RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Learning Crossroads Basic Academy - Sequoia Academics & Arts

INDICATOR:[1] _____ Math **_X_ Reading** **DURATION OF THE PLAN**[2]**:** Begins May, 2012 to May , 2015

MEASURE*	METRIC*	CURRENT STATUS*	End Target For This Plan*[3]
State standardized assessment	Percent (%) of students who score proficient on the State standardized assessment and Student growth percentile (SGP)	(Board staff will enter info here)	Meet or demonstrate sufficient progress toward the level of adequate academic performance as set and modified periodically by the Board.

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

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
Purchase and implement Houghton Mifflin Harcourt (HMH) Language Arts Curriculum for K-5 students and Holt Elements of Literature for 6-12 students.	Purchase: May 2012 Implement: August 2012 - 2014	• Site Administrator • Site Lead Teachers • Assist. Superintendent of Instructional Services	• Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$10,000 One time purchase
Purchase Child U licenses for K-5 students, to support the language arts curriculum.	Purchase: May 2012 Implement: August 2012 - 2014	• Site Administrator • Site Lead Teachers • Assist. Superintendent of Instructional Services	• Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • Child U data reports • State Standardized Testing	$5,000 yearly

Purchase Mountain Language Kits for K-8 students, to support the language arts curriculum.	Purchase: May 2012 Implement: August 2012 - 2014	• Site Administrator • Site Lead Teachers • Assist. Superintendent of Instructional Services	• Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$750 One time purchase
Purchase student computers for replacement of older models, to support the language arts curriculum.	Purchase: May 2012 – May 2014 Implement: August 2012 - 2014	• Site administrators • Site lead teachers • Assist. Superintendent of Instructional Services • Technology Department • Superintendent	• Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$3,000 Per year
Review and revise current language arts curriculum maps to reflect integration of the common core standards.	Aug 2012 - May 2013	• Assist. Superintendent of Instructional Services • Professional Development Coaches • Site Instructors • Site Administrator • Sequoia Instructional Support Team	• District Wide Professional Development Days Participation – sign in sheets • Grade level unwrapping meetings - sign in sheets • Completed aligned ELA Curriculum Maps aligned to Common Core for each classroom/grade level/subject • SAA Monthly Staff Meeting participation – sign in sheets and agendas	$1,000 for classroom coverage yearly
Review and revise current Response to Intervention (RTI) Program.	September 2012, August 2013, 2014	• Director of Special Education • Assist. Superintendent of Instructional Services	• Training documentation – sign in sheets • Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$1,000 for classroom coverage yearly $1,000 For PD yearly

On site academic tutoring and academic enrichment available for all students during elective times.	Aug 2012- May 2013 Aug 2013 – May 2014 Aug2014 – May 2015	• On site administrator • On site instructors	For targeted students: • Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$0 Part of normal operating budget

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
Sequoia Schools Teacher Evaluation System.	December 2012, 2013, 2014 & May 2013, 2014, 2015	• On site administrator	• See document "Sequoia Schools Supervision and Evaluation for Teaching Effectiveness": • Addendum Exhibits, Evaluation Segment 2A-D.	$0 Part of normal operating budget
Pre-observation conference checklist.	August 2012, 2013, 2014	• On site administrator • On site instructors	• See document "Sequoia Schools Supervision and Evaluation for Teaching Effectiveness": • Addendum Exhibits, Evaluation Segment 1B.	$0 Part of normal operating budget
Sequoia Schools Teacher Observation Model	August 2012- May 2013 August 2013 - May 2014 August 2014 – May 2015	• On site administrator • On site lead teachers • Sequoia Instructional Support Team.	• See document "Sequoia Schools Supervision and Evaluation for Teaching Effectiveness": • Addendum Exhibits, Evaluation Segment 1A & E.	$0 Part of normal operating budget
Structured Teacher Lesson Plans	August 2012 -May 2015	• On site administrator • On site instructors	• See document "Sequoia Schools Supervision and Evaluation for Teaching Effectiveness": • Addendum Exhibits, Evaluation Segment 1C-E	$0 Part of normal operating budget

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
Diagnostic On-line Reading Assessment (DORA) quarterly student benchmark assessments	Quarterly	• DORA Coordinator • On site administrator • On site instructors	• Benchmark assessments and data reports • State Standardized Testing	$2,100 yearly
Student assessment using Dynamic Indicators of Basic Early Literacy Skills (DIBELS)	Three times per school year.	• DORA Coordinator • On site administrator • On site instructors	• Documentation via DIBELS on-line assessment tools • State Standardized Testing	$210 yearly
Child U Language Arts Assessments	Monthly	• On-Site Administrator • On-site Instructors	• Child U generated reports student reports	$0 Previously outlined
Power School - teacher/student/parent portholes	Aug 2012- May 2013 Aug 2013 - May 2014 Aug 2014 – May 2015	• Technology Department • Power School Admin	• Track usage by teacher, student, parents • State Standardized Testing	$0 Part of normal operating budget

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
Training on new Language Arts Curriculum.	June 2012 & July 2012 As required 2012-2015	• On site administrator • Site Lead Teachers	• Training documentation – sign in sheets • Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks State Standardized Testing	$0 In house trainers and mentors
Sequoia Charter Wide Professional Development Days	Minimum of Four PD days per school year, 2012-2015	• Assist. Superintendent of Instructional Services • PD Coaches • Sequoia Instructional Support	• Training documentation – sign in sheets • PD Survey Results • Formative and Summative: DORA/DIBELS/Writing • State Standardized Testing	$0 Title IIA Grant Funding

Implementation of Site Based Professional Learning Communities (PLC's).	August 2012- May 2015	• Assist. Superintendent of Instructional Services • PD Coaches • Sequoia Instructional Support Team • Site administrator	• Training documentation – sign in sheets • Site Master Calendar • Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$ 1,000 yearly
Peer Mentoring Program	Aug 2012- May 2013 Aug 2013 - May 2014 Aug 2014 – May 2015	• Site lead teachers • Sequoia Instructional Support Team • Site administrator	• Documentation as prepared by site administrators • Reflection on classroom visits • Teacher evaluation results • Formative and Summative Assessment data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$ 2,000 yearly

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 **$22,750** **Fiscal Year: 2012 - 2013**
Year 2: Budget Total **$12,000**
Year 3: Budget Total **$12,000**

Notes:
* Provided by ASBCS staff
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