RENEWAL PERFORMANCE MANAGEMENT PLAN

Sequoia School for the Deaf & Hard of Hearing

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 • Director of Special Ed • Professional Development Coaches • Special Education Instructor(s) • Site instructors • Site administrators • Instructional Support Team	• District Wide Professional Development Days Participation – sign in sheets • School-wide data 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 Salary
Purchase and implement Houghton Mifflin Harcourt mathematics curriculum (HS).	Purchase: July 2012 Implement: August 2012, 2013, 2014	• Assist. Superintendent of Instructional Services • Director of Special Ed • Professional Development Coaches • Site administrators • Special Education Instructor(s) • Instructional Staff • Instructional Support Team	• Professional Development logs • Student achievement data	Houghton Mifflin **$2500** Year 1 only Textbooks

Order & implement MAP® for in-depth assessment of mathematics skills aligned with common core, providing standard instructional and student reporting	Fall 2012 and on-going	⅄ Assist. Superintendent of Instructional Services ⅄ Director of Special Ed ⅄ Site Administrators ⅄ Special Education Instructor(s) ⅄ Instructional Staff	⅄ Training documentation – sign in sheets ⅄ Formative and Summative Assessment data to guide instruction ⅄ School-wide data unwrapping meetings - sign in sheets	$1500 Per year subscriptions $2,700 One-time training fee Profess. Dev.
On site academic tutoring and academic enrichment available for all students during SET period and/or After School Learning Program.	Aug 2012- May 2013 Aug 2013 - May 2014 Aug 2014 – May 2015	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Site instructors	⅄ Student academic tracking ⅄ Formative and Summative Assessment data: FAST Math Benchmarks and MAP® ⅄ State Standardized Testing	$10,000 Per Year Salaries
Site-Based Professional Learning Communities implementation (PLC)	Aug 2012 - May 2015	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Site instructors	⅄ Training documentation – sign in sheets ⅄ Site Master Calendar ⅄ Formative and Summative Assessment data: FAST Math Benchmarks & MAP® ⅄ State Standardized Testing	$1,000 Per year Travel

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	Formal Evaluation each Semester	⅄ 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	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ 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	Aug 2012 - May 2015	⅄ Site administrators	⅄ See document *"Sequoia*	$0

Observation Model		⅄ Special Education Instructor(s) ⅄ Site teachers ⅄ Instructional Support Team	*Schools Supervision and Evaluation for Teaching Effectiveness"* ⅄ Addendum Exhibits, Evaluation Segment 1A & E	Part of normal operating budget
Structured Teacher Lesson Plans	Aug 2012 - May 2015	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ 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	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ 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
MAP® web-based assessments	Quarterly	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Site instructors ⅄ Sequoia Math Coordinator	⅄ MAP® instructional reports ⅄ MAP® student reports ⅄ State Standardized Testing	$0 Part of normal operating budget
FAST Math quarterly student benchmark assessments.	Quarterly	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Site instructors ⅄ Sequoia Math Coordinator	⅄ Benchmark, micro assessments and data reports ⅄ State Standardized Testing	$0 Part of normal operating budget
Student academic progress tracked via FAST Math scope and sequence	Aug 2012–May 2015	⅄ Site administrators ⅄ Special Education	⅄ Benchmark, micro assessments and data reports	$0 Part of normal

micros (units of study).		Instructor(s) ⅄ Site instructors ⅄ Sequoia Math Coordinator	⅄ State Standardized Testing ⅄	operating budget
Powerschool teacher/student/parent portals	Aug 2012–May 2015	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Site instructors ⅄ Technology Department ⅄ Powerschool administrator	⅄ Track usage by teacher, student, parents ⅄ State Standardized Testing ⅄	$0 Part of normal operating budget
IEP Team meetings to monitor student placement, academic progress.	Annually IEP goals monitored and reported quarterly	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Site instructors	⅄ Formative and Summative Assessment data: MAP ® Assessents & FAST Math Benchmarks ⅄ State Standardized Testing	$0 Part of normal operating budget
Refine process for using Common Formative and Summative Assessments	Starting Summer 2012	⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Site instructors ⅄ PLC Groups ⅄ 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	June - July 2012 As needed 2012-2015	⅄ HMH training staff ⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Teachers & Staff	⅄ Agenda provided by HMH and instructor sign-in sheets ⅄ Formative and Summative Assessment data: MAP ® & FAST Math Benchmarks ⅄ State Standardized Testing	$2,500 Per year Professional Development
Training on new MAP ® Assessments	June - July 2012 As needed 2012-2015	⅄ Northwest Evaluation Association (NWEA) ⅄ Site administrators ⅄ Special Education Instructor(s) ⅄ Teachers & Staff	⅄ Agenda from MWEA training and sign-in sheet ⅄ Formative and Summative Assessment data: MAP ® & FAST Math Benchmarks ⅄ State Standardized Testing	$2,700 one time cost Professional Development
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

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: $24,600 **Fiscal Year: 2012-2013**
Year 2: Budget Total: $14,500
Year 3: Budget Total: $14,500

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