RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

<The Charter Foundation>

INDICATOR:[1] X Math X Reading **DURATION OF THE PLAN**[2]**:** Begins _Fall, 2011 to May, 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.

AmeriSchools Academy is committed to fostering and enhancing student growth by providing effective instructional support dedicated to superior achievement. Based on current data, our district will strengthen reading instruction for all early childhood students as well as enrich the academic vocabulary for third through twelfth. Furthermore, our district will increase mathematical performance for all students by developing mathematical comprehension, metacognitively exploring mathematical processes, develop logical reasoning, recognize and utilized patterns and develop understanding of the symbolic language of mathematics.

Action Steps[4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Student placement and curriculum is non-graded. Therefore, children are identified based on AIMS and SAT information. Secondary data is district wide diagnostic assessments and teacher recommendations based on observation, class work and weekly in class assessments. Student placement is flexible based on student needs allowing for acceleration of advanced students and remediation of skills for struggling students. Specialists provide interventions for all identified students.	09/11 - Ongoing	Consultants/specialists, Principals and teachers	*Schedules, new staff hires in Title I.*	$28000
2. Children will be instructed in three domains: cognitive, affective,				

and kinesthetic. The cognitive domain establishes simple knowledge to higher level of synthesis using Blooms as an example. The affective domain develops information from receiving, responding, and valuing into a paradigm and philosophy. The kinesthetic domain develops observation, imitation, demonstration, integration of norms and modeling into a systematic performance. Metacognition is essential to all core academics.	09/11 - Ongoing	Specialists, Principal, Teachers	*Rigor and relevance framework, professional developmen t, principal meetings, and metacogniti on examples.*	
3. Curricular decisions are based on implementation of diverse resources aligned with the state and common core standards. Teachers, administrators and parents evaluate student performance, revise instruction to address performance gaps and develop a comprehensive individualized program for students. The school home relationship engages all stakeholder to design goals to impact individual learners.	09/11 - Ongoing	Principal, Teachers	*Summer meetings, goal setting and expectation forms*	
4. Any program adoptions are site based to address academic needs identified from data. Site based leadership allows for individuality of student population, target specific skills of populations, and address specific curricular needs.	09/11 - Ongoing	Principal, Teachers, Specialists	*All curricular decisions and purchases.*	
5. Inquiry based learning encourages exploring, presenting, representing and articulating student values and learning. Technology is imbedded in project-based learning. Community as Laboratory encourages students to pursue learning opportunities in the school environment as well as in the local community. Local experts serve as mentors enabling students to view learning as a life long pursuit rather than a means to an end.	09/11 - Ongoing	Principal, Teachers, Specialists	*Specials, RAP Books, portfolios and Bio Blitz.*	

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

AmeriSchools Academy has designed a comprehensive monitoring system integrating student progression, best practices, state and common core standards. All staff, teachers, site leaders and the community collaborate to ensure all students attain a rigorous and relevant education, incorporating civic values and mastery of state standards.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. AmeriSchools Academy's blueprint has evolved reflecting current state adoptions. Currently, sites are developing an educational bridge to reflect the students' needs, the current state standards and the transition to Common Core. Site leaders are unwrapping Common Core while aligning to state standards. Transitional plans include time lines for implementation, analysis of program needs, and evaluation of vertical alignment. Documents are fluid and reflect changes required by state and national adoptions.	09/11 - Ongoing	Principal, Teachers, Specialists	*Curriculum maps, timeframes for implementation of CCS and professional development logs*	
2. Site leadership has established board-approved methods to document, track and refine classroom implementation of state standards. Leadership meets and discusses weekly lessons, standards, and objectives with teams and individual teachers. Classroom walk-throughs, observations and feedback, allow for a tracking of pace, scope and sequence and mastery. Currently, all stakeholders are evaluating a system to integrate teacher and leadership effectiveness.	09/11 - Ongoing	Principal, Teachers, Specialists	*Documents from teacher, principal meetings.*	
3. AmeriSchools Academy unifies state standards through three domains: kinesthetic, cognitive, and affective. Site leaders and teachers compose curriculum maps to align both state and Common Core standards with AmeriSchools program adoptions, domains and resources.	09/11 - Ongoing	Principal, Teachers, Specialists	*Curriculum maps at Country Club, Advisory groups or SAT*	

			groups, Fish	
4. AmeriSchools Academy recognizes that student have high expectations to achieve mastery. Individual sites acknowledge student strengths and provide support for all students to gain mastery. Data supports extending learning beyond required contact hours. Sites have designed classes for extended day learning; provide supplemental instruction in both reading and math, as well as supports for study skills.	09/11 - Ongoing	Principal, Teachers, Specialists	*Extended days, tutoring, extra hours added.*	

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

AmeriSchools Academy will continue to develop and refine authentic, standard based assessment to monitor student progress. Data is the guiding principle to instruction and reviewed to ensure pacing, levels of proficiency and mastery.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. AmeriSchools Academy has provided all sites research-based assessments based on overall skill acquisition. Students are assessed quarterly in reading, mathematics, and writing skills. Teachers, site leaders, and specialists share data in order provide the most comprehensive curriculum to have individual students attain mastery.	09/11 - Ongoing	Principal, Teachers, Specialists	*Data tables, report cards, conferences, Title I, and portfolios*	
2. AmeriSchools Academy acknowledges student achievement, preparation for the future and 21st Century Skills are critical for future success. The school has provided for these rigors by providing students with programs that track, supplement, and remediate students. Carnegie Learning is a blended mathematical program designed to enhance mathematical processing while developing a comprehensive skills. Acuity is designed to predict student achievement, remediate as needed and accelerate students		Principal,	*School adoptions of Carnegie and Acuity. Site adoptions of I know that, ESGI, Study*	

to gain mastery of skills.	09/11 - Ongoing	Teachers, Specialists	*Island.*	
3. Currently AmeriSchools Academy is generating a systematic data collection to evaluate student progress from readiness through high school. Current information gathered includes diagnostic scores, AIMS scores, SAT scores, and school grades. Yearly review provides an in-depth view of school effectiveness. Curricular, staffing, and professional services are all reviewed and reevaluated based on results.	09/11 - Ongoing	Principal, Teachers, Specialists	*PowerSchool, Title I tracking.*	

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

AmeriSchools Academy strives to maintain the highest level of professional staff by providing collaborative, enriching learning environments. All staff members are empowered to continue education both in the school environment and with accredited universities.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. AmeriSchools Academy provides staff with professional team time weekly to discuss lessons, maintain and enhance vertical alignments, create common school expectations for mastery, problem solve learning issues and share ideas. Teacher meetings are designed by the site leader to address overall professional needs based on data.	09/11 - Ongoing	Principal, Teachers, Specialists, Consultants	*Team meeting notes*	
2. AmeriSchools Academy acknowledges that middle school students have been identified as an at-risk group. In order to provide support, AmeriSchools provides teachers in middle school more planning. This planning is to discuss shared students, connections between different contents, and collaboration on shared skills. Teachers create consistency, shared expectations, and support to enhance the middle school environment.	09/11 - Ongoing	Principal, Teachers, Specialists, Consultants	*School safety reports, middle school meeting notes, parent*	

			surveys.	
3. AmeriSchools Academy has developed a mentorship and coaching program designed to aid new teachers, struggling teachers and create a collaborative learning environment. Veteran teachers, site leaders, and specialist provide a support to develop a shared best practices. Weekly planning time is allocated with longer periods for new instructors. Focused discussions about standards, pacing, academic vocabulary, task analysis, lesson building and teaching strategies are focused and discussed.	09/11 - Ongoing	Veteran teachers, site leaders, and specialists	*Mentorship timetable, principal/teacher meetings, specialist notes.*	
4. AmeriSchools Academy provides financial support for continued education, professional development opportunities and professional certifications. Staff is encouraged to grow based on their interests. Time is allocated to share new understandings, knowledge and analysis of current educational trends.	09/11 - Ongoing	Board. Principal	*Tuition reimbursements, professional development, consultants.*	

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 $38000 **Fiscal Year 2012**
Year 2: Budget Total $38000
Year 3: Budget Total $39000

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