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

INDICATOR: Math

DURATION OF THE PLAN: Begins **August, 2009** to **May, 2012**

MEASURE	METRIC	TARGET
• To increase student achievement (grades 3-8) to "Meets" or "Exceeds" on Arizona Instrument to Measure Standards (AIMS)	• % of students who previously scored "Fall Far Below" or "Approaches" to "Meet or "Exceeds" on AIMS • % of students who previously scored "Meets" or "Exceeds" to maintain or improve their scores	• 80% of non-passing students, in grades 3-8, will move to "Meets" or "Exceeds" • 95% of students who previously scored "Meets" or "Exceeds" will maintain or improve their scores
• To increase median student growth percentile (SGP)	• % of students who have their median SGP at an average or higher rate • % of students moving from below average to average or above	• 80% of the students will maintain a 50% or higher median growth percentage rate annually • 75% of below average students will maintain a 50% or higher median growth percentage rate annually
• To increase student math skills	• % of students who reach or exceed their target goals on AIMSweb Math-Curriculum Based Measure (CBM) probes	• 80% of students who fall below the 40th percentile on the fall AIMSweb benchmark will meet or exceed their targeted goals (national norms) by end-of-year benchmarking (May)

STRATEGY I: Administrative Oversight

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Hire and maintain Highly Qualified (HQ) Teaching Staff	Fall 2009	Principal, Grade level appropriate Hiring Team	• Resume, HQ status based on Arizona HOUSSE (High, Objective, Uniform, State Standards of Education) rubric, and Arizona Certification	None
2. Principal to schedule bi-monthly mandatory meetings-Professional Leaning Communities (PLC) to analyze and monitor the implementation and progress of students on Student Improvement Plans	Fall 2010-May 2010	Principal, Teaching Staff	• Monthly progress monitoring reports to Principal • Completed bi-monthly review form • Improved student performance	None

3. Principal will create and use a classroom feedback tool to improve Math Instruction	Spring 2010	Principal, Core Knowledge (CK) Coordinator, Teaching Staff	• Completed monthly feedback of Math Teaching Staff • Improved Math instruction	None
4. Principal and CK Coordinator will use fidelity tracking sheets to track teacher implementation of adopted Math Curriculum	Fall of 2010	Principal, CK Coordinator	• Completed monthly fidelity tracking sheets	None
5. Hire a Director of Business and Operations	Spring of 2010	Governing Board	• Increased enrollment • Community events to increase awareness	$28,500

STRATEGY II: Additional Instructional Time

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Use AIMsweb data to identify students for remediation to develop individual support programs and create Student Improvement Plans	Fall 2009	AIMSweb Coordinator, Teaching Staff	• AIMsweb data • Student Improvement Plan for all students who fall below the 40th percentile	$780 annually ($6 per student) *Currently in FY10 budget, reoccurring*
2. Third –eighth grade students spending 1 hr minimum per week on Study Island (standards-based AIMS software)	Spring 2010	Computer Instructor, Teaching Staff, Students	Individual Student Study Island Report demonstrating • Students maintain average of 70% or higher on each of the state standard concepts • Time spent on concepts	$2646 annually ($24 per student) *currently in FY10 budget, reoccurring*
3. Mandatory after-school small group Math support (office hours) for students on Student Improvement Plans	Spring 2010	Teaching Staff, Students	• Improved student Math skills as indicated by AIMSweb data • Skills assessment probes-AIMSweb	None
4. One-on-one tutoring for students falling below grade level who are not responding to in-class interventions or mandatory office hours	Spring 2010	Teaching Staff, Students	• Improved student Math skills as indicated by AIMSweb data • Skills assessment probes-AIMSweb	None
5. Summer Math Camp for students with Student Improvement Plans to implement over the summer, additional instructional support and remediation to strengthen deficit skills	Summer 2010	Teaching Staff, Students	• Students with Student Improvement Plans enrolled in Summer Camp • AIMSweb data • Skills assessment probes-AIMSweb • Destination Math & Math Facts in a Flash reports	$1,500 (2 teachers, $25 an hour for 30 hr. each) *$750 FY10 budget (reoccurring & new) & $750 FY11 budget (reoccurring)*

STRATEGY III: Increased Resources

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Purchase Destination Math	Spring 2010	Principal	Installed and operational for students by mid April, 2010	$4000, *FY10 budget (reoccurring & new)*
2. Implement Destination Math	Spring 2010	Teaching Staff, Students	• Teacher training for summer school staff • Teacher training for school year in August • Weekly scheduled class time in lab during school year • Generated Summer Math Camp reports	None
3. Purchase Math Facts in a Flash for school year and summer program enhancements	Summer 2010	Administration	• Installed and operational for Summer Math Camp	$700, *FY10 budget (re-occurring & new)*
4. Implement Math Facts in a Flash	Summer 2010	Teaching Staff, Students	• Operational for Summer Math Camp • Teacher training for summer school staff • Teacher training for school year in August	None (Included in price of software)

BENCHMARK TARGETS:

CURRENT YEAR 2009	Year 1 2010	Year 2 2011	Year 3 2012	Target For This Plan
Current AIMS scores on 2009 (74%)	Increase % of students passing AIMS to 78%	Increase % of students passing AIMS to 82%	Increase % of students passing AIMS to 85% or higher	85% or higher of all students will pass AIMS
Current median SGP based on 2009 AIMS data (26%)	Increase median SGP by 10 points to a median growth percentile of 36	Increase median SGP by 10 points to a median growth percentile of 46	Increase median SGP by 10 points to a median growth percentile of 50 or higher	80% of all students will maintain a 50% or higher growth rate annually
Current AIMSweb Fall benchmark data (61 %)	Increase % of students in grades 1-8 who are above the 40th percentile on end of the year AIMSweb benchmarking to 66%	Increase % of students in grades 1-8 who are above the 40th percentile on end of the year AIMSweb benchmarking to 72%	Increase % of students in grades 1-8 who are above the 40th percentile on end of the year AIMSweb benchmarking to 80%	80% of all students who fall below the 40th percentile on the AIMSweb fall benchmark will meet or exceed their targeted goals by year's end