Performance Management Plan (PMP) Template

Applicant Name:__Tucson Country Day School, Inc.

Indicator (check one): _____Math __X___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) for target population	Percent (%) of target students who currently score proficient on the State standardized assessment	87%	Meet or demonstrate sufficient progress toward the Academic Performance Expectations as set and modified periodically by the Board
	Average current target student growth percentile (SGP) on the State standardized assessment.	48	

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	Cost and Budget Line Item
1. Implement a phonics program across grade levels	Fall 2014	Grade level teams and MS LA dept.	Program in evidence during walk-throughs/scheduled observations	Programs purchased Spring 2014
2. Implement a 90-minute literacy block with common research-based elements at all grade levels	Fall 2014	Grade level teams and MS LA dept.	Walk-throughs/schedule observations. Walk-to-read transitions observed	N/A
3. Build curriculum maps articulated across grade levels	Summer 2014 and ongoing	Grade level teams and MS LA dept.	Maps ready at beginning of year and modified as needed following each benchmark	N/A
4. Provide resources to fulfill curriculum needs and engage students	Summer 2014 and	Administration	Grade level teams and MS math dept. list needs	$1000 in 2014-2015

	ongoing			

STRATEGY II: Develop and implement a plan for monitoring the integration of the Arizona's College and Career Ready Standards into instruction.

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Cost and Budget Line Item
1. Articulate clusters and specific standards through grade levels to identify target rigor	Summer 2014	Administration and Instructional Coach	Teams will have articulated flip charts showing standard clusters arranged longitudinally	$500
2. Integrate close reading, citation of textual evidence and increasing text complexity across subjects	Fall 2014 and ongoing	Grade level teams, MS deptarments, and Specials.	Documentation in teacher lesson plans. Walk-through and scheduled observations	N/A
3. Utilize non-fiction text proportionally to standards guidelines	Fall 2014 and ongoing	Grade level teams and MS LA dept.	Curriculum maps will reflect correct balance of fiction and non-fiction reading	N/A
4. Educate parents about the AZCCR standards	August 2014 and ongoing	Grade level teams and MS LA dept.	Annual meet and greet and evening family curriculum sessions	N/A

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

Action Steps	Timeline	Responsible Party	Evidence of Meeting Action Steps	Cost and Budget Line Item
1. Assess all students with RAPS 360 to establish reading baseline	August 2014	Administration	Database complete by Sept. 1	Program purchased Spring 2013
2. Further assess students showing gaps with DRA	Fall 2014	Administration, Intervention	Initial assessment completed	Intervention Specialist

	and ongoing	Specialist	Sept. 2014	position
3. Provide appropriate tiered interventions for struggling students using RTI model	Fall 2014 and ongoing	Grade level teams and Intervention Specialist	Student response to intervention monitored; students are exited from intervention	Interventions Specialist position
4. Select/develop and deliver quarterly benchmark assessments targeted to current learning and desired rigor	2014-2015	Grade level teams and MS LA dept.	Benchmark is given end of each quarter	Subscription to Measured Progress/Datawise. $6000 in 2014

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	Cost and Budget Line Item
1. Provide PD in guided reading, effective literacy blocks, and effective literacy stations	August 2014 and ongoing	Administration, Instructional Coach	Effective practice in evidence in walk-throughs, scheduled observations	N/A
2. Provide PD in unit writing/backwards design	August 2014 and ongoing	Administration, Instructional Coach	Submitted unit templates	N/A
3. Provide PD on Tier I and II interventions	August 2014 and ongoing	Administration, Intervention Specialist	Walk-throughs and scheduled observations. Correct proportions of classroom and pull-out interventions	N/A
4. Provide vertical teaming sessions in annual pre-service for articulation of ELA curricula	August 2014	Administration, Instructiional Coach	Pre-service agenda	N/A