RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Edkey, Inc., Sequoia Elementary

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
Continue to implement Rowland Reading Foundation's Superkids Program in K-2. Continue to implement Macmillan McGraw Hill Treasures in 3-6 grades.	Implement: August 2012 through May 2015	• Site administrators • K-2 grade teachers and paraprofessionals • Assist. Superintendent of Instructional Services	• Student Data Reports from the Rowland Reading Foundation website DIBELS student reports • Teacher made assessments • Student Data Reports from the DORA assessments • DIBELS student reports • Teacher made assessments	$55,000 FOR ALL 3 YEARS K- $25,000 1- $10,000 2- $10,000 3- $2,500 4- $2,500 5- $2,500 6- $2,500

Review and revise current language arts curriculum maps to reflect integration of the common core standards.	August 2012 through May 2015	• Assist. Superintendent of Instructional Services • Professional Development Coaches • Site instructors • Site administrators • Instructional Support Team	• District Wide Professional Development Days - sign in sheets • Grade level unwrapping meetings - sign in sheets • Completed ELA curriculum maps aligned with common core for each classroom/grade level/subject • Staff Meeting Participation - Sign in sheets • Assessment Data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$1,000 per year
Review and revise current Response to Intervention (RTI) Program.	August 2012 through May 2015	• Director of Special Education • Site administrators • Teachers and staff • Assist. Superintendent of Instructional Services	• Training documentation - sign in sheets • Assessment Data: DORA/DIBELS/Writing Benchmarks • State Standardized Testing	$2,500 Per year
On site academic tutoring and academic enrichment available for all students Monday through Thursday after school	Aug 2012-May 2013 Aug2013 - May 2014 Aug2014–May 2015	• On site administrators • On site instructors	• DIBELS test scores and all district and state assessments	$5,000 Per year

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 administrators	• 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 administrators • 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 administrators • On site lead teachers • 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 through May 2015	• On site administrators • 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 administrators • On site instructors	• Benchmark assessments and progress monitoring • State Standardized Assessments	$3,000 Per year

Student assessment using Dynamic Indicators of Basic Early Literacy Skills (DIBELS)	Three times per school year	• DIBELS Coordinator • On site administrators • On site instructors	• Documentation via DIBELS on-line assessment tools • Benchmark assessments and progress monitoring • State Standardized Assessments	$1,000 Per year
Student Study Team (SST) meetings to monitor student placement academic progress.	Bi-weekly	• On site administrators • Special Education Instructor • Lead teacher(s)	• Benchmark assessments and progress monitoring • State Standardized Assessments	$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
Continued support and training Language Arts Curriculum via Rowland Reading Foundation and McMillan McGraw Hill	June 2012 & July 2012 As required 2012-2015	• Rowland Reading Foundation training staff • On site administrators • Teachers & Staff	• Agenda provided by Rowland Reading Foundation and MMH Staff and instructor sign-in sheets • Benchmark Assessment Data • State Standardized Assessments	$7,500 Per year
Sequoia Charter Wide Professional Development Days	Minimum of Four PD days per school year, 2012-2015	• Assist. Superintendent of Instructional Services • PD Coaches • Instructional Support Team	• Training documentation - sign in sheets • PD Survey Results • Benchmark Assessment Data • State Standardized Assessments	$0 Title IIA Grant Funding
Implementation of Site Based Professional Learning Communities (PLC's)	August 2012 through May 2015	• Assist. Superintendent of Instructional Services • PD Coaches	• Training documentation - sign in sheets • PD Survey Results • Benchmark Assessment Data	$0 Part of normal operating budget

		• Instructional Support Team • Site Administrators	• State Standardized Assessments • PLC documentation	
Site based K-2 Reading PLC'S Bi-Weekly/K-2 Peer Observations/Weekly	Aug 2012-May 2013 Aug 2013-May 2014 Aug 2014–May 2015	• Site lead teachers • Instructional Support Team • Site administrators	• Training documentation - sign in sheets • PD Survey Results • Benchmark Assessment Data • State Standardized Assessments • PLC documentation	$1,000 Per year

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: $ 39,333.33 **Fiscal Year: 2012 - 2013**

Year 2: Budget Total: $ 39,333.33

Year 3: Budget Total: $ 39,333.33

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