Performance Management Plan (PMP) Template

Applicant Name: Tucson Country Day School, Inc

Indicator (check one): ___X__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) for target population	Percent (%) of target students who currently score proficient on the State standardized assessment	77%	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.	44	

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. Build curriculum maps articulated across grade levels	Ongoing	Grade level teams and MS math dept.	Maps ready at beginning of year and modified as needed following each benchmark	N/A
2. Provide guaranteed viable curriculum	Ongoing	Grade level teams and MS math dept.	Essential content identified and sequenced across grade levels	N/A
3. Provide time and venues for classroom curriculum development in math	Annual pre-service and weekly	Administration and Instructional Coach	Attendance sheets for weekly sessions. Completed curriculum documents	N/A
4. Provide resources and manipulatives to fulfill curriculum needs and engage students	2013-2014 and	Administration	Grade level teams and MS math dept. list needs	$2000 in 2013-2014

	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. Select among curricular units from EngageNY, Georgia and other sources	Summer and fall 2014	Grade level teams working with Instructional Coach	Units from different sources are harmonized across grade levels or replaced	N/A
2. 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 anticipated
3. Create Continual Progress Reports based on AZCCR standards	Fall 2013	Grade level teams and MS math dept.	Submitted CPR's	N/A
4. Educate parents about the AZCCR standards	2013 and ongoing	Grade level teams and MS math dept.	Evening family math 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. Maintain and update a standards-based continual progress report for every student in math. Utilize CPR's as a tool in discussions with students and parents.	2013 and ongoing	Classroom teachers	Standing agenda item at grade level and math dept. meetings to review progress on CPR's	$300 for printing, folders

2. Select/develop and deliver quarterly benchmark assessments targeted to current learning and desired rigor	2014-2015	Grade level teams and MS math dept.	Benchmark is given end of each quarter	Subscription to Measured Progress/Datawise. $6000 in 2014
3. Immediately analyze benchmark results to determine learning needs; modify curriculum calendars accordingly	October 2014 and ongoing	Grade level teams and MS math dept.	Data day is provided for analysis and planning; modified instructional plan results	N/A
4. Provide appropriate 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	Intervention specialist position (began Spring 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 vertical teaming sessions in annual pre-service for articulation of math curricula.	August 2014	Administration/Instructional Coach	Pre-service agenda	N/A
2. Provide ongoing professional development sessions for development and articulation of math classroom curricula.	2013-2014 and ongoing	Administration/Instructional Coach	Accumulated, documented PD hours. Curriculum documents	N/A
3. Improve the quality middle school math instruction.	Fall 2014	Administration	Hire and retain high quality MS math teachers	N/A
4. Implement effective assessments at several levels: daily lessons, units, and quarters	ongoing	Classroom teachers	Walk-through and scheduled observations	N/A