Performance Management Plan (PMP)

Applicant Name: __**StrengthBuilding Partners**_____

Indicator (check one): **_x_**___Math _____Reading **Duration of the Plan:** July 1, 2013 – June 30, 2015

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	46.7% based on local district and charter school average for grades 5 - 10	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.	50.2% based on local district and charter school average for grades 5 - 10	

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. Publish guide that reflects expectations for alignment of written/taught/assessed curriculum.	July, 2013	Academic Leader Community StrengthBuilding Leader Math Lead Teacher	Copy of Curriculum, Instruction, Assessment Guide (CIA)	In start up budget
2. Purchase laptops for staff and students for delivery of curriculum, instruction and assessment steps. Replace and add laptops for new students and staff I Pad Instructional Reserve for math sources year 2	Aug. 2013 and Aug. 2014	Academic Leader Community StrengthBuilding Leader	Purchase orders and receipts on file in the office of the Business Manager	80,000 for students (Staff in start up) 25,000 year two IPad instruction reserve 1,500 year 2

3. Develop Essential Performance Objectives based on the Arizona Common Core Standards, CWRE, and SAT. Refine with ICLE Next Navigator and Successful Practice website resource across each academic year and with results of assessment data.	July, 2013 Oct. 2013-June 2015	Academic Leader Math Lead Teacher Teachers	Essential Performance Objectives are in the CIA Guide and are upgraded based upon results of assessment monitoring and revisions	In start up budget 3,000 for ICLE website year one
4. Develop Curriculum Maps based upon the Essential Performance Objectives then refine and update based upon benchmark and summative assessment data	July 2013 Quarterly 2013-14 July, 2014 Quarterly 2014-15	Academic Leader Math Lead Teacher with Teachers	Curriculum Maps are available in print and online	Included in Contract time
5. Develop Core and Specials class curriculum and projects based on the Curriculum Maps for each set of three instructional blocks through backward planning process supported by Buck Institute and Beyond Textbooks	July, 2013 October, December, March 2013-2015	Academic Leader Community StrengthBuilding Leader Math Lead Teacher Teachers	Written curriculum and design team lessons plans are available in print and online.	Included in Contract time and in Professional Development Strategy IV
6. Purchase and implement Brainology software for student use year one for 200 students and year two for 70 students. Purchase Laurus software for math assessment and intervention and continue contract for year two Purchase Inquire online for teachers(curr resources) and Student consumable books	Aug. 2013 Aug. 2014 Aug. 2013 Aug. 2014	Academic Leader Community StrengthBuilding Leader	Purchase orders and receipts on file in the office of the Business Manager	Brainology – 3,750 Year one; 1,200 Year two Laurus software $1500 each year Teacher Inquire 300 year one 90 year two Student

				consumables 3600 year one and 1330 year two
7. Develop and Implement the Response to Intervention System to align with the benchmark assessment procedures.	July 2013 Aug 2013-June 2015	Academic Leader Community StrengthBuilding Leader Math Lead Teacher Teachers	RTI system is included in the CIA Guide Process for re-teaching and acceleration in print and on-line Benchmark review data	Included in contract Time
8. Develop and implement Principal and Teacher Evaluation indicators, process and materials to support the overall school goals and meet ADE requirements.	July 2013 – June 2015	Academic Leader Community StrengthBuilding Leader Math Lead Teacher	Board Approved Evaluation System is in place. Records of walkthroughs, data talks, and evaluations on file.	Included in contract time

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 and implement collaboration team guidelines to include: • Alignment of curriculum and instructions plans with core standards • Examples of alignment using Next Navigator and Successful Practice website	July, 2013	Academic Leader Community StrengthBuilding Leader Math Lead Teacher with design teams	Copies of written collaboration guidelines on file in the office of the Academic Leader	In Salaries and budget under Strategy I

2. Enact the weekly Collaboration sessions • Review design team curriculum plans, instructional activities and classroom formative assessment • Develop and submit plan for continuation or modification of instructional plans based on dialogue and data	August, 2013 and continue through June, 2015	Academic Leader Community StrengthBuilding Leader Math Lead Teacher	Collaboration feedback sheets, instructional plans and calendar of sessions on file in the office of the Academic Leader	In salaries
3. Review design team plans each week to determine alignment of standards, instruction and assessment	Ongoing from August 2013 – June 2015	Academic Leader Math Lead Teacher	Calendar of action and records of feedback	In salaries
4. Review Beyond Textbooks curriculum design for each teacher	Ongoing form August 2013-June 2015	Academic Leader Math Lead Teacher	Calendar of action and records of feedback	In salaries
5. Conduct walkthroughs each instructional block to collect data on alignment of standards, instruction and assessment	Ongoing beginning Aug. 2013 – June 2015	Academic Leader Community StrengthBuilding Leader Math Lead Teacher Teachers	Calendar, walkthrough forms, and feedback documents on file in the office of the Instructional Leader	In salaries
6. Hold feedback sessions with design teams based upon collaboration plans and walkthrough data	Ongoing from September, 2013 – May, 2015	Academic Leader Community StrengthBuilding Leader Math Lead Teacher	Calendar and feedback evaluations on file in the office of the Academic Leader	In salaries

7. Hold monthly meeting with each teacher to review progress	Ongoing from September 2013 – May, 2015	Academic Leader	Calendar and meeting reflection from teacher	In salaries

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. Create system for public presentations of mathematics achievement across classrooms and total school	July, 2013	Academic Leader Community StrengthBuilding Leader Math Lead Teacher	Charts, data walls, website and reports to the Governing Board	In salaries
2. Provide information on baseline and target proficiency expectations and procedures	July, 2013	Academic Leader	Agenda of opening of school meetings	In salaries
3.Develop or select items for mathematics benchmark assessments that are aligned with the curriculum maps to be conducted each 3 week instructional block.	July, Sept, November, January, March 2013-2015	Academic Leader Math Lead Teacher	Benchmark Assessments	In salaries and ICLE materials under Strategy I
4. Initiate the benchmark assessment/data review program held each late start day to include analysis and adjustment steps for each student.	Aug. 2013 – June 2015	Academic Leader Math Lead Teacher	Calendar of late start data review meetings and follow up student plans	In salaries
5. Review the Specials class assignments for each student and reassign according to benchmark results. Initiate tutorial program as needed. (RTI program)	After each benchmark review from Aug 2013-June 2015	Academic Leader Math Lead Teacher Design Teams	Records of student schedules for the Specials classes based upon documented benchmark results. Tutoring records of attendance and assessment results	In salaries

6. Develop common end of course assessments and proficiency standards that meet college preparatory expectations.	July-Aug 2013; May-July 2014; May-June 2015	Academic Leader Math Lead Teacher Teachers	Secured end of course assessments on file in the office of the Academic Leader	In salaries
7.Incorporate mathematics benchmark and classroom formative assessment results in design team meetings and collaboration sessions.	Aug. 2013 – June, 2015	Math Lead Teacher	Agendas from meetings on file in office of the Academic Leader	In salaries
8.Hold data dialogues with each design team after each instructional block	Aug, 2013-June, 2015	Academic Leader Math Lead Teacher	Design Team Records on file in the office of the Academic Leader	In salaries
9.Conduct student led conferences to include report on their academic progress in mathematics	Dec 2013, June 2014, Dec, 2014 June, 2015	Academic Leader Community StrengthBuilding Leader Math Lead Teacher Teachers	Calendar and student conference summary on file in the office of the Academic Leader	In salaries

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. Establish a comprehensive Professional Learning Community Model	July, 2013	Academic Leader Community StrengthBuilding Leader Lead Teachers	Guide to PLC is complete and available online and hard copy	In salaries and supplies
2. Provide structured time and resources for a range of professional development activities to include Design Team Meetings, Collaboration on student progress, peer walkthroughs and conferences	July 2013 and July 2014	Academic Leader Community StrengthBuilding Leader	Schedule and Calendar reflect designated Professional development, Collaboration and Design Team time within the regular work schedule	In salaries

3. Provide initial StrengthBuilding Training followed by Coaching	July 2013 and 2014, and Sept/Nov/Jan/March/May 2013-2015	Community StrengthBuilding Leader	Record of Training and Coaching with Evaluation feedback data	In salaries
4. Provide overview training on the major components of the Program of Instruction. • Project Based Learning • Common Core Standards with focus on Foundational Math, STEM, Connected Math and use of technical text • Data driven instruction • Beyond Textbooks • Rigor/Relevance Model • Response to Intervention	During Start Up and in July 2013 and 2014, three PD days during each school year 2013-2015	Academic Leader Community StrengthBuilding Leader Lead Teachers	Pre Service agenda and agenda for three PD days each year	In salaries
5. Participate in conferences and workshops that model the major components of the Program of Instruction.	2013-14 Beyond Textbooks 2014-15 High Tech High Workshop and ICLE Model Schools Conference	Academic Leader Community StrengthBuilding Leader	Agenda, purchase orders on file and evaluation of workshops and conferences on file in the office of the Academic Leader	2013-14 Beyond Textbooks – $2100 in curriculum resource and 2014-15 - 1500 2014-15 $50,000 in travel