RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Nancy McLendon

INDICATOR:[1] ___Math __X_Reading **DURATION OF THE PLAN**[2]**:** Begins March 1, 2012 to June 30 , 2014

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
1. Limit reading group size to a maximum of 3 students for the lowest scoring 15% of the students as measured by AIMS reading test and leveled reader benchmarks by increasing number of staff in intervention program by 2.	Implement by 8/25/2012, Continue through 6/30/2014	Scott Williamson, Nancy McLendon	Bottom 15% of students as measured by AIMS and leveled reader benchmarks will be in small groups of 3 or less without increasing the average number of students in the higher performing groups.	$47,998
2. Implement after school tutoring for students struggling in reading in grades 1-3 as evidenced by benchmarks and classroom level formative testing.	Implement by 8/25/2012, Continue through 6/30/2014	Scott Williamson, Nancy McLendon	At least 50% of students failing to benchmark on grade level in grades 1-3 attend after school tutoring as evidenced by roll sheets.	$37,291
3. Implement last hour reading intervention classes for grades 4-8 for all underperforming students as measured by benchmarks and classroom level formative testing.	Implement by 8/25/2012, Continue through 6/30/2014	Scott Williamson, Nancy McLendon	At least 90% of students failing to benchmark on grade level in grades 4-8 attend last hour reading intervention classes as evidenced by roll sheets.	$12,790
4. Implement Friday tutoring for students struggling in reading in grades k-8 as evidenced by benchmarks and	Implement by 8/25/2012,	Scott Williamson, Nancy McLendon	At least 50% of students failing to benchmark on grade level in grades K-8 attend Friday tutoring as	$87,751

classroom level formative testing.	Continue through 6/30/2014		evidenced by roll sheets.	

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
1. Develop and implement plan for formal teacher performance evaluations that includes monitoring of lesson plans, informal classroom observations, and AIMS outcomes. Performance pay will be determined by teachers rating on performance evaluation.	Begin 3/1/2012 Complete 7/15/2013	Scott Williamson	Every teacher will have received a formal evaluation of their performance with how it affected their performance pay, suggestions for improvement, and notification of professional development opportunities. Evaluations will have been distributed to them in individual meetings with the school principal and they will have created an individualized improvement plan.	$6,000
2.				
3.				
4.				

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
1. Add the DRA and Star Early Literacy Tests to the current assessments used to drive lesson planning and determine student placement in reading intervention programs.	Begin 3/1/2012 Complete 11/1/2012	Scott Williamson, Nancy McLendon	Results for all students in grades K-3 have been made available to the Data Review Team.	$4,600
2.				
3.				

4.				

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
1. Conduct needs assessment through survey of teachers, analysis of testing data, and results of current teacher performance evaluations.	Begin 3/1/2012 Complete 6/10/2014	Scott Williamson, Data Review Team	Data will have been collected and reviewed by Data Review Team.	$4,500
2. Generate plan based on prioritized deficiencies identified through the needs assessment.	Begin 3/1/2012 Complete 8/15/2012	Scott Williamson, Data Review Team	Plan with calendar of events and lists of professional development opportunities has been disseminated to all staff members.	$0
3. Train all reading instructional staff in the administering of the DRA and STAR Early Literacy Tests.	Begin 3/1/2012 Complete 8/15/2012	Nancy McLendon	All reading instructional staff have received training as evidenced by roll sheets and post instruction testing.	$1,900
4.				

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 __$72,024____ Fiscal Year ___2012____
Year 2: Budget Total __$66,438____
Year 3: Budget Total __$64,368____

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