RENEWAL PERFORMANCE MANAGEMENT PLAN READING TEMPLATE

INTEGRITY EDUCATION INCORPORATED

INDICATOR:[1] ___Math _X__Reading **DURATION OF THE PLAN**[2]**:** Begins _July 1, 2012_ to July 1,2016

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. Building on existing curriculum development documents Integrity will realign its reading and language arts curriculum with the new Common Core Standards (CCSS) including the following tasks: • Curriculum Mapping of six grade levels per year • Content (What do students need to know) and Skills (What do students need to be able to do) are age and developmentally appropriate at each grade level.	Grades 1,2,4,5,8 and 9 July, 2013 Grades 3,6,7,10,11 and12 July 2014 .	Program Director	Integrity completes and displays quality new reading/language arts curriculum maps for six grade levels at the end of each of the next two years in the timeline. The curriculum maps clearly implement CCSS.	**No cost**

• Content and Skills demonstrate purposeful spiraling throughout grade levels				
2. The school reading & language arts curriculum will be monitored, evaluated, and revised annually based upon multiple factors. • LEA curriculum. • CCSS and other state and federal standards. • Student performance on state assessment. • Student academic needs defined from other sources.	On-going Year to year. Particularly an extensive monitoring and evaluation process during 2014-15 and 2015-16 school years with full implementation of CCSS.	Principal/Superintendent	• Minutes from annual meetings. • Student performance in AIMS testing. • Prescriptive recommendations for individual students by various on-line, software and other evaluation programs.	No cost.
3. The curriculum will be communicated and disseminated to all staff, students, families, and major community members during the process of monitoring, evaluating, and review. • Modifications will be as needed to support student performance using a wide variety of data gathered in the evaluation process.	On-going as modifications are initiated. Minimum July of each year through July of 2016.	Administrative Assistant	• Minutes and attendance records from meetings held with various school community members. • Copies of letters or e-mail communications with school community members.	$200.00 each year through 2016 school year.
4. Course offerings will be sufficient for all students to learn the Common Core standards and performance objectives.	On-going year to year.	Program Director	• Course offerings demonstrate correlations with Common Core standards.	$500.00 each year through 2016 school

• A variety of academic supports will be provided as appropriate.			• Views of academic supports provided. • Data from various sources reflecting quality of student performance. • Percentage of students meeting the AYP reading requirements is equal to or greater than the state average.	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
1. Integrity will place emphasis the development of high-quality standards-based units of study tied to curriculum maps. • Develop benchmark student work samples, tied to the curriculum map products. • Assistance provided for teachers to develop assessment items matched to curriculum maps which better allow teachers to use strong assessment items, correlated to CCSS, within the flow of their teaching.	Correlated with the completion of grade level curriculum maps from July, 2012 through July, 2014 Then on-going.	Program Director	• CCSS based units of study included in curriculum maps. • CCSS based units of study observed in lesson plans.	No cost
2. All instructional <u>activities</u> will be aligned to instructional objectives based on Common	Correlated with the completion	Principal/Superintendent	. • Classroom observation records..	No cost.

Core Standards. • Teachers consistently assign practice activities aligned with the concept and thinking level of the lesson objectives. • Teachers consistently use formative assessment data to determine the correct level of difficulty for individual or group instruction.	of grade level curriculum maps from July, 2012 through July, 2014 Then continuous.		• Samples of student work. • Teacher maintained files of assessment data used to determine needs for targeted instruction. • Lesson plans reflect implementation of curriculum maps and targeted instruction.	
3. All instructional materials are scientifically researched based and aligned with Common Core Standards and Performance objectives. • Instructional materials are current, developmentally appropriate, and meet the research and reading needs of a diverse population.	Correlated with the completion of grade level curriculum maps from July, 2012 through July, 2014 Then continuous.	Program Director	• Classroom observations indicate targeted use of a wide variety of scientifically, research based instructional strategies. • Purchase record of materials includes a study for evidence of their scientifically researched effectiveness, and alignment.	$500.00 each year through 2016 school year.
4. The evaluation of personnel will be directly aligned to implementation and effective use of Common Core Standards. • There will be comprehensive, written policies and procedures	Correlated with the completion of grade level curriculum maps from July, 2012	Principal/Superintendent	• Written policies and procedures completed and in the policy manual. • Completed classroom observation and teacher evaluation forms are in files as evidence of use.	No cost.

for the evaluation of all personnel. • The evaluation process will be directly connected to the goals for improving student learning.	through July, 2014 Then continuous.		• Students meeting proficiency in the AIMs reading test will remain at or near 100% with an average increase of 1 point each of the next three years in the scoring for Concept strands 2 and 3. (Comprehending literary text and comprehending informational text)	

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. Integrity will focus on curriculum based monitoring (CBM) using measurement materials aligned with the school curriculum: • Provide an easy and quick method for gathering data for student progress.: • Are reliable and valid means to measure student progress. • Records valid information about student growth within the instructional program	Correlated with the completion of grade level curriculum maps from July, 2012 through July, 2014 Then continuous.		• Monitoring and assessment resources are available for public viewing. • Frequent recorded reports are used as tools for instructional planning, measuring student progress, and parent teacher conferences.	No cost
2. Assessment information is used to formulate instructional decisions. • Measurement is frequent and at regular intervals. • Increased teacher efficiency through better instructional decision making. • Teachers learn to analyze student data and adjust	Correlated with the completion of grade level curriculum maps from July, 2012 through		• Frequent recorded reports used as tools for instructional planning, measuring student progress, and parent teacher conferences. • Minutes of teacher workshops.	

instructional goals for both class and individual students. • Shows rates of student improvement. • Assesses specific skill being taught	July, 2016 Then continuous			
4.Data provides a view of the progress each class and each student has made in mastery of standards. • Documents achievement gains and identifies areas in need of remediation. • Identifies standards achieved by less than 80% of the class and assigned for targeted instruction. • Identifies students not demonstrating adequate progress. • Provides details on each standard assigned for targeted instruction and corresponding instruction assignments. •	Correlated with the completion of grade level curriculum maps from July, 2012 through July, 2016 Then continuous		Frequent recorded reports • Track results of periodic standards based testing with the average change from test to test shown. • Identify standards achieved by less than 80% of the class and assigned for targeted instruction. • Graphing of progress provided to teachers, administrators, students and parents. • A bi-weekly parent letter showing student progress; listing tests taken, dates, percentage correct, time spent on instruction, standards covered, and targeted instruction assignments.	No cost
• Students meeting reading proficiency in AIMs testing remains at or near 100%	Continuous		• Students meeting proficiency in the AIMs reading test will remain at or near 100% with an average increase of 1 point each of the next three years in the scoring for Concept strands 2 and 3. (Comprehending literary text and comprehending	

			informational text).	

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. Integrity will develop a plan that ensures that all instructional staff receive appropriate reading curriculum and instructional materials and are provided with professional development training necessary to effectively use curricular, instructional, and data resources relating to CCSS.	Correlated with the completion of grade level curriculum maps from July, 2012 through July, 2014 Then continuous	Program Director	• Teachers participate in the development of curriculum maps and are provided with training necessary to understand their use in improving student achievement.	No cost
2. The long term professional growth of teachers is required and focuses directly on increasing student achievement in reading and language arts..	Continuous Friday afternoons during the school year.	Principal/Superintendent	• Professional development opportunities model scientifically research-based teaching strategies to support student learning. • Classroom practice of the strategies is evidenced and supported. • Students have instructional opportunities to connect and apply their learning to real-life experiences.	No cost
3. Professional development will be continuous and job-embedded.	Continuous Friday afternoons during the school year	Principal/Superintendent	• Teachers participate in professional development to update their content knowledge and professional practices that are scientifically researched, • Professional development time is provided weekly for	No cost

			teachers to collaborate in order to study resources, analyze data, and study research.	
4.Professional development promotes high expectations of students and teacher acceptance of their professional role in student success and failure.	Continuous Friday afternoons during the school year	Principal/Superintendent	• All teachers consistently go beyond required professional development to enhance their teaching skills and as a result there is evidence of improved student achievement. • Students appear to be actively engaged in learning. • Students meeting proficiency in the AIMs reading test will remain at or near 100% with an average increase of 1 point each of the next three years in the scoring for Concept strands 2 and 3. (Comprehending literary text and comprehending informational text).	$350 each year through 2016 school 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 _$1550.00_ Fiscal Year __2012__
Year 2: Budget Total _$1550.00_
Year 3: Budget Total _$1550.00_
Year 4: Budget Total _$1550.00
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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