# RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Edkey, Inc., Sequoia Redwood

**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 |
|---|---|---|---|---|
| 1. Purchase and implement Houghton Mifflin Harcourt (HMH) Language Arts Curriculum. | Purchase: July 2012 Implement: August 2012, 2013, 2014. | Site administrators, Site lead teachers, Sequoia Schools Assistant Superintendent of Instructional services, Superintendent. | Invoice and payment for curriculum program. | $24,000.00 Year 1 $12,000.00 Year 2 $12,000.00 Year 3 |
| 2. Review and revise current language arts curriculum maps to reflect integration of the common core standards. | August 2012 through May 2015. | Director of Professional Development, Professional Development Coaches, Site instructors, Site administrators, Sequoia Instructional Support Team. | Scheduled Sequoia Charter Wide Professional Development Days (2012-13 school year): September 2012, November 2012 February 2013, April 2013> Documentation via agendas & sign-in sheets.<br><br>Redwood monthly staff meetings> Documentation via agendas & sign-in sheets.<br><br>PD days to be scheduled on future dates for 2013 through 2015. | $0 |

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| 3. Review and revise current Response to Intervention (RTI) Program. | September 2012, August 2013, 2014 | Director of Special Education, Director of Professional Development. | Director of SPED & Director of Professional Development to provide training> Documentation via agendas & sign-in sheets.<br>HMH to provide curriculum. | $0 |
| 4. On site academic tutoring and academic enrichment available for all students every Friday morning (note: compulsory attendance Monday through Thursday). | August 2012- May 2013<br>August 2013 - May 2014<br>August 2014 – May 2015 | On site administrators, On site instructors. | Due to the flexibility of a Monday through Thursday schedule, students will be afforded the opportunity to attend on Friday for additional academic support. | $0 |

**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. 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 |
| 2. 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 |
| 3. Sequoia Schools Teacher Observation Model. | August 2012- May 2013<br>August 2013 - May 2014<br>August 2014 – May 2015 | On site administrators, On site lead teachers, Sequoia Instructional Support Team. | See document *"Sequoia Schools Supervision and Evaluation for Teaching Effectiveness"*: Addendum Exhibits, Evaluation Segment 1A & E. | $0 |

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| 4. 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 |

**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. Diagnostic On-line Reading Assessment (DORA) quarterly student benchmark assessments. | Quarterly | DORA Coordinator, On site administrators, On site instructors. | Completed benchmark assessments. | $0 |
| 2. Student assessment using Dynamic Indicators of Basic Early Literacy Skills (DIBELS) | Three times per school year. | DORA Coordinator, On site administrators, On site instructors. | Documentation via DIBELS on-line assessment tools | $0 |
| 3. Student, teachers and parents will have access to monitor student academic progress via Powerschool management database system. | August 2012 through May 2015 | Technology Department, Powerschool administrator | Daily on-line monitoring of Powerschool program | $0 |
| 4. The Student Intervention Team (SIT) process to monitor student placement will be reorganized to address all facets of student academic, behavior and socialization skills. | As needed | On site administrators, Special Education Instructor, lead teachers | Agenda and minutes from SIT meetings. | $0 |

**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. 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 | Included with cost of curriculum. Additional cost if more training is required. |
| 2. Teachers will benefit from a more structured training model during Sequoia School's charter wide professional development days | Four PD days per school year, 2012-2015 | Director of Professional Development, PD Coaches, Sequoia Instructional Support | Agendas and sign-in sheets | $0 |
| 3. Implementation of Professional Learning Communities (PLC's). | August 2012- May 2013<br>August 2013 - May 2014<br>August 2014 – May 2015 | Director of Professional Development, PD Coaches, Sequoia Instructional Support, Site administrators | Copy of school master schedule to provide time for PLC's to meet a minimum of two times per week. PLC documentation. | $0 |
| 4. Implementation of a peer mentoring program | August 2012- May 2013<br>August 2013 - May | Site lead teachers, Sequoia Instructional Support Team, Site administrators | Documentation as prepared by site administrators. | $0 |

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| | 2014<br>August<br>2014 – May<br>2015 | | | |

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 $24,000** **Fiscal Year 2012-13**
**Year 2: Budget Total $12,000**
**Year 3: Budget Total $12,000**

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