FY2012-13 NEW CHARTER APPLICATION
PERFORMANCE MANAGEMENT PLAN TEMPLATE

The Paideia Academy of Chandler, Inc.

INDICATOR:[1] ___Math **__X_Reading** **DURATION OF THE PLAN**[2]**:** Begins July 1, 2012 to June 30, 2014

MEASURE*	METRIC*	PREDICTED BASELINE	YEAR 1 ANNUAL BENCHMARK TARGET	YEAR 2 ANNUAL BENCHMARK TARGET	End Target For The Plan*[3]
State standardized assessment	Percent (%) of students who score proficient on the State standardized assessment **AND** student growth percentile (SGP)	55%	60%	75%	Meet or demonstrate sufficient progress toward the level of adequate academic performance as set and modified periodically by the Board
Response To Intervention (RTI) Reading Curriculum Based Measure Grades 2-8 -Reading Fluency -Reading Comprehension	Percent of students scoring above the 50th percentile as measured by AIMSweb school-wide screening	20%	50%	65%	
Acuity percentile rank	End of year average school-wide percentile ranking	40th percentile	45th percentile	60th percentile	

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

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Contract with The Principal's Office Learning Center for consultation on curriculum mapping, Lesson Plan development, implementation of reading curriculum, and Response To Intervention	April, 2012	Executive Director	Contract signed	$12,00
2. Contract with the Arizona Charter School Association for implementation of the Acuity Testing System				$8,000
3. Develop the Paideia Academy Instructional Handbook of clearly articulated expectations to include: • Reading curriculum alignment with Common Core Standards • Reading curriculum maps for all grade levels • Reading curriculum materials list • Instructional reading guidelines • Reading assessment guidelines	May, 2012	Executive Director	Completed Paideia Academy Instructional Handbook signature page signed by governing board.	Included in Budget
4. Acquire reading curriculum materials to include: • Spalding Writing Road to Reading teacher handbooks, student materials, classroom materials, and training materials • Jr. Great Books reading materials grades 3 – 8	June, 2012	Executive Director	Invoices Delivered materials Delivery receipts	$25,000
5. Hire all highly qualified instructional staff for implementation of the educational program to include: • Principal	May, 2012	Executive Director	Hiring paperwork to include: • Fingerprint clearance card • College diploma(s) • College transcripts	$650,000

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
• Assistant Principal • Teachers • Paraprofessional teachers	June, 2012	Executive Director Principal Assistant Principal	• Letters of reference • Teacher certification	
6. Create curriculum maps incorporating the Common Core Standards for Reading, Jr. Great Books shared inquiry, Spalding Writing Road to Reading integrated language arts, Intellectual Coaching, and the Paideia Seminar.	July, 2012	Assistant Principal	Completed Curriculum Map distributed to all teachers.	Included in Budget
7. Evaluate the effectiveness of reading curriculum and instruction based on Acuity benchmark results, winter and spring RTI screening, and State standardized assessment results.	October 2012 and ongoing data analysis in monthly PLC meetings	Assistant Principal Grade level team leaders	List of areas needing extra reading emphasis for each grade level. Revise curriculum map to fill in gaps or create a stronger emphasis on needed area.	Included in Budget

STRATEGY II: Develop and implement a plan for monitoring the integration of the Common Core State Standards into instruction.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Create a rubric to crosswalk curriculum maps, instructional guides, and lesson plans to ensure consistent articulation of expected content, targets, Common Core Reading Standards, measurements, and Paideia instructional strategies.	August 2012	Assistant Principal Grade level team leaders	Adopted rubric aligned with Common Core State Reading Standards	Included in Budget
2. Review reading curriculum maps for integration of: • Common Core State Reading Standards • Shared Inquiry • Intellectual Coaching • Paideia Seminar	October, 2012 and ongoing	Assistant Principal Grade level team leaders	Completed rubrics	Included in Budget
3. Create a formative teacher observation tool that evaluates and remediates for levels of integration of the • Common Core Reading Standards through • Shared inquiry, • Intellectual coaching, and the • Paideia Seminar.	August, 2012	Principal The Principal's Office Learning Center (TPO) coach	Delivery of coaching tool to Executive Director	$1500
4. Implement formative observations for all teachers to evaluate levels of: • Common Core Reading Standards integration • Shared inquiry, • Intellectual coaching, and the • Paideia Seminar.	August, 2012 ongoing	Principal Assistant Principal TPO Coach	Delivery of observation data to superintendent Analysis of observation data in PLC team meetings	$12,000

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. Create a formal, summative evaluation rubric for all teaching staff with at least 50% of teacher-effectiveness based on student achievement results as measured by RTI screening data, Acuity interim assessment data, and AIMS results.	August, 2012	Executive Director, Principal, Assistant Principal TPO Coach	Delivery of summative evaluation form to governing board	Included in budget Strategy II number 4
2. Initiate school wide Reading RTI screening for fluency and comprehension at the beginning, middle and end of year to identify students in tiers 2 and 3 intensive reading intervention.	August 2012 January 2012 May 2012 3x/year on-going yearly	Assistant Principal TPO Coach	AIMSweb reports	Included in budget Strategy II number 4
3. Initiate school wide benchmark assessments	August 2012 and 5 times per year Ongoing	Assistant Principal	Acuity reports	Included in Budget
4. Identify and create intervention plans for students in need of intensive reading intervention by analyzing RTI screening data and Benchmark Assessment data	August 2012 January 2012 May 2012 3x/year on-going yearly	Assistant Principal TPO Coach PLC Teams Paraprofessional Teachers (RTI Interventionists)	AIMSweb reports Acuity Reports Roster of students assigned to RTI Individualized RTI Action Plans	Included in Budget

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
5. Apply RTI reading intervention to identified students as follows: • Tier II students 1 teacher to 4 students 3x/week for 30 minutes each session. • Tier III options to deliver intervention 1 teacher to less than 4 students, increase sessions per week, increase time per session, go deeper into skill deficits	August, 2012 – June 2013 Ongoing	RTI Teachers and Paraprofessional Teachers	Student attendance list and TPO Interventionist logs Reviewed for fidelity by Assistant Principal and TPO Coach	$35,000
6. Administer reading progress monitoring assessments to students receiving tier 2 and 3 intervention	August 2012 and bi-weekly through June 2013 Ongoing	RTI Teachers Paraprofessional Teachers	AIMSweb Progress Monitoring data reports delivered to PLC teams on a monthly basis	Included budget item 5
7. Administer benchmark assessments for reading to all students	August 2012 5 times per year Ongoing	Assistant Principal	Acuity roster reports	Included in Budget
8. Analysis of Benchmark Assessment and progress monitoring data during PLC meetings to make any needed adjustments to RTI interventions, and classroom instruction.	September through June Monthly PLC mtgs	Assistant Principal PLC Teams RTI Teachers Paraprofessional Teachers	PLC team monthly reports outlining any needed adjustments for students and/or classroom instruction. Documented in PLC student binder and curriculum maps.	Included in Budget

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
9. Quarterly data comparison of RTI reading screening, tier 2 and 3 reading progress monitoring, and Acuity interim assessments to ensure alignment of efforts to The Common Core Standards in Reading as outlined in curriculum maps.	Quarterly	Curriculum Coordinator and Instruction PLC Teams TPO Director of RTI TPO Interventionists	Data graphs and tables: • Acuity interim assessment tables • Comparative data tables from AIMSweb • Curriculum maps	Included in Budget
10. Annual data comparison of school-wide RTI reading screening, Acuity Interim Assessments, final reading AIMS results to ensure alignment of efforts to state standards, and adjust curriculum and assessment efforts accordingly	June 2012 Ongoing annually	Superintendent Principal Curriculum Coordinator PLC Teams TPO Director of RTI TPO Interventionists	Data graphs and tables: • AIMSweb data • Acuity interim assessment tables • AIMS assessment tables	Included in Budget

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. Contract with The Principals Office, LLC to provide professional development consultation.	July 2012	Executive Director	Signed Contract with addendum outlining services	Included in budget Strategy II number 4
2. Develop schedule for professional development at start-up • Core Knowledge Training • Paideia instructional methodology to include intellectual coaching and Paideia Seminars • Jr. Great Books Shared Inquiry • Spalding Writing Road to Reading	June 2012	Assistant Principal TPO Coach	Calendar of training events Receipt for training from each vendor	Included in Budget
3. Deliver pre-school and ongoing knowledge building activities to include: • Common Core Standards for Reading • Core Knowledge lesson plans • Jr. Great Books Shared Inquiry • Paideia instructional methodology • Spalding Writing Road to Reading ILA1 • Classroom management • Teaching students with exceptionalities	June - July 2012	Principal TPO Coach	Sign-in attendance logs Workshop teacher samples Curriculum Maps	$110,000
4. Adopt a formative "Teacher Observation/Coaching" form for all teaching staff that evaluates and remediates for levels of: • Integration of Common Core Reading Standards in the teaching act • Vocabulary building • Intellectual Coaching for reading • Shared Inquiry in reading • Student engagement in the language arts learning activity • Classroom management	July 2012	Executive Director	Teacher Observation/Coaching form to governing board for adoption	Included in budget Strategy II number 4

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
5. Implement the "Teacher Observation/Coaching" tool by conducting at least 3 classroom observations per teacher per week.	August 2012 – June 2013 Ongoing	Executive Director Principal Assistant Principal TPO Coach	Completed observation forms Data reports	Included in Budget
6. Conduct at least 1 "Summative Evaluation" per teacher per quarter.	October 2012 ongoing	Principal Assistant Principal	Completed "Summative Evaluation" forms	Included in Budget
7. Conduct targeted professional development activities identified through analysis of the Teacher Observation data, RTI and Acuity Interim Assessment data, and AIMS reading results.	September 2012 through June 2013 Ongoing	Principal PLC Teams TPO Coach	PLC team training agendas Artifacts from professional development activities such as revised curriculum maps and lesson plans.	Included in budget Strategy II number 4

Notes:
* Provided by ASBCS staff (Applicant does not edit these sections.)
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 *Board's Level of Adequate Academic Performance* on the ASBCS website: http://asbcs.az.gov
4 Repeat these action steps as necessary to include the appropriate number of steps to accomplish the strategy