Performance Management Plan Math

Applicant Name: SCOTTSDALE COUNTRY DAY SCHOOL

Indicator (check one): _✓_Math _____Reading **Duration of the Plan:** Begins July 1 and continues for two years

Measure	Metric	Expected/Predicted Baseline Based on Enrollment of Target Population	Annual Target For The Plan
State standardized assessment data (school average)	Percent (%) of students who score proficient on the State standardized assessment	75%	Meet or demonstrate sufficient progress toward the Level of Adequate Academic Performance (LAAP) as set and modified periodically by the Board
	Average student growth percentile (SGP) on the State standardized assessment.	5%	

Applicant does not edit sections in grey

STRATEGY I: Provide and implement a curriculum that improves student achievement.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Evaluate/compare math curriculum to state standard compliance and identify any gaps.	By July 15, 2013, 2014	Principal	Compiled report of any curricular gaps present and inform teachers of needed corrections or adjustments.	$0
2. Form Curricular Committee. Members to specialize in all math curriculum areas.	Assigned 8/1/13,8/1/14 Report 8/7/13,8/7/14	Principal & Teacher	Curricular Committee member reports on changes effected to improve and edit curricular gaps.	$0
3. Daily supplement to lesson plans and activities by using technology based programs such as IXL.com and easyCMB (math assessments) and other instructional methods based on curriculum guidelines. Lesson plans to align with given assignments.	Monthly August 2013–2014 & May 2014-2015.	Teacher	Principal will approve lesson plans prior to presentation. Copies of all lesson plans to be retained in a binder for review at the end of each quarter, semester and to monitor academic progress throughout the year.	$0
4. Design and customize independent work	Complete	Teacher	Prior to the end of each quarter,	$0

projects as part of the quarterly portfolio, to improve differentiation in math curricula that challenge them with tasks that are on or above their instructional level.	50% of assigned portfolio for parent progress reports. 08/29/13 & 2014 11/ 20/13 & 2014 2/8/14 & 2/8/2015		teacher(s) will provide a progress report defining the student's specific achievements in math.	
5. Design constructive group/individual work tasks (to target those students who fall below grade level in score results from easyCMB (K-1, 3-6)), SAT-10 (grade 2), and or score in the "approaches or falls far below" on AIMS (3-6) in math curricula in order to help them master math comprehension concepts they struggle with. Review prior years (SPG) for trend analysis as part of AIMS results.	End of Each Quarter 2013-2015 9/29/13& 2014 12/20/13 & 2014 3/08/14 & 2015 5/29/14 & 2015	Principal, SPED Teacher, Counseling Staff and Teacher	Teachers to complete a quarterly report card to identify areas of remediation/interventions and work tasks that will show a positive student growth and improvement in math achievement.	$0
6. At the completion of each quarter, math specialist and or SPED teacher and counseling staff will meet with teacher and discuss assessment results and recommend and develop possible remediation, intervention, modification, and or accommodation for struggling students.	End of Each Quarter Year 09/29/13 & 2014 12/20/13 & 2014 03/08/14 & 2015 05/29/14 & 2015	Principal, SPED Teacher, Counseling Staff and Teacher	At the end of each quarter Teacher(s) will turn in a completed copy of intervention plan.	$0
7. Summative exams will be administered at the end of each semester.	November/ December 2013 & 2014	Teacher	Progress will be reviewed and compared to established benchmarks. Benchmarks not met will require ongoing remediation	$0

	and April/May 2014 and 2015		efforts.	

STRATEGY II: Develop and implement a plan for monitoring the integration of the Arizona Academic Standards into instruction.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Develop criteria for teacher observations and assessments.	July 2013 & 2014	Principal	Written assessment criteria will be given to all teachers prior to commencement of school year.	$0
2. Meeting with teachers on state standards.	Monthly August 2013-14	Principal and Teachers	Complete team meeting notes.	$0
3. Informal monthly walk through to observe teacher during math instruction and class interaction two to three times per month.	Monthly August 2013-14	Principal and qualified staff (SPED, Counselor)	No teacher meeting or written report unless expectations are not met.	$0
4. Principal will complete a formal walkthrough to observe teacher during math instruction and class interaction three times per year.	October & December 2013-2014 May 2014-2015	Principal	Principal will use criteria to evaluate teacher effectiveness including curriculum alignment to Arizona State Standards. Evaluations will be placed in teacher's file.	$0
5. Provide training on IXLmath and easyCMB (on- line math programs) assessments and scores which align with Arizona State Standards.	Monthly August 2013-May 2015	Principal and Teacher	Lesson plans approved prior to the month of presentation and kept on file for quarterly review for progress and effectiveness.	$0
6. Analysis of quarterly and semester math curricula and summative testing results to understand trends in (SPG) and student math proficiency to ensure that state standards are met.	Quarterly and at the end of each semester beginning Fall 2013-	Principal	Principal will be responsible for determining the level of success in meeting the state math standards.	$0

	2015			

STRATEGY III: Develop and implement a plan for monitoring and documenting student proficiency.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Administer entry (placement screening) evaluations for all Kindergarten students.	August 2013-2014 and as new students enroll	Principal, Admissions Staff and Teachers	Entry (placement screening) evaluation reports Students placed in the appropriate classroom based on math skill level	$0
2. Administer and monitor formative DIBELS and (easyCMB) reports (K-1, 3-6)) assessments/progress	August 2013, January & May 2014	Teacher	DIBELS and (easyCMB) reports Student roster of students in need of intervention/remediation Students receive completed Personal Plan of Instruction (PPI) for intervention/remediation	DIBELS materials (included in supplies budget $500)
3. Administer and monitor and Utilize IXL.com math assessments/ progress (K-1, 3-6).	Monthly	Teacher	IXLmath.com report easyCMB report Student roster of students in need of intervention/remediation Reports outline adjustments for students and/or classroom instruction Students Personal Plan of Instruction (PPI) for intervention/remediation updated	$0
4. Monitor student portfolio and test assessment scores.	Quarterly	Teacher	Student files reflect cumulative monthly work completed throughout the year and test scores	$0
5. Administer and monitor Stanford 10 math testing (2nd grade).	April 2013, 2014	Teacher	Stanford 10 reports • Results indicate students are at, below or above the 50th percentile in math comprehension	$312 for complete battery of tests.
6. Administer and monitor AIMS test (grade	April	Principal and Teacher	AIMS test report	

3-6).	2013,2014		• Results indicate students are meeting or exceeding target in math comprehension.	$0
7. One-on-one tutoring for students needing remediation.	On-going	Staff Specialist	Reports outline any needed adjustments for students and/or classroom instruction Students Personal Plan of Instruction (PPI) for intervention/remediation updated	$0

STRATEGY IV: Develop and implement a professional development plan that supports effective implementation of the curriculum.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Teacher in-service workdays.	8/1/13 & 8/1/14 (see professional development on 2012/13 calendar	Principal and Teacher/Speakers/Trainers	Attendance roster. In-Service training agenda	$1,000
2. DIBELS and (easyCMB) Training.	August 2013 & 2014	Principal and DIBELS trainer.	Attendance rosters DIBELS (easyCMB) training agenda (easyCMB) training agenda	$1,000
3. Training workshop on integration of computer labs and classroom computer centers to enhance daily curricular activities.	August 2013 and monthly thereafter	Teacher/Tech Specialist	Attendance roster. Workshop teacher samples Lesson plans reflect integration of technology in curriculum	$0
4. Data collection and analysis of all summative and formative testing and results.	Bi-Annually 2014 & 2015	Teachers, Principal and Staff	Attendance roster Data graphs and tables • DIBELS • easyCMB • IXLmath.com	$0

5, Professional development time to discuss past results in meeting/exceeding Arizona State and AZCB standards and discussion of any necessary remediation	August & December 2013 & 2014 and January & April 2014 & 2015	Teachers, Principal and Staff	Artifacts from professional development activities such as revised curriculum and lesson plans.	$1200
6. Individual Principal/Teacher meetings and collaboration to discuss teacher evaluation, curriculum, or other issues.	Ti-Annually August 2013-May 2015	Principal and Teacher	Completed evaluation forms	$0