RENEWAL PERFORMANCE MANAGEMENT PLAN

Sequoia Secondary

INDICATOR:[1] ___X___**Math** _____ 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
Review and revise current mathematics curriculum maps to reflect integration of the common core standards	Aug 2012 -May 2015 (Begun 2009)	• Assist. Superintendent of Instructional Services • Professional Development Coaches Site instructors • Site administrators • Instructional Support Team	• District Wide Professional Development Days Participation – sign in sheets • Grade level unwrapping meetings - sign in sheets • Completed Math Curriculum Maps aligned to Common Core for each classroom/ grade level/subject • Staff Meeting participation – sign in sheets and agendas	$1,000 Per year
Purchase and implement Houghton Mifflin Harcourt mathematics curriculum (HS) and Springboard (MS) Math to support FAST Math Scope &	Purchase: May 2012 Implement: August 2012, 2013,	Site administrators, Site lead teachers, Sequoia Schools Assistant Superintendent of Instructional services,	Professional Development logs and achievement data.	SpringBoard $2,000 Per year Houghton

Sequence.	2014	Superintendent.		Mifflin $11,000 Year 1 only

Review, revise and strengthen Response to Intervention (RTI) Program.	Fall 2012 and on-going	• Director of Special Ed • Assist. Superintendent of Instructional Services • Administration • Instructional Staff	• Training documentation – sign in sheets • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$2,500 Per year
On site academic tutoring and academic enrichment available for all students during STAR period, and After School Learning Program.	Aug 2012 - May 2015	• On site administrators • On site instructors	• Student academic tracking • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$5,000 Per Year
Site-Based Professional Learning Communities implementation (PLC)	Aug 2012 - May 2015	• On site administrators • On site instructors	• Training documentation – sign in sheets • Site Master Calendar • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$1,000 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	Each Semester	• 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	Aug 2012 - May 2015	• On site administrators • On site instructors	• See document *"Sequoia Schools Supervision and*	$0 Part of

			Evaluation for Teaching Effectiveness" • Addendum Exhibits, Evaluation Segment 1B	normal operating budget
Sequoia Schools Teacher Observation Model	Aug 2012 - 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	Aug 2012 - 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
Professional Learning Communities implementation (PLC)	Aug 2012 - May 2015	• On site administrators • On site instructors	• Training documentation – sign in sheets • Site Master Calendar • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$0 Previously noted

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
FAST Math quarterly student benchmark assessments.	Quarterly	Sequoia Math Coordinator, On site administrators, On site instructors.	• Benchmark, micro assessments and data reports • State Standardized Testing	$0 Part of normal operating budget
Student academic progress tracked via FAST Math scope	Aug 2012–May 2015	Sequoia Math Coordinator, On site administrators, On	• Benchmark, micro	$0 Part of

and sequence micros (units of study).		site instructors	assessments and data reports • State Standardized Testing	normal operating budget
Powerschool teacher/student/parent portals	Aug 2012–May 2015	Technology Department, Powerschool administrator	• Track usage by teacher, student, parents • State Standardized Testing	$0 Part of normal operating budget
Student Intervention Team (SIT) meetings to monitor student placement, academic progress.	Bi-weekly	On site administrators, Special Education Instructor, lead teachers	For targeted students: • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$0 Part of normal operating budget
Refine process for using Common Formative and Summative Assessments	Starting Summer 2012	PLC Groups, Administrators, and Curriculum Specialists	• Written Micros/Benchmarks aligned to Common Core • Defined and formalized procedures for administering micros throughout the school and organization. • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$0 Part of normal operating budget
Professional Learning Communities implementation (PLC)	August 2012 through May 2015	On site administrators, On site instructors.	• Training documentation – sign in sheets • Site Master Calendar • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$0 Previously noted

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 mathematics curriculum via Houghton Mifflin Harcourt, and the College Board for the Springboard Curriculum.	June - July 2012 As needed 2012-2015	• HMH training staff • College Board staff • On site administrators • Teachers & Staff	• Agenda provided by HMH and instructor sign-in sheets • Agenda from off-site Springboard training and minutes from meetings where information is disseminated. • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$2,500 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 • Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing	$0 Part of normal operating budget
SIOP Method Training / Re-training (For integrating language objectives in all content area classes)	Spring 2012 Summer 2012	• SIOP Institute • Administrators • Teachers & Staff	• Formative and Summative Assessment data: FAST Math Benchmarks • State Standardized Testing • PD Surveys • Teacher Evaluation Form related to lesson planning components.	$2,500 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: $29,500 **Fiscal Year: 2012-2013**
Year 2: Budget Total: $18,500
Year 3: Budget Total: $18,500

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