RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Arizona Academy of Science and Technology, Inc.

INDICATOR:[1] ___Math __X__Reading **DURATION OF THE PLAN**[2]**:** Begins July 1, 2011 to June 30, 2014

MEASURE*	METRIC*	CURRENT STATUS*	End Target For This Plan*[3]
AIMS	Percent (%) of students who score proficient on the State standardized assessment and Student growth percentile (SGP)	(Board staff will enter info here)	By June 30, 2014, 76% of 3rd – 8th graders will meet or exceed the standard in Reading on the AIMS test and will reach the 50% median student growth percentile.

STRATEGY I: Provide and implement a curriculum that improves student achievement.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Curriculum Team recommendation of AIMSweb student benchmarking assessment. Purchase assessment tool and trainings purchased, with scheduled staff trainings.	July – October 2011	Language Arts Curriculum Team and Teaching Staff	Meeting Agendas and Notes; Professional Development/Training sign-in sheets; Product ordered and received.	Product: $912.24 FY12, 13, 14
2. Implement AIMSweb reading benchmark assessments for students in Kindergarten – 8th grade	November 2011 – May 2014	Teaching Staff	Student assessment reports and Committee meeting agendas and notes in reviewing data	
3. Curriculum Team will evaluate Common Core Standards in reading and develop an alignment and mapping timetable	August – September 2011	Language Arts Curriculum Team	Meeting Agendas and Notes	
4. Align and map Kindergarten – 8th grade reading curriculum with Common Core Standards	May 2012 – June 2013	Language Arts Curriculum Team	Alignment and mapping documents	Stipends: $1,500.00 FY12, 13
5. Purchase reading curriculum that supports and closely follows Common Core ELA Standards	June 2013	Administration	Materials ordered and received; Documentation of alignment from publisher.	Textbooks & Materials: $8,500.00 FY13

STRATEGY II: Develop and implement a plan for monitoring the integration of the Arizona Academic Standards into instruction.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Assure curriculum is aligned with Common Core ELA Standards	May 2012 – June 2013	Curriculum Team and Consultant	Documentation of alignment from curriculum team, consultant, and publisher's document	Consultant: $500.00 FY12
2. Assure current lesson plans and activities align with Arizona Academic Standards	August 2011 – June 2014	Each grade level Teacher and Principal	Monthly monitoring by Principal	
3. Integrate AIMS reading instruction in classroom lessons and activities	August 2011 – June 2014	Teaching Staff	Schedule modified in August 2011 to include Friday AIMS preparation times and activities	
4. Implementation of After School tutorials in Reading, Monday – Friday, for students in Kindergarten-8th grade	August 2011 – June 2014	After School Tutors & Teaching Staff	Daily student/parent sign-in/out log	Staffing: $3,500.00 FY12, 13, 14

STRATEGY III: Develop and implement a plan for monitoring and documenting student proficiency.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Weekly review of student progress; Weekly Student Performance Evaluation Forms	August 2011 – May 2014	Teaching Staff and Administration	Each Friday students in Kindergarten – 8th grades receive a Weekly Student Performance Evaluation Form	
2. Analysis of benchmark student results & data from AIMSweb Fall, Winter, & Spring assessments to measure & identify academic progress and differentiate activities to accurately & efficiently target each student's area(s) of opportunity	November 2011 – May 2014	Teaching Staff and Administration	Meeting agenda & notes, graphical representations of data, and needs assessments	
3. Analysis of AIMS & Stanford 10 data in developing plans for differentiation, collaboration, professional development, and benchmarking goals	August 2011 – June 2014	Teaching Staff and Administration	Meeting agenda & notes, graphical representations of data, and needs assessments	
4. Rank ordering of Targeted Assistance Title I Students; evaluation of data from AIMS/Stanford 10, AIMSweb, internal classroom assessments, coursework, and staff observations	August 2011 – June 2014	Teaching Staff and Title I Administrator	TA Title I Rank Order Roster	

STRATEGY IV: Develop and implement a professional development plan that supports effective implementation of the curriculum.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Provide training to Teachers on use of AIMSweb assessment and in analyzing and utilizing respective benchmark data	August 2011 – January 2012	AIMSweb Consultant	Training sign-in sheet & invoice	Trainer: $1,250.00 Materials: $342.09 FY12
2. Provide ongoing small group and individualized professional development to teaching staff in curricular areas of: aligning lesson plans, curriculum mapping, data analysis, and differentiated instruction	August 2011 – June 2014	Consultant and Administration	Agendas, sign-in sheets, & invoicing	Training: $625.00 FY12, 13, 14
3. Provide ongoing small group and individualized professional development to teaching staff in areas of effective classroom management strategies, and general education best practices	August 2011 – June 2014	Consultant and Administration	Agendas, sign-in sheets, & invoicing	Training: $625.00 FY12, 13, 14
4. Provide small group and individualized professional development instruction on Common Core ELA Standards, curriculum alignment, and mapping	May – June 2012	Consultant and Administration	Agendas, sign-in sheets, & invoicing	Training: $250.00 FY12
5. Implementation of the Mentor Teacher Program for all teachers, Kindergarten-8th grades for individualized and targeted mentoring	August 2011 – June 2014	Mentor Teachers and Administration	Mentor Teacher notes & evaluations	Stipend: $1,250.00 FY12, 13, 14

Using the information entered in the "Budget" columns above, please provide a budget total that incorporates all strategies and action steps for each year of the performance management plan's implementation. For "Year 1", please specify the fiscal year (e.g., 2011). The charter holder may add years, as necessary.

Year 1: Budget Total $10,254.33 **Fiscal Year FY12**
Year 2: Budget Total $17,412.24
Year 3: Budget Total $6,912.24

Notes:
* Provided by ASBCS staff

Approved 11/19/2010

1 Academic area to be addressed for improvement
2 Duration of the plan must align with the timeline presented in the Action Steps
3 Refer to Terms to Know in the Renewal Application Instructions
4 Repeat these action steps as necessary to include the appropriate number of steps to accomplish the strategy