PERFORMANCE MANAGEMENT PLAN (Step 4) **CHARTER/SCHOOL: __Tertulia: A Learning Community**

INDICATOR: *(Academic Area)* __Math_____

DURATION OF THE PLAN: Begins ____July 1_____ , 2010 to __June 30__ , 2014

MEASURE	METRIC	TARGET
3rd grade Math	% of third grade students meeting or exceeding the standards in Math as evidenced by AIMS scores	*Percentage of students meeting or exceeding on AIMS will meet or exceed the state average in Math.*

STRATEGY I: Maximize the use of the current Math curriculum to improve student achievement.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Establish assessments tools that align to the curriculum.	Before August 2010	Assessment & Curriculum Team	Completed assessment plan document, including a schedule showing alignment between standards taught and how they are assessed during each school cycle (trimester)	$2000 per year (teacher stipend)
2. Utilize the current correlation document to identify and provide the research-based resources needed to teach big ideas from the curriculum map	Before August 2010	Assessment & Curriculum Team, Principal	Correlation documents with identified resources and location of resources	$1,000-$5,000 per year based on a yearly needs assessment
3. Implement an accountability system to maximizing the use of	Beginning August 2010	Instructional coach (see Strategy III, Action Step	Bi-weekly team meetings and monthly team reports showing	$1500 per year (team leader

the curriculum, including peer observations, and regular team planning & reporting.		2), Team leaders, Principal	specific standards and students impacted by those standards	stipend), $500 per year for substitutes for peer observations

STRATEGY II: Integrate effective Math instructional strategies into daily teaching.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Determine instructional strategies that are most appropriate for addressing the needs of the student population	Beginning in August 2010	Assessment & Curriculum team, Principal	A written description of research-based Sheltered English Instructional strategies, student engagement strategies and vocabulary building strategies.	
2. Incorporate identified instructional strategies into the lesson planning and delivery process	Ongoing	Third grade Math teachers	Weekly lesson plans	
3. Increase the accountability for implementation of these strategies	Ongoing	Principal, instructional coach, and team leader	Regular classroom observations and reports	

STRATEGY III: Develop effective Math teachers through proper school support.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Provide professional development regarding instructional strategies and the use of formative assessment data to drive instruction	Beginning August 2010	Instructional coach, Principal	Completed Staff Development plan and attendance rosters which include specific workshops on instructional strategies, differentiation and assessments	$2,000 per year
2. Use an academic coach to train and mentor teachers in the implementation of effective instructional strategies.	Beginning August 2010	Administration	schedule of activities	$20,000
3. Provide a structure for teachers to serve in content-base leadership	Beginning August 2010	Administration	School leadership structure specifying individuals as leaders	$1500 stipend per teacher

roles.				(same as team leader above)

STRATEGY IV: Involve parents in the school wide effort to increase student achievement in Math.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Determine the skill and comfort levels of parents in the education of their children.	Before August 2010	Assessment & Curriculum team	Recorded parent surveys	
2. Establish parent workshops to train parents to help their children exceed in Math.	Once per trimester, beginning August 2010	Instructional Coach, team leader, third grade teacher	Workshop attendance and agenda	$500 per year for materials
3. Provide opportunities for parents to network with other parents and outside organizations.	Ongoing	Instructional Coach, team leader, third grade teacher, school counselor, and technology specialist	Attendance rosters for monthly parent academic meetings, attendance rosters for parent support groups run by school counselor and parent internet blogs that shares parent experiences in academics	

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
58% meet or exceed	63% meet or exceed	68% meet or exceed	72% meet or exceed	Percentage of students who meet or exceed on AIMS will meet or exceed the state average.	Percentage of students who meet or exceed on AIMS will meet or exceed the state average.

PERFORMANCE MANAGEMENT PLAN (Step 4) **CHARTER/SCHOOL: __Tertulia: A Learning Community___**

INDICATOR: *(Academic Area)* __Reading_____

DURATION OF THE PLAN: Begins ____July 1_____ , 2010 to __June 30__ , 2014

MEASURE	METRIC	TARGET
3rd grade Reading	% of third grade students meeting or exceeding Reading as evidenced by AIMS scores	*Percentage of students who meet or exceed on AIMS will meet or exceed the state average.*

STRATEGY I: Maximize the use of the current Reading curriculum to improve student achievement.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Establish assessments tools that align to the curriculum.	Before August 2010	Assessment & Curriculum Team	Completed assessment plan document, including a schedule showing alignment between standards taught and how they are assessed during each school cycle (trimester)	$2000 per year (teacher stipend)
2. Utilize the current correlation document to identify and provide the research-based resources needed to teach big ideas from the curriculum map	Before August 2010	Assessment & Curriculum Team, Principal	Correlation documents with identified resources and location of resources	$1,000-$5,000 per year based on a yearly needs assessment

3. Implement an accountability system to maximizing the use of the curriculum, including peer observations, and regular team planning & reporting.	Beginning August 2010	Instructional coach (see Strategy III, Action Step 2), Team leaders, Principal	Bi-weekly team meetings and monthly team reports showing specific standards and students impacted by those standards	$1500 per year (team leader stipend), $500 per year for substitutes for peer observations

STRATEGY II: Integrate effective Reading instructional strategies into daily teaching.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Determine instructional strategies that are most appropriate for addressing the needs of the student population	Beginning in August 2010	Assessment & Curriculum team, Principal	A written description of research-based Sheltered English Instructional strategies, student engagement strategies and vocabulary building strategies.	
2. Incorporate identified instructional strategies into the lesson planning and delivery process	Ongoing	Third grade Reading teachers	Weekly lesson plans	
3. Increase the accountability for implementation of these strategies	Ongoing	Principal, Instructional coach, and team leader	Regular classroom observations and reports	

STRATEGY III: Develop effective Reading teachers through proper school support.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Provide professional development regarding instructional strategies and the use of formative assessment data to drive instruction	Beginning August 2010	instructional coach, Principal	Completed Staff Development plan and attendance rosters which include specific workshops on instructional strategies, differentiation and assessments	$2,000 per year
2. Use an academic coach to train and mentor teachers in the implementation of effective instructional strategies.	Beginning August 2010	Administration	Instructional coach schedule of activities	$20,000

3. Provide a structure for teachers to serve in content-base leadership roles.	Beginning August 2010	Administration	School leadership structure specifying individuals as leaders	$1500 stipend per teacher (same as team leader above)

STRATEGY IV: Involve parents in the school wide effort to increase student achievement in Reading.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Determine the skill and comfort levels of parents in the education of their children.	Before August 2010	Assessment & Curriculum team	Recorded parent surveys	
2. Establish parent workshops to train parents to help their children exceed in Reading.	Once per trimester, beginning August 2010	Instructional Coach, team leader, third grade teacher	Workshop attendance and agenda	$500 per year for materials
3. Provide opportunities for parents to network with other parents and outside organizations.	Ongoing	Instructional Coach, team leader, third grade teacher, school counselor, and technology specialist	Attendance rosters for monthly parent academic meetings, attendance rosters for parent support groups run by school counselor and parent internet blogs that shares parent experiences in academics	

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
49% meet or exceed	55% meet or exceed	63% meet or exceed	70% meet or exceed	Percentage of students who meet or exceed on AIMS Reading will meet or exceed the state average.	Percentage of students who meet or exceed on AIMS Reading will

					meet or exceed the state average.