RENEWAL PERFORMANCE MANAGEMENT PLAN

Sequoia Secondary

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	Purchase: May 2012 Implement: 2012 - 2014	• Site administrators • Site lead teachers • Assist. Superintendent of Instructional Services	• Formative and Summative Assessment data: DORA/Writing Benchmarks • State Standardized Testing	$9,000 One time purchase
Review and revise current language arts curriculum maps to reflect integration of the common core standards.	Aug 2012- May 2015	• 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 aligned ELA Curriculum Maps aligned to Common Core for each classroom/grade level/subject • PLC Meeting participation – sign in sheets and agendas	$1,000 Per year

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: DORA/Writing 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: DORA/Writing 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: DORA/Writing 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	August 2012 - 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	Aug 2012- May 2013 Aug 2013 - May 2014 Aug 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	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
Common planning periods and weekly subject PLC meetings	Weekly	Teachers and Administrators	• Site Master Calendar • Formative and Summative Assessment data: DORA/Writing Benchmarks • State Standardized Testing	$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 data reports • State Standardized Testing	$3,000 yearly
Powerschool teacher/student/parent portals	Aug 2012- May 2013 Aug 2013 - May 2014 Aug 2014 – May 2015	• Technology Department, • Powerschool admin	• 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 Staff • Lead teacher(s)	For targeted students: • Formative and Summative Assessment data: DORA/Writing Benchmarks • State Standardized Testing	$0 Part of normal operating budget

Establish Common Formative Assessments and administration procedures.	Starting Summer 2012	• PLC Groups • Administrators • Instructional Support Team • Assist. Superintendent for Instructional Services	• Construction of Common Formative Assessments by grade level/subject • Formative and Summative Assessment data: DORA/Writing Benchmarks • State Standardized Testing	$0 Title IIA Grant Funding

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 via Houghton Mifflin Harcourt	June 2012 & July 2012 As required 2012-2015	• HMH training staff • On site administrators	• Agenda provided by HMH and instructor sign-in sheets • Formative and Summative Assessment data: DORA/Writing • 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: DORA/Writing • State Standardized Testing	$0 Part of normal operating budget
Implementation of Site Based Professional Learning Communities (PLC's)	August 2012- May 2013 August 2013 - May 2014 August 2014 – May 2015	• Assist. Superintendent of Instructional Services • PD Coaches • Instructional Support Team • Site Administrators	• Training documentation – sign in sheets • Site Master Calendar • Formative and Summative Assessment data: DORA/Writing • State Standardized Testing	$0 Previously noted
SIOP Method Training / Re-training (For integrating language objectives in all content area classes)	Spring 2012, Summer 2012	SIOP Institute	• Formative and Summative Assessment data: DORA/Writing • State Standardized Testing	$2,500 Per year

			• PD Surveys/Teacher Eval	

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: $26,500 Fiscal Year: 2012-2013
Year 2: Budget Total: $17,500
Year 3: Budget Total: $17,500

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