PERFORMANCE MANAGEMENT PLAN TEMPLATE

Vicki A. Romero High School

INDICATOR:[1] _X__Math _X__Reading **DURATION OF THE PLAN**[2]**:** Begins August 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. Align current math and reading teaching materials to the curriculum map for each math and English (reading) course based on common core standards.	By October 1, 2012 with annual revisions as necessary for the school years 2012-13 and 2013-14.	Math and English (reading) Teachers, Curriculum Specialist, Principal	The curriculum maps for math and English (reading) classes will show which teaching materials align with each objective being taught from the common core standards.	No extra cost as teachers will work with the Curriculum Specialist and Principal during inservice days within the school year and at bimonthly math and English (reading) teachers team meetings.
2. Develop effective math and reading lesson plans using common core objectives in math and reading that will include an introduction, direct instruction, practice, and assessment of the lesson objective and which will	Five lesson plans per week each for math and English (reading) courses will be	Math and English (reading) teachers, Curriculum Specialist, Principal	Math and English (reading) teacher published math and reading daily lesson plans in the Taskstream lesson plan program which meet the established criteria.	Cost: Classrooms already have smart boards, will purchase 30, 16 GB IPADS for

incorporate interactive technology (smart boards, IPADS, Student Response Systems) as appropriate.	published in the Taskstream lesson plan program, each week from the start of the school year (August 1, 2012) ongoing though the end of the school year (May 30, 2012) with revisions to lesson plans made, as necessary, for the 2013-14 school year.			2012-13 school year, cost= $499 each totaling $14,970 (free shipping) and 30 additional for the 2013-14 school year, cost=$14,970. Will continue Taskstream lesson plan program at a cost of $2,000.00 per year. Will add 7 Student Response System Classroom sets ($2500 per set) for the 2012-13 school year cost= $17,500 and 3 additional classroom sets for the 2013-14 school year, cost=$7,500. Time for developing the lesson plans is built into the teacher inservice day schedule and daily workday for both the 2012-13 and 2013-14

				school years. Total 2012-13 costs=$34,470 Total 2013-14 costs=$24,470
3. Implement a new course schedule that provides for a daily 30 minute period of tutoring for students in 9th and 10th grade math and English (reading) (and those 11th and 12th graders who have not passed AIMS tests in math and/or reading) for those students who do not fail the assessment of the common core standard objective taught in math and/or reading that day.	Starting in August 1, 2012 through June 30, 2014.	Math and English (reading) teachers will teach the tutoring/makeup sessions each day.	Attendance log of students in attendance at the daily tutoring sessions.	Additional cost includes the hiring of an additional highly qualified math and a highly qualified English teacher (reading) in order to provide smaller class sizes in math and English (reading) and to have highly qualified math and English (reading) teachers available for daily tutoring . 2 FTE teacher salaries with benefits for 2012-13=$90,000 2 FTE teacher salaries with benefits for 2012-14=$90,000

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. Implement a teacher evaluation process that requires teachers to perform an analysis every 4 weeks of Galileo benchmark assessments individually and within their math and English (reading) departments.	Begin the new teacher evaluation process by September 1, 2012 and continue use throughout the 2012-13 and 2013-14 school years.	Math and English (reading) teachers, Curriculum Specialist, Principal	Results of Galileo benchmark assessments will be part of each teacher's formal evaluation plan. Each teacher will be required to turn into the Principal an analysis of their individual student progress for each class based on their Galileo results which will include their own personal analysis and a subject team analysis. The analysis will include an improvement plan.	No additional cost. Galileo cost already in school budget and the school day schedule allows teacher time for analysis of benchmark assessment results.
2. Implement the REIL (Rewarding Excellence in Instruction and Leadership) teacher evaluation instrument which is designed to support teacher implementation of formative assessment at a student and class level, curriculum content, instructional strategies, student engagement time, and participation in professional collaborative groups.	Begin new teacher evaluation process by September 1, 2012 and continue use throughout the 2012-13 and 2013-14 school years.	All teachers, Curriculum Specialist, Principal	All teachers will be evaluated by the Principal with the formal REIL evaluation instrument at least two times per year.	No additional cost. Principal's major duty is teacher evaluation.
3. Create common core standards 4-week benchmark formative assessments using the Galileo assessment program in math and reading based on the curriculum map of common core objectives to be taught every four weeks of the school year in math and reading for a total of	By September 1, 2012 the first 4-week assessment will be completed with each 4-	Math and English (reading) Teachers, Principal, and Curriculum Specialist	Galileo 4-week assessments will be accessible for each teacher to print and score through the school network.	No additional cost.

8 total assessments.	week assessment to follow in November, December, 2012 and January, February and March 2013, with revisions as necessary made during the 2013-14 school year.			
4. Administer common core standards formative assessments using the Galileo assessment program in math and reading based on the curriculum map of common core objectives to be taught every four weeks during the school year in math and reading.	Each four weeks of each semester beginning in August 2012 through May, 2013 and continuing every 4 weeks for the 2013-, 2014 school year.	Math and English (reading) teachers, Principal, and Curriculum Specialist	Evidence of 8 common formative assessments in math and 8 common formative assessments in reading in the Galileo assessment program.	No additional cost.

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. Math and English (reading) teachers will analyze the common core standard Galileo 4-week formative benchmark assessments in math and reading at the student level of attainment.	Every 4 weeks during the 2012-13 school year starting in September 2012 through May 2013 and following the same schedule for the 2013-14 school year	Teachers	Every 4 weeks, teachers will turn in an analysis of the results of the common core standards Galileo 4-week formative benchmark assessments in math and reading by student and class proficiency.	No additional cost.
2. Math and English (reading) teachers will keep a record of attainment of common core standards for each of their students that will be reviewed with the students and their parents after every 4 week common core standards formative Galileo assessments.	Every 4 weeks during the 2012-13 school year starting in September 2012 through May 2013 and following the same schedule for the 2013-14 school year.	Math and English (reading) teachers.	Teachers' student achievement logs and documentation of parent meetings every 4 weeks. The achievement record for each student will include attendance, grades, performance on daily lesson assessments and number of days in attendance in the tutoring period, individual 4 week Galileo benchmark assessment results, and any other relevant school data such as Azella testing.	No additional monies required. There will be 8 half days built into the school schedule so teachers can meet with parents in the afternoon and evening of

				those days
3. Math and English (reading) teachers during the tutoring class will reassess each student on the objective taught following the tutoring instruction and report back to the regular math or English (reading) teacher, if the objective was met.	Daily, each time a student attends the tutoring class.	Math and English (reading) teachers.	Documentation student performance on the assessment of the objective taught in tutoring.	No extra cost.
4. Math and English (reading) teachers will meet weekly by department to review the number of students not passing daily objectives and will determine any area of the curriculum maps need to be modified to be ensure student mastery.	Weekly starting in August 2012 for the entire school year, and again for the 2013 school year.	Math and English (reading) teachers, Principal, Curriculum Specialist	Record of modifications made to the curriculum maps in math and reading	No extra cost.

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. Math and English (reading) teachers will attend 5 days of direct in service instruction regarding aligning their curriculum to common core standards, developing dynamic and multimedia instructional lesson plans with daily assessment of lesson objectives, using available technology (smart boards, IPADS, Student Response Systems), and the Taskstream lesson plan program	August 1, 2012 to May 25, 2013 10 day . August 1, 2013 to May 25, 2014 10 days.	Curriculum Specialist, Principal, math and English (reading) teachers	Math and English (reading)teacher's lesson plans published in Taskstream lesson program will reflect the criteria they were instructed to include in a daily lesson plan.	No extra monies needed. 10 in service days will be built into the teacher contracts.

and how to analyze assessment data by class and student to improve student achievement each school year.				
2. Math and English (reading) teachers will attend a half day of in service where the Principal will review the new teacher evaluation form and procedures.	One half day during the in service training week prior to school starting in August, 2012 and again at the start of the school year in August, 2013.	School Principal	Teachers attendance at half day in service regarding teacher evaluation procedures.	No extra monies needed. 10 in service days will be built into the teacher contracts.
3. Math and English (reading) teachers will attend a half day of in service where the school principal will review procedures and methods of teaching , assessment, and reporting of student results required for the new tutoring class.	One half day during the in service training week prior to school starting in August, 2012.	School Principal	Teachers attendance at half day in service regarding tutoring class procedures and methods.	No extra monies needed. 10 in service days will be built into the teacher contracts.
4. Math and English (reading) teachers will attend a full day of in service training on the proper use of the technology they will be required to use in their daily lessons plans, including the Taskstream lesson plan program, Smart Boards, IPADS, and Student Response Systems.	One full day during the in service training week prior to school starting in	Principal and Curriculum Specialist	Teachers attendance at full day in service regarding proper use of Taskstream lesson plan program , Smart Boards, IPADS, and Student Response Systems.	No extra monies needed. 10 in service days will be built

	August, 2012 and again at the start of the school year in August, 2013.			into the teacher contracts.

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 ___0.0_____ Fiscal Year __FY 2012__
Year 2: Budget Total __$167,742_____
Year 3: Budget Total __$157,742_____

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