGET
Annual Yearly Progress	Percent proficient in all subgroups	Meet AYP
Performance on AIMS Assessment	Percent of students working towards proficiency	Acceptable percentage of students working towards proficiency on the assessment as identified to meet the AYP targets.
Performance on Scantron Assessment	Percent of students working towards proficiency	Acceptable percentage of students working towards identified grade level proficiency on the Scantron assessment.

STRATEGY I: Reconfiguration of staff and reorganization of instructional time in the area of Mathematics.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Head of School will conduct a needs assessment to identify the areas of academic concern and report findings to all stakeholders.	January 2010	Administration *(Head of School, Principal, HS Director, Business Manager, Academic Service Manager, Assistant Principal, Coordinator of Title Programs, Operations Manager, Special Education Manager, Compliance Coordinator, Testing Coordinator, General Education Lead teacher, and Title I Lead teacher)*	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
2. Head of School creates grade level and core academic teams.	January 2010	Administration	• Present job descriptions to staff via email and list documents on SharePoint (internal comprehensive data management system).	Existing Staff & Tools

3. Determine, rewrite, and assign job duties for teaching staff and lead teaching positions	Spring/Summer 2010	Head of School Department Heads	• List job descriptions on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
4. Assign teachers one academic course within one grade level.	July 2010	Operations Manager Coordinator of Title Programs	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate	Existing Staff & Tools
5. Assign At-Risk students to interventionists for additional weekly synchronous instructional sessions.	August 2010; weekly during SY2010-2011	Operations Manager Coordinator of Title Programs	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate	Existing Staff & Tools
6. General Education teachers will host approximately five weekly Elluminate (online classrooms) sessions per subject per grade-level.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate	Existing Staff & Tools
7. Interventionists will host approximately eight weekly Elluminate (online classrooms) sessions for the At-Risk population.	SY2010-2011	Interventionist	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate	Existing Staff & Tools
8. Create and distribute Parent Orientation Guide (POG) outlining school structure, governing policies, testing requirements, Elluminate information, and school calendar.	May-August 2010	Lead Teachers Teaching Staff	• Positive parent survey results concerning school communication.	Existing Staff & Tools
9. On Mondays, teachers will administer the Scantron Achievement assessment in their Elluminate classrooms.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
10. Students who did not pass the assessment will be notified and scheduled to attend additional instructional sessions via email and/or phone.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
11. On Tuesday, teachers will hold subject specific classes to address any areas of academic concern identified in the weekly assessments and curriculum work in their Elluminate classrooms.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools

12. On Wednesdays, teachers will reassess students with Scantron Achievement assessment (formative assessment).	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
13. Again, students who did not pass the assessment will be notified and scheduled to attend additional instructional sessions via email and/or phone.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
14. On Thursdays and Fridays, teachers will hold classes to address academic concepts still not mastered in their Elluminate classrooms.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
15. Teachers will host quarterly progress conference calls with parents/guardians.	SY2010-2011	Teaching Staff	• Positive parent survey results concerning teacher communication.	Existing Staff & Tools
16. Lead teachers will schedule monthly department meetings to analyze and modify curriculum sessions based on assessment outcomes.	SY2010-2011	Lead Teachers Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate in Mathematics	Existing Staff & Tools
17. Additional online instructional sessions will be offered to support continued progress with grade level curriculum.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools
18. Head of School will conduct a needs assessment to identify the effectiveness of school structure and amount of instructional time.	Spring/Summer 2011	Administration	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
19. Evaluate recommendations for change based on student population, state standardized assessments, and academic need.	Spring/Summer 2011	Administration	• Present a revision summary report to parents, teachers, and administration	Existing Staff & Tools

20. Implement all changes to school structure and instructional time.	Summer 2011	Administration Teachers Staff	• Continue to improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
21. Revise and distribute Parent Orientation Guide (POG).	May-August 2011	Administration Lead Teachers Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
22. Provide information regarding school structure and requirements to students and families.	August 2011	Administration Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
23. Head of School will conduct a needs assessment to identify the effectiveness of school structure and amount of instructional time.	Spring/Summer 2012	Administration	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
24. Evaluate recommendations for change based on student population, state standardized assessments, and academic need.	Spring/Summer 2012	Administration	• Present a revision summary report to parents, teachers, and administration	Existing Staff & Tools
25. Implement all changes to school structure and instructional time.	Summer 2012	Administration Lead Teachers Teaching Staff	• Continue to improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
26. Revise and distribute Parent Orientation Guide (POG).	May-August 2012	Administration Lead Teachers Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
27. Provide information regarding school structure and requirements to students and families.	August 2012	Administration Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
28. Head of School will conduct a needs assessment to identify the effectiveness of school structure and amount of instructional time.	Spring/Summer 2013	Administration	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
29. Evaluate recommendations for	Spring/Summer	Administration	• Present a revision summary report	Existing Staff

change based on student population, state standardized assessments, and academic need.	2013		to parents, teachers, and administration	& Tools
30. Implement all changes to school structure and instructional time.	Summer 2013	Administration Lead Teachers Teaching Staff	• Continue to improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
31. Revise and distribute Parent Orientation Guide (POG).	May-August 2013	Administration Lead Teachers Teaching Staff	• Sustained positive parent survey results concerning school communication.	Existing Staff & Tools
32. Provide information regarding school structure and requirements to students and families.	August 2013	Administration Teaching Staff	• Sustained positive parent survey results concerning school communication and parent involvement	Existing Staff & Tools

STRATEGY II: Provide academically struggling students continuous access to grade-level material with appropriate support

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Place general education students in grade-level math courses with limited exceptions.	SY2010-2011	Operations Manager Enrollment Team	• Increase passing rates on AIMS Math	Existing Staff & Tools
2. Administer Scantron Performance Series assessments to identify gaps in academic performance.	SY2010-2011	Administration Teaching Staff	• Increase passing rates on AIMS Math	Existing Staff & Tools
3. Continue to use Individualized Learning Plans (ILP) to address academic deficiencies with the use of quarterly goals.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools
4. Use of Study Island as a supplementary program.	SY2010-2011	Testing Coordinator Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools
5. Scantron Achievement Series assessments given weekly to	SY2010-2011	Testing Coordinator Teaching Staff	• Consistently improving Scantron Assessment Scores in	Existing Staff & Tools

target precise state math performance objectives.			Mathematics • Increase AIMS Math passing rate	
6. Provide ongoing additional online instructional sessions to supplement curriculum and address identified academic needs.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools
7. Implement Math+, a research-based course, for K-5 At-Risk students to improve computational fluency, conceptual understanding, and problem solving skills.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools
8. Continue placement policies with incoming and returning students.	SY2011-2012	Administration	• Increase AIMS Math passing rate	Existing Staff & Tools
9. Continue use of Scantron Performance Series assessments as an indicator of student proficiency on grade level material.	SY2011-2012	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics	Existing Staff & Tools
10. Modify and adapt the use of ILPs to meet the needs of the current school year.	SY2011-2012	Administration Teaching Staff	• Increase AIMS Math passing rate	Existing Staff & Tools
11. Continued access to Study Island as a supplemental academic program.	SY2011-2012	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools
12. Continue placement policies with incoming and returning students.	SY2012-2013	Administration	• Increase AIMS Math passing rate	Existing Staff & Tools
13. Continue use of Scantron Performance Series assessments as an indicator of student	SY2012-2013	Teaching Staff	• Increase AIMS Math passing rate	Existing Staff & Tools

proficiency on grade level material.				
14. Modify and adapt the use of ILPs to meet the needs of the current school year.	SY2012-2013	Administration Teaching Staff	• Increase AIMS Math passing rate	Existing Staff & Tools
15. Continued access to Study Island as a supplemental academic program.	SY2012-2013	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools
16. Continue placement policies with incoming and returning students.	SY2013-2014	Administration	• Increase AIMS Math passing rate	Existing Staff & Tools
17. Continue use of Scantron Performance Series assessments as an indicator of student proficiency on grade level material.	SY2013-2014	Teaching Staff	• Increase AIMS Math passing rate	Existing Staff & Tools
18. Modify and adapt the use of ILPs to meet the needs of the current school year.	SY2013-2014	Administration Teaching Staff	• Increase AIMS Math passing rate	Existing Staff & Tools
19. Continued access to Study Island as a supplemental academic program.	SY2013-2014	Teaching Staff	• Consistently improving Scantron Assessment Scores in Mathematics • Increase AIMS Math passing rate • Improved math progress report grades	Existing Staff & Tools

STRATEGY III: Improve ongoing procedures to assess present levels of academic performance in Mathematics

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Align Scantron Achievement Series with the Arizona math standards and AZVA's approved curriculum.	Spring/Summer 2010	Administration (Head of School, Principal, Title I Coordinator, Operations Manager, Testing Coordinator) Teaching Staff	• Spreadsheet aligning Scantron Achievement Series test items, AZ math standards, and curriculum posted to SharePoint (internal comprehensive data management system).	Existing Staff & Tools

2. Build a master schedule to outline quarterly goals for instruction, assessment, and reteaching.	Spring/Summer 2010	Administration	• Master schedule posted to SharePoint (internal comprehensive data management system).	Existing Staff & Tools
3. Summative Assessment: Administer Scantron Performance Series assessment bi-yearly to all 3rd -10th grade students.	July 2010; June 2011 (or upon enrollment for mid-year enrollees)	Administration Teaching Staff	• 95% of students complete assessment by October 1, 2010/May 15, 2011	Existing Staff & Tools
4. Identify At-Risk students using factors such as previous school grades, Scantron Performance Series scores, state assessment scores, and previous supplementary interventions (Title I, RtI).	SY2010-2011	Administration	• Spreadsheet posted to SharePoint bi-weekly (internal comprehensive data management system). • New students added to class lists daily. • Teachers receive email notification and have access to master list in SharePoint.	Existing Staff & Tools
5. Formative Assessment: Administer Scantron Achievement Series assessment weekly to all 3rd-10th grade students.	SY2010-2011	Administration Teaching Staff	• Increase participation quarterly of students who complete weekly assessments by Tuesday. • Completion documented in TotalView (internal communication database)	Existing Staff & Tools
6. Generate and use reports to determine student proficiency levels and remediation needs.	SY2010-2011	Administration Teaching Staff Paraprofessionals	• Improved passing scores for weekly formative assessments. • Daily reports provided to teaching staff.	Existing Staff & Tools
7. Apply data from Scantron to weekly, monthly, and semester instructional goals.	SY2010-2011	Administration Teaching Staff	• Improved passing scores for weekly formative assessments. • Daily reports provided to teaching staff.	Existing Staff & Tools
8. Evaluate and revise both summative and formative assessments to reflect any changes to AZ state math standards.	Spring 2011	Administration Teaching Staff	• Administration provides revisions and recommended changes for staff at end of year professional development. • Soft copy of changes stored on SharePoint. (internal	Existing Staff & Tools

			comprehensive data management system)	
9. Evaluate and revise master schedule in response to state standardized test scores and needs assessment for next academic year.	Spring 2011	Administration Teaching Staff	• Administration provides revisions and recommended changes for staff at end of year professional development. • Soft copy of changes stored on SharePoint (internal comprehensive data management system)	Existing Staff & Tools Existing Staff & Tools
10. Evaluate and revise both summative and formative assessments to reflect any changes to AZ state math standards.	Spring 2012	Administration Teaching Staff	• Administration provides revisions and recommended changes for staff at end of year professional development. • Soft copy of changes stored on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
11. Evaluate and revise master schedule in response to state standardized test scores and needs assessment for next academic year.	Spring 2012	Administration Teaching Staff	• Administration provides revisions and recommended changes for staff at end of year professional development. • Soft copy of changes stored on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
12. Evaluate and revise both summative and formative assessments to reflect any changes to AZ state math standards.	Spring 2013	Administration Teaching Staff	• Administration provides revisions and recommended changes for staff at end of year professional development. • Soft copy of changes stored on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
13. Evaluate and revise master schedule in response to state standardized test scores and needs	Spring 2013	Administration Teaching Staff	• Administration provides revisions and recommended changes for staff at end of year	Existing Staff & Tools

assessment for next academic year.			professional development. • Soft copy of changes stored on SharePoint (internal comprehensive data management system)	

STRATEGY IV: Improve Teacher Quality through Aligned, Coherent Professional Development for Mathematics Instruction

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Create Mathematics Curriculum Specialist Position to provide leadership and professional guidance for mathematics instruction.	Spring/Summer 2010	Administration	• Improved teacher focus on effective instruction and evaluation of student needs	Existing Staff & Tools
2. Create HS Lead Teacher in math to provide leadership and professional guidance for mathematics instruction.	Spring/Summer 2010	Administration	• Improved teacher focus on effective instruction and evaluation of student needs	Existing Staff & Tools
3. Conduct needs assessment of staff regarding professional development topics for upcoming school year.	Summer 2010	Administration Coordinator of Title Programs Teaching Staff	• Increase AIMS Math passing rate.	Existing Staff & Tools
4. Schedule presenters and secure vendors for professional development.	SY2010-2011	Administration Coordinator of Title Programs Mathematics Curriculum Specialist HS Lead Teacher	• Increase AIMS Math passing rate	Existing Staff & Tools
5. Provide aligned, coherent professional development for mathematics instruction monthly.	SY2010-2011	Administration Coordinator of Title Programs Mathematics Curriculum Specialist HS Lead Teacher	• Increase AIMS Math passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools
6. Develop school calendar with time allotted for team level meetings, content specific trainings, and teacher	Summer 2010	Administration	• Increase AIMS Math passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools

collaboration.				
7. Develop rubric for evaluation of instructional sessions in mathematics.	Summer 2010	Administration Coordinator of Title Programs Mathematics Curriculum Specialist HS Lead Teacher	• Improved teacher focus on effective teaching strategies	Existing Staff & Tools
8. Continue and expand mentor program for new teachers aimed at increasing content knowledge, utilization of research-based instructional strategies and implementation of internal assessment tools.	SY2010-2011	Administration Coordinator of Title Programs Mentors	• Increase AIMS Math passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools
9. Require teacher attendance at K^{12} National Teacher Training sessions.	SY2010-2011	Administration Department Heads Teaching Staff	• Improved teacher focus on effective teaching strategies	Existing Staff & Tools
10. Develop Professional Learning Communities to strengthen staff relationships, improve best practices, collaborate on solutions, and promote professional growth.	SY2010-2011	Administration Coordinator of Title Programs	• Increase AIMS Math passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools
11. Evaluate and modify the effectiveness of professional development opportunities and support structure for teachers.	SY2011-2012	Administration Teaching Staff	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools
12. Evaluate and modify rubric for evaluation of instructional sessions in mathematics.	SY2011-2012	Administration	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools
13. Continue to develop Professional Learning Communities to meet the needs of the upcoming school year.	SY2011-2012	Administration Teaching Staff	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools
14. Evaluate and modify the effectiveness of professional development opportunities and support structure for teachers.	SY2012-2013	Administration Teaching Staff	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools

15. Evaluate and modify rubric for evaluation of instructional sessions in mathematics.	SY2012-2013	Administration	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools
16. Continue to develop Professional Learning Communities to meet the needs of the upcoming school year.	SY2012-2013	Administration Teaching Staff	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools
17. Evaluate and modify the effectiveness of professional development opportunities and support structure for teachers.	SY2013-2014	Administration Teaching Staff	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools
18. Evaluate and modify rubric for evaluation of instructional sessions in mathematics.	SY2013-2014	Administration	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools
19. Continue to develop Professional Learning Communities to meet the needs of the upcoming school year.	SY2013-2014	Administration Teaching Staff	• Continued improvement on AIMS Math passing rates	Existing Staff & Tools

ANNUAL BENCHMARK TARGETS: MATHEMATICS (passing rate percentages)

CURRENT STATE 2009	Year 1 2010	Year 2 2011	Year 3 2012	Year 4 2013	Target For This Plan
All Students: **55.2%** Hispanic: **50.5%** Low Income: **45.1%** Sped: **26.3%**	All Students: 60.2% Hispanic: 55.5% Low Income: 50.1% Sped: 31.3%	All Students: 65.2% Hispanic: 60.5% Low Income: 55.1% Sped: 36.3%	All Students: 70.2% Hispanic: 65.5% Low Income: 60.1% Sped: 41.3%	All Students: 75.2% Hispanic: 70.5% Low Income: 65.1% Sped: 46.3%	All Students: 75.2% Hispanic: 70.5% Low Income: 65.1% Sped: 46.3%

INDICATOR: READING

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

MEASURE	METRIC	TARGET
Annual Yearly Progress	Percent proficient in all subgroups	Meet AYP
Performance on AIMS Assessment	Number of students working towards proficiency	Acceptable percentage of students working towards proficiency on the assessment as identified to meet the AYP targets.
Performance on Scantron Assessment	Number of students working towards proficiency	Acceptable percentage of students working towards identified grade level proficiency on the Scantron assessment.

STRATEGY I: Reconfiguration of staff and reorganization of instructional time in the area of Reading.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Head of School will conduct a needs assessment to identify the areas of academic concern and report findings to all stakeholders.	January 2010	Administration (Head of School, Principal, HS Director, Business Manager, Academic Service Manager, Assistant Principal, Coordinator of Title Programs, Operations Manager, Special Education Manager, Compliance Coordinator, Testing Coordinator, General Education Lead teacher, and Title I Lead teacher)	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
2. Head of School creates grade level and core academic teams.	January 2010	Administration	• Present job descriptions to staff via email and list documents on SharePoint (internal comprehensive	Existing Staff & Tools

			data management system).	
3. Determine, rewrite, and assign job duties for teaching staff and lead teaching positions.	Spring/Summer 2010	Head of School Department Heads	• List job descriptions on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
4. Assign teachers one academic course within one grade level.	July 2010	Operations Manager Coordinator of Title Programs	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS Reading passing rate	Existing Staff & Tools
5. Assign At-Risk students to interventionists staff for additional weekly synchronous instructional sessions.	August 2010; weekly during SY2010-2011	Operations Manager Coordinator of Title Programs	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS reading passing rate	Existing Staff & Tools
6. General Education teachers will host approximately five weekly Elluminate (online classrooms) sessions per subject per grade-level.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS Reading passing rate	Existing Staff & Tools
7. Interventionists will host approximately eight weekly Elluminate (online classrooms) sessions for the At-Risk population.	SY2010-2011	Reading Specialists	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS Reading passing rate	Existing Staff & Tools
8. Create and distribute Parent Orientation Guide (POG) outlining school structure, governing policies, testing requirements, Elluminate information, and school calendar.	May-August 2010	Lead Teachers Teaching Staff	• Positive parent survey results concerning school communication.	Existing Staff & Tools
9. On Mondays, teachers will administer the Scantron Achievement assessment in their Elluminate classrooms.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading	Existing Staff & Tools
10. Students who did not pass the assessment will be notified and scheduled to attend additional instructional sessions via email and/or phone.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading	Existing Staff & Tools
11. On Tuesday, teachers will hold subject specific classes to address any	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading	Existing Staff & Tools

areas of academic concern identified in the weekly assessments and curriculum work in their Elluminate classrooms.				
12. On Wednesdays, teachers will reassess students with Scantron Achievement assessment (formative assessment) in their Elluminate classrooms.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading	Existing Staff & Tools
13. Again, students who did not pass the assessment will be notified and scheduled to attend additional instructional sessions via email and/or phone.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading	Existing Staff & Tools
14. On Thursdays and Fridays, teachers will hold classes to address academic concepts still not mastered in their Elluminate classrooms.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading	Existing Staff & Tools
15. Teachers will host quarterly progress conference calls with parents/guardians.	SY2010-2011	Teaching Staff	• Positive parent survey results concerning teacher communication.	Existing Staff & Tools
16. Lead teachers will schedule monthly department meetings to analyze and modify curriculum sessions based on assessment outcomes.	SY2010-2011	Lead Teachers	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS Reading passing rate	Existing Staff & Tools
17. Additional online instructional sessions will be offered to support continued progress with grade level curriculum.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores • Increase AIMS Reading passing rate • Improved reading progress report grades	Existing Staff & Tools
18. Head of School will conduct a needs assessment to identify the effectiveness of school structure and amount of instructional time.	Spring/Summer 2011	Administration	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive data management system)	Existing Staff & Tools

19. Evaluate recommendations for change based on student population, state standardized assessments, and academic need.	Spring/Summer 2011	Administration	• Present a revision summary report to parents, teachers, and administration	Existing Staff & Tools
20. Implement all changes to school structure and instructional time.	Summer 2011	Administration Lead Teachers Teaching Staff	• Continue to improving Scantron Assessment Scores in reading	Existing Staff & Tools
21. Revise and distribute Parent Orientation Guide (POG).	May-August 2011	Administration Lead Teachers Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
22. Provide information regarding school structure and requirements to students and families.	August 2011	Administration Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
23. Head of School will conduct a needs assessment to identify the effectiveness of school structure and amount of instructional time.	Spring/Summer 2012	Administration	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive data management system)	Existing Staff & Tools
24. Evaluate recommendations for change based on student population, state standardized assessments, and academic need.	Spring/Summer 2012	Administration	• Present a revision summary report to parents, teachers, and administration	Existing Staff & Tools
25. Implement all changes to school structure and instructional time.	Summer 2012	Administration Lead Teachers Teaching Staff	• Continue to improving Scantron Assessment Scores in reading	Existing Staff & Tools
26. Revise and distribute Parent Orientation Guide (POG).	May-August 2012	Administration Lead Teachers Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
27. Provide information regarding school structure and requirements to students and families.	August 2012	Administration Teaching Staff	• Continued positive parent survey results concerning school communication.	Existing Staff & Tools
28. Head of School will conduct a needs assessment to identify the effectiveness of school structure and amount of instructional time.	Spring/Summer 2013	Administration	• Present a summary report to parents, teachers, and administration • Record meeting attendance on SharePoint (internal comprehensive	Existing Staff & Tools

			data management system)	
29. Evaluate recommendations for change based on student population, state standardized assessments, and academic need.	Spring/Summer 2013	Administration	• Present a revision summary report to parents, teachers, and administration	Existing Staff & Tools
30. Implement all changes to school structure and instructional time.	Summer 2013	Administration Lead Teachers Teaching Staff	• Continue to improving Scantron Assessment Scores in reading	Existing Staff & Tools
31. Revise and distribute Parent Orientation Guide (POG).	May-August 2013	Administration Lead Teachers Teaching Staff	• Sustained positive parent survey results concerning school communication.	Existing Staff & Tools
32. Provide information regarding school structure and requirements to students and families.	August 2013	Administration Teaching Staff	• Sustained positive parent survey results concerning school communication and parent involvement	Existing Staff & Tools

STRATEGY II: Provide academically struggling students continuous access to grade-level material with appropriate support in Reading

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Place general education students in grade-level reading courses with limited exceptions.	SY2010-2011	Operations Manager Enrollment Team	• Increase passing rates on AIMS Reading	Existing Staff & Tools
2. Administer Scantron Performance Series assessments to identify gaps in academic performance.	SY2010-2011	Administration Teaching Staff	• Increase passing rates on AIMS Reading	Existing Staff & Tools
3. Continue to use Individualized Learning Plans (ILP) to address academic deficiencies with the use of quarterly goals.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Reading • Increase AIMS Reading passing rate • Improved Reading/Language Arts progress report grades	Existing Staff & Tools
4. Use of Study Island as a supplementary program for standards-based reading activities	SY2010-2011	Testing Coordinator Teaching Staff	• Consistently improving Scantron Assessment Scores in Reading • Increase AIMS Reading passing rate • Improved Reading/Language Arts progress report grades	Existing Staff & Tools

5. Scantron Achievement Series assessments given weekly to target precise state reading performance objectives	SY2010-2011	Testing Coordinator Teaching Staff	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS Reading passing rate	Existing Staff & Tools
6. Provide ongoing additional online instructional sessions to supplement curriculum and address identified academic needs	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Reading • Increase AIMS Reading passing rate • Improved Reading/Language Arts progress report grades	Existing Staff & Tools
7. Implement Mark[12] Reading program as a three-stage course for students in grades 3-5 who are reading two or more grades below grade levels in oral reading, comprehension, phonics, spelling, and fluency skills to provide the opportunity to master missed concepts in a way that accelerates them through the remediation process.	SY2010-2011	Teaching Staff	• Consistently improving Scantron Assessment Scores in Reading • Increase DIBELS scores • Increase AIMS reading Arts passing rate	Existing Staff & Tools
8. Continue providing TumbleBooks, an online collection of read-along titles, for elementary, middle school, and high school students that features adjustable online text and complete audio narration, and sentences are highlighted as they are being read.	SY2010-2011	Teaching Staff Students Parents	• Increase AIMS Reading passing rate	Existing Staff & Tools
9. Continue placement policies with incoming and returning students.	SY2011-2012	Administration	• Increase AIMS Reading passing rate	Existing Staff & Tools
10. Continue use of Scantron Performance Series assessments as an indicator of student proficiency on grade level material.	SY2011-2012	Teaching Staff	• Consistently improving Scantron Assessment Scores in Reading	Existing Staff & Tools

11. Modify and adapt the use of ILPs to meet the needs of the current school year.	SY2011-2012	Administration Teaching Staff	• Increase AIMS Reading passing rate	Existing Staff & Tools
12. Continued access to Study Island as a supplemental academic program for standards-based reading activities	SY2011-2012	Teaching Staff	• Consistently improving Scantron Assessment Scores in Reading • Increase AIMS Reading passing rate • Improved reading/Language Arts progress report grades	Existing Staff & Tools
13. Continue placement policies with incoming and returning students.	SY2012-2013	Administration	• Increase AIMS Reading passing rate	Existing Staff & Tools
14. Continue use of Scantron Performance Series assessments as an indicator of student proficiency on grade level material.	SY2012-2013	Teaching Staff	• Increase AIMS Reading passing rate	Existing Staff & Tools
15. Modify and adapt the use of ILPs to meet the needs of the current school year.	SY2012-2013	Administration Teaching Staff	• Increase AIMS Reading passing rate	Existing Staff & Tools
16. Continued access to Study Island as a supplemental academic program for standards-based reading activities.	SY2012-2013	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS Reading passing rate • Improved reading/Language Arts progress report grades	Existing Staff & Tools
17. Continue placement policies with incoming and returning students.	SY2013-2014	Administration	• Increase AIMS Reading passing rate	Existing Staff & Tools
18. Continue use of Scantron Performance Series assessments as an indicator of student proficiency on grade level material.	SY2013-2014	Teaching Staff	• Increase AIMS Reading passing rate	Existing Staff & Tools
19. Modify and adapt the use of ILPs to meet the needs of the current school year.	SY2013-2014	Administration Teaching Staff	• Increase AIMS Reading passing rate	Existing Staff & Tools

20. Continued access to Study Island as a supplemental academic program for standards-based reading activities	SY2013-2014	Teaching Staff	• Consistently improving Scantron Assessment Scores in reading • Increase AIMS Reading passing rate • Improved reading/Language Arts progress report grades	Existing Staff & Tools

STRATEGY III: Improve ongoing procedures to assess present levels of academic performance in Reading

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Align Scantron Achievement Series with the Arizona reading standards and AZVA's approved curriculum.	Spring/Summer 2010	Administration (Head of School, Principal, Title I Coordinator, Operations Manager, Testing Coordinator) Teaching Staff	• Increase AIMS Reading passing rate • Improved DIBELS scores • Spreadsheet posted to SharePoint (internal comprehensive data management system).	Existing Staff & Tools
2. Build a master schedule to outline quarterly goals for instruction, assessment, and reteaching.	Spring/Summer 2010	Administration	• Increase AIMS Reading passing rate • Improved DIBELS scores • Spreadsheet posted to SharePoint (internal comprehensive data management system).	Existing Staff & Tools
3. Summative Assessment: Administer Scantron Performance Series assessment bi-yearly to all 3rd -10th grade students.	July 2010; June 2011 (or upon enrollment for mid-year enrollees)	Administration Teaching Staff	• 95% of students complete assessment by October 1, 2010/May 15, 2011	Existing Staff & Tools
4. Identify At-Risk students using factors such as previous school grades, Scantron Performance Series scores, state assessment scores, and previous supplementary interventions (Title I, RtI).	SY2010-2011	Administration	• Increase AIMS Reading passing rate • Spreadsheet posted to SharePoint (internal comprehensive data management system). • Spreadsheet posted to SharePoint bi-weekly (internal comprehensive data management system). • Teachers receive email notification and have access to	Existing Staff & Tools

			master list in SharePoint.	
5. Formative Assessment: Administer Scantron Achievement Series assessment weekly to all 3rd-10th grade students.	SY2010-2011	Administration Teaching Staff	• Increase AIMS Reading passing rate • Spreadsheet posted to SharePoint (internal comprehensive data management system). • Spreadsheet posted to SharePoint (internal comprehensive data management system).	Existing Staff & Tools
6. Generate and use reports to determine student proficiency levels and remediation needs.	SY2010-2011	Administration Teaching Staff Paraprofessionals	• Daily reports provided to teaching staff.	Existing Staff & Tools
7. Apply data from Scantron to weekly, monthly, and semester instructional goals	SY2010-2011	Administration Teaching Staff	• Improved passing scores for weekly formative assessments. • Daily reports provided to teaching staff.	Existing Staff & Tools
8. Evaluate and revise both summative and formative assessments to reflect any changes to AZ state reading standards.	Spring 2011	Administration Teaching Staff	• Increase AIMS Reading passing rate • Soft copy of changes stored on SharePoint. (internal comprehensive data management system)	Existing Staff & Tools
9. Evaluate and revise master schedule in response to state standardized test scores and needs assessment for next academic year.	Spring 2011	Administration Teaching Staff	• Increase AIMS Reading passing rate • Soft copy of changes stored on SharePoint. (internal comprehensive data management system)	Existing Staff & Tools
10. Evaluate and revise both summative and formative assessments to reflect any changes to AZ state reading standards.	Spring 2012	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rate • Soft copy of changes stored on SharePoint. (internal comprehensive data management system)	Existing Staff & Tools
11. Evaluate and revise master schedule in response to state standardized test scores and needs	Spring 2012	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rate • Soft copy of changes stored on	Existing Staff & Tools

assessment for next academic year.			SharePoint. (internal comprehensive data management system)	
12. Evaluate and revise both summative and formative assessments to reflect any changes to AZ state reading standards.	Spring 2013	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rate • Soft copy of changes stored on SharePoint. (internal comprehensive data management system)	Existing Staff & Tools
13. Evaluate and revise master schedule in response to state standardized test scores and needs assessment for next academic year.	Spring 2013	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rate • Soft copy of changes stored on SharePoint. (internal comprehensive data management system)	Existing Staff & Tools

STRATEGY IV: Improve Teacher Quality through Aligned, Coherent Professional Development for Reading Instruction

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Create Language Arts Lead Teacher position to provide leadership and professional guidance for reading instruction.	Spring/Summer 2010	Administration	• Improved teacher focus on effective instruction and evaluation of student needs	Existing Staff & Tools
2. Create HS Lead Teacher Position in language arts to provide leadership and professional guidance for reading instruction.	Spring/Summer 2010	Administration	• Improved teacher focus on effective instruction and evaluation of student needs	Existing Staff & Tools
3. Conduct needs assessment of staff regarding professional development topics for upcoming school year.	Summer 2010	Administration Coordinator of Title Programs Teaching Staff	• Increase AIMS Reading passing rate.	Existing Staff & Tools
4. Schedule presenters and secure vendors for professional development.	SY2010-2011	Administration Coordinator of Title Programs Language Arts Lead Teacher HS Lead Teacher	• Increase AIMS Reading passing rate	Existing Staff & Tools

5. Provide aligned, coherent professional development for reading instruction monthly.	SY2010-2011	Administration Coordinator of Title Programs Language Arts Lead Teacher HS Lead Teacher	• Increase AIMS Reading passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools
6. Develop school calendar with time allotted for team level meetings, content specific trainings, and teacher collaboration.	Summer 2010	Administration	• Increase AIMS Reading passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools
7. Develop rubric for evaluation of instructional sessions in reading.	Summer 2010	Administration Coordinator of Title Programs Language Arts Lead Teacher HS Lead Teacher	• Improved teacher focus on effective teaching strategies	Existing Staff & Tools
8. Continue and expand mentor program for new teachers aimed at increasing content knowledge, utilization of research-based instructional strategies and implementation of internal assessment tools.	SY2010-2011	Administration Coordinator of Title Programs Mentors	• Increase AIMS Reading passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools
9. Require teacher attendance at K^{12} National Teacher Training sessions.	SY2010-2011	Administration Department Heads Teaching Staff	• Improved teacher focus on effective teaching strategies	Existing Staff & Tools
10. Develop Professional Learning Communities to strengthen staff relationships, improve best practices, collaborate on solutions, and promote professional growth.	SY2010-2011	Administration Coordinator of Title Programs	• Increase AIMS Reading passing rate • Improved passing scores for weekly formative assessments.	Existing Staff & Tools
11. Evaluate and modify the effectiveness of professional development opportunities and support structure for teachers.	SY2011-2012	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools
12. Evaluate and modify rubric for	SY2011-2012	Administration	• Continued improvement on AIMS	Existing Staff

evaluation of instructional sessions in mathematics.			Reading passing rates	& Tools
13. Continue to develop Professional Learning Communities to meet the needs of the upcoming school year.	SY2011-2012	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools
14. Evaluate and modify the effectiveness of professional development opportunities and support structure for teachers.	SY2012-2013	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools
15. Evaluate and modify rubric for evaluation of instructional sessions in reading.	SY2012-2013	Administration	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools
16. Continue to develop Professional Learning Communities to meet the needs of the upcoming school year.	SY2012-2013	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools
17. Evaluate and modify the effectiveness of professional development opportunities and support structure for teachers.	SY2013-2014	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools
18. Evaluate and modify rubric for evaluation of instructional sessions in reading.	SY2013-2014	Administration	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools
19. Continue to develop Professional Learning Communities to meet the needs of the upcoming school year.	SY2013-2014	Administration Teaching Staff	• Continued improvement on AIMS Reading passing rates	Existing Staff & Tools

ANNUAL BENCHMARK TARGETS: READING (passing rate percentages)

CURRENT STATE 2009	Year 1 2010	Year 2 2011	Year 3 2012	Year 4 2013	Target For This Plan
All Students: 71.7% **Hispanic: 69.8%** **Low Income: 70.0%** **Sped: 37.1%**	All Students: 76.7% Hispanic: 74.8% Low Income: 75% Sped: 42.1%	All Students: 81.7% Hispanic: 79.8% Low Income: 80% Sped: 47.1%	All Students: 86.7% Hispanic: 84.8% Low Income: 85% Sped: 52.1%	All Students: 91.7% Hispanic: 89.8% Low Income: 90% Sped: 57.1%	All Students: 91.7% Hispanic: 89.8% Low Income:

					90% Sped: 57.1%

INDICATOR: College and Career Readiness

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

MEASURE	METRIC	TARGET
Annual Yearly Progress	Graduation percentage rates	Meet AYP

STRATEGY I: Implement Student Academic Responsibility and Success Team (StARS) Program for At-Risk High School Students

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Implement StARS program for high school students who are behind in credit hours or have failed more than 3 classes.	SY2010-2011	Teaching Staff School Counselors	Continue to improve HS graduation rate	Existing Staff & Tools
2. Identify eligible students each semester based on failure of 3 or more courses.	SY2010-2011	Teaching Staff School Counselors	Continue to improve HS graduation rate	Existing Staff & Tools
3. Contact eligible students and secure contracts outlining program requirements.	SY2010-2011	Teaching Staff	Continue to improve HS graduation rate	Existing Staff & Tools
4. Hold academic office hours for	SY2010-2011	StARS Coordinator	Continue to improve HS graduation	Existing Staff

instruction, review, and tutoring. StARS students required to attend one hour per week per class.		School Counselors Teaching Staff	rate	& Tools
5. Hold Success Team meetings with teachers, other AZVA staff, and parents/guardians.	SY2010-2011	Administration Teaching Staff StARS Coordinator School Counselors	Continue to improve HS graduation rate	Existing Staff & Tools
6. Communication receipt of contracts, meeting attendance, and all communications with shared teachers.	SY2010-2011	StARS Coordinator	Written record posted to TotalView (internal communication database)	Existing Staff & Tools
7. Evaluate, modify and continue StARS program.	SY2011-2012	Administration StARS Coordinator School Counselors	Continued improvement of graduation rates	Existing Staff & Tools
8. Evaluate, modify and continue StARS program.	SY2012-2013	Administration StARS Coordinator School Counselors	Continued improvement of graduation rates	Existing Staff & Tools
9. Evaluate, modify and continue StARS program.	SY2013-2014	Administration StARS Coordinator School Counselors	Continued improvement of graduation rates	Existing Staff & Tools

STRATEGY II: Use of New Curriculum and Supplemental Programs to help Students Earn HS Credit and Reach Graduation.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Implement Finding Your Path (FYP) has four levels; each level allows students to earn .25 credits for a maximum 1 elective credit over 4 years.	SY2010-2011	Teaching Staff School Counselors	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
2. All high school students will take the Finding Your Path (FYP) course yearly.	SY2010-2011	Administration Teaching Staff School Counselors	Increased Graduation Rates	Existing Staff & Tools
3. Create Individualized Learning Plan (ILP) in FYP class to guide students through their four years of high school.	SY2010-2011	Teaching Staff School Counselors	Improvement towards meeting AYP graduation rates	Existing Staff & Tools

4. Access and use of Naviance, a web-based program that promotes student achievement and college/career readiness.	SY2010-2011	Teaching Staff School Counselors	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
5. Continue to develop Counselor Advisory Team to address the needs of incoming HS students and increase parent involvement.	SY2010-2011	Administration School Counselors Teaching Staff AZVA Parents	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
6. Offer credit recovery courses in 16 required classes to assist students in earning back credit(s) previously lost. Courses include initial diagnostic assessments to determine accelerated path of study.	SY2010-2011	Administration Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
7. Host a four-week summer school program designed to recovery lost credits or gain additional credits toward graduation requirement..	Summer 2010	Administration Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
8. Offer online synchronous informational sessions for parents on a variety of topic related to meeting graduation requirements.	SY2010-2011	Administration School Counselors Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
9. Evaluate and modify Individualized Learning Plans to meet the needs of the upcoming school year.	Spring/Summer 2011	Administration Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
10. Evaluate and modify effectiveness of supplementary programs (FYP, credit recovery course, parent involvement, four-week summer program).	SY2011-2012	Administration Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
11. Evaluate and modify Individualized Learning Plans to meet the needs of the upcoming school year.	Spring/Summer 2012	Administration Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
12. Evaluate and modify effectiveness	SY2012-2013	Administration	Improvement towards meeting AYP	Existing Staff

of supplementary programs (FYP, credit recovery course, parent involvement, four-week summer program).		Teaching Staff	graduation rates	& Tools
13. Evaluate and modify Individualized Learning Plans to meet the needs of the upcoming school year.	Spring/Summer 2013	Administration Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools
14. Evaluate and modify effectiveness of supplementary programs (FYP, credit recovery course, parent involvement, four-week summer program).	SY2013-2014	Administration Teaching Staff	Improvement towards meeting AYP graduation rates	Existing Staff & Tools

STRATEGY III: 8th Grade Transition Program to Better Prepare Students for High School Requirements

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Permit all 8th grade students to enroll in one HS course (Algebra or Literature Analysis & Composition).	Spring 2010	Administration Teaching Staff	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
2. Conduct course specific informational sessions to explain course requirements.	Current & SY2010-2011	Administration Teaching Staff School Counselors	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
3. Hold registration sessions for parents and students.	Current & SY2010-2011	Administration Teaching Staff	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
4. Communicate all session, meetings, conferences, and student progress with shared teachers.	Current & SY2010-2011	Teaching Staff School Counselors	• Written record posted to TotalView (internal communication database)	Existing Staff & Tools
5. Create a Transition Advisor position to facilitate the transition from middle school to high school, to guide students through the four-year path, and clarify the importance of earning credits in a timely manner.	SY2010-2011	Administration	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools

6. Host general information sessions for new ninth graders from July-September.	SY2010-2011	Administration Transition Advisor	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
7. Transition Advisor monitors 9th graders' academic progress throughout each semester.	SY2010-2011	Transition Advisor	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
8. Transition Advisor hosts additional small group support sessions as needed to facilitate transition into high school.	SY2010-2011	Transition Advisor	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
9. Communicate all session, meetings, conferences, and student progress with shared teachers.	SY2010-2011	Transition Advisor	• Written record posted to TotalView (internal communication database)	Existing Staff & Tools
10. Continue to offer 8th grade students one HS course with support.	SY2011-2012	Administration Teaching Staff	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
11. Modify and develop role of Transition Advisor to meet the needs of incoming 9th graders.	SY2011-2012	Administration Transition Advisor	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
12. Continue to offer 8th grade students one HS course with support.	SY2012-2013	Administration Teaching Staff	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
13. Modify and develop role of Transition Advisor to meet the needs of incoming 9th graders.	SY2012-2013	Administration Transition Advisor	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
14. Continue to offer 8th grade students one HS course with support.	SY2013-2014	Administration Teaching Staff	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools
15. Modify and develop role of Transition Advisor to meet the needs of incoming 9th graders.	SY2013-2014	Administration Transition Advisor	• Increased Graduation Rates as measured by AYP	Existing Staff & Tools

ANNUAL BENCHMARK TARGETS: College and Career Readiness (graduation rates)

CURRENT STATE 2009	Year 1 2010	Year 2 2011	Year 3 2012	Year 4 2013	Target For This Plan
AZVA's first	Improve Graduation	Improve Graduation	Improve Graduation	Improve Graduation	Improve

graduating class was May 2009. Our graduation rate for 2009 was 23%. Our goal for 2010 is increase this rate.	Rates by 12% to reach 35%.	Rates by 12% to reach 47%.	Rates by 12% to reach 59%.	Rates by 12% to reach 71%.	Graduation Rates by 12% to reach 71%.