RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

PHOENIX SCHOOL OF ACADEMIC EXCELLENCE

INDICATOR:[1] ___Math ✓Reading **DURATION OF THE PLAN**[2]**:** Begins May 1, 2012 to June 30, 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. Conduct quarterly data reviews of curriculum-specific assessment data, lesson plans, and performance objective completion checklists.	2012-2015	Curriculum Coord., Administrative team, classroom teachers	Assessment data reports, copies of lesson plans, performance objective checklists; improved AIMS/assessment scores	$0
2. Develop a reading pacing framework detailing performance objectives for each reading course/grade level to be used in the development of student growth goals after baseline data is established.	May 2012 – Oct 2012	Curriculum Coord., reading teacher(s), external consultant (*option if needed*)	Completed reading curriculum pacing guide detailing performance objectives; improved AIMS/assessment scores	$1,000 (2012/13)
3. Re-format teacher lesson plan templates to reflect any changes in the alignment, sequencing, pacing or correlation of reading curriculum.	July 2012	Curriculum Coord., Administrative team	Copies of revised template and a representative sample of teacher lesson plans; teacher observation reports	$0
4. Develop a written procedure defining the criteria for Tier 2 interventions, use of supplemental instructional materials and recommendations for additional reading tutoring services.	June 2012 – July 2012	Administrative team; Curriculum Coord., Governing Board	Copy of approved procedure; approved board minutes	$0 *Covered withing Title I Budget*

Approved 11/19/2010

5. Add 1.5 FTE highly qualified paraprofessionals to support the reading instructional team. (0.5 FTE 2013) (1.5 FTE 2014)	SY 2013-14	Governing Board, Administrative Team	Approved budgets; governing board minutes, payroll records	$23,790 (2013/14) $35,751 (2014/15)

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. Use AZ Standards performance objective checklists completed by teachers and linked to reading curriculum map.	SY 2012-2015	Classroom teachers; Curriculum Coord., Administrative team	Student baseline, benchmark and standardized assessment data; copies of teacher checklist; classroom observation reports	$0
2. Review teacher lesson plans weekly for documentation and alignment of reading performance objectives.	SY 2012-2015	Classroom teachers; Curriculum Coord., Administrative team	Copies of lesson plans; written guidance or support documents	$0
3. Implement and continue individualized student growth plans based on baseline data and tracked by performance objected via benchmark assessment data.	SY 2012-2015	Classroom teachers; Curriculum Coord., Administrative team; opt. consultant	Copies of student growth worksheet; progress and trends indentified over time; classroom observation reports	$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. Continue to utilize the *Study Island* and reutilize PLATO reading standardized baseline and benchmark assessment system aligned to state standards and performance objectives.	2012-2015	Classroom teachers; Curriculum Coord., Administrative team	Student assessment data reports; data analysis summaries; disaggregated assessment data by performance objective or Conceptual Category; improved AIMS/assessment scores	$450 Annually
2. Monitor student performance growth as measured by standardized benchmark assessment cross-	2012-2015	Classroom teachers; Curriculum Coord., Administrative team	Initial baseline assessment scores; monthly or ongoing benchmark assessment scores, growth	$0

referenced to performance objectives on a monthly basis.			reports/charts; improved AIMS/assessment scores	
3. Monitor student growth through monthly reading team meetings and review of performance objective checklists.	2012-2015	Classroom teachers; Curriculum Coord., Administrative team	Meeting agendas and support materials; lesson plans; student growth plans; improved AIMS/assessment scores	$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. Provide initial pre-service training in the proper and effective use of reading curriculum, supplemental resources and tutoring services.	Jul/Aug 2012	Administrative team, Curriculum Coord., Contracted trainer	Sign-in sheets of participants, training agenda or syllabus; sample training materials	$500 (2012/13)
2. Provide initial pre-service training on the proper use of baseline, benchmark and standardized assessment data to monitor and adjust student instruction and growth plans.	Jul/Aug 2012	Administrative team, Curriculum Coord., Contracted consultant *(optional if needed)*	Sign-in sheets of participants, training agenda or syllabus; sample training materials; sample plans and templates;	$250 (2012/13)
3. Provide continuing in-service training and support on a monthly/quarterly basis to monitor the reading curriculum, supplemental materials and tutoring services.	SY 2012-14 *Monthly* SY 2013/14 *Quarterly*	Administrative team, Curriculum Coord., Contracted trainer *(optional if needed)*	Meeting schedules, agendas, attendance sheets, materials, sample teacher/student artifacts, assessment data reports; improved AIMS/assessment scores	$500 Annually
4. Provide continuing in-service training and support on monthly/quarterly basis to monitor the successful use baseline, benchmark and standardized assessment data to monitor and adjust student instruction and growth plans.	SY 2012-14 *Monthly* SY 2013/14 *Quarterly*	Administrative team, Curriculum Coord., Contracted consultant *(optional if needed)*	Meeting schedules, agendas, attendance sheets, materials, sample teacher/student artifacts, assessment data and student growth reports; improved AIMS/assessment scores	$500 Annually

5. Conduct monthly data reviews of reading assessment data and align appropriate and effective instructional strategies to meet the needs of the class and/or individual student growth plan.	SY 2012-15	Curriculum Coord., Administrative team, classroom teachers	Meeting schedules, agendas, attendance sheets, materials, sample teacher/student artifacts, assessment data and student growth reports; improved AIMS/assessment scores	$0

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 $ 3,200 **Fiscal Year** 2012/13
Year 2: Budget Total $25,240
Year 3: Budget Total $37,201

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