RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Tucson Preparatory School

INDICATOR:[1] ___Math _X Reading **DURATION OF THE PLAN**[2]**:** Begins _April____, 2012 to _June___ , 2015

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.

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Augment ALS library to include remedial reading titles	By Fall 2012	School Director, SPED Director	Software running on Learning Lab computers	$5,000
2. Develop an individualized curriculum for targeted students. Combined with ongoing assessments, this plan will be reviewed on a quarterly basis and adjustments made as needed.	Beginning Fall 2012 and ongoing	Language Arts faculty	Rubric	No additional cost; covered under existing duties
3. Offer incentives to further school engagement, academic progress and combat school alienation.	Begin Fall 2012	Teaching staff	Publicity materials, purchase orders	$3,500 each year

Approved 11/19/2010

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

Action Steps [4]	Timeline	Responsible Party	Evidence of Meeting Action Steps	Budget
1. Early implementation of Common Core Standards	By Spring 2013	Transition Team	Completed Common Core Workbook	$1,000
2. Maintain existing emphasis on grant-funded one-on-one and small group tutoring with HQ tutors under State Tutoring Grant guidelines	Ongoing	Director, Assistant Principal	Tutoring schedule	State Tutoring Grant allocation - $7,000 each year
3. Develop and integrate additional tutoring resources into Tucson Prep school day through hired staff, volunteer tutors or community programs	By Fall 2012	Director, Assistant Principal	Employment documents; Tutoring schedule	Additional part-time tutor for 10th grade cohort
4. Develop a clear rubric for collecting observation data from walk-throughs	Begin Summer 2012	Assistant Principal in collaboration with teaching staff	Detailed rubric that is reviewed annually	No additional cost as this is part of Assistant Principal's job description
5. Conduct bi-weekly classroom walk-throughs to observe instruction	Begin Fall 2012	Assistant Principal	Use of observation form and monthly individual meeting with staff to review results of observations	No additional cost as this is part of Assistant Principal's job description

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. Develop and implement a process that identifies 10th grade cohort candidates for Full Academic Year (FAY) status at beginning of each school year	Eleventh day of each school year beginning Fall 2012	Enrollment Manager	Data base and hard copy list SchoolMaster	No additional cost; covered under Enrollment Manager's existing duties
2. At enrollment, thoroughly assess 10th grade FAY cohort using up to three assessment tools.	First 60 days of each school year beginning Fall 2012	Testing Coordinator	Data base and hard copy list	$4,000 – for testing instrument purchases and training
3. Prepare an assessment-driven individualized plan for each 10th grade FAY candidate using the principles of social autopsies and *Deliberate Curriculum Wrapping.*	First 60 days of each school year beginning Fall 2012	Assistant Principal, SPED Coordinator, Testing Coordinator	Data base and hard copy plan	No additional cost; staff meeting format to be used
4. Monitor and advocate for targeted student to keep them on track, and anticipate and address issues that may adversely affect student performance and attendance	Each Wednesday staff meeting during FAY period beginning Fall 2012	All staff, directed by Assistant Principal; Case Manager	Progress notes in data base	No additional cost; covered by existing salaries
5. Identify current 9th grade students who are candidates for 10th grade FAY status for subsequent school year by evaluating test scores and credit earned	Following spring testing schedule, beginning Spring 2012	Enrollment Manager	Data base and hard copy list SchoolMaster	No additional cost; covered under Enrollment Manager's existing

				duties
6. Assess 9th grade students; prepare and implement "mini" plan for each candidate that will link with the student's 10th grade plan	Following spring testing each year	Assistant Principal, SPED Coordinator, Testing Coordinator	Data base and hard copy plan	No additional cost

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. Facilitate existing faculty in obtaining AEPA Reading Endorsement(s)	By end of 2012-13 school year	Assistant Principal	Completion of coursework, as required; evidence of passing AEPA score(s)	$1,000
2. Keep up-to-date on research-based strategies directed at difficult-to-serve students; conduct periodic literature reviews	Ongoing	Director, Governing Board members	Best practices notebook	No additional cost
3. All teachers not otherwise assigned to Language Arts course will be required to attend a minimum of one sanctioned workshop or training regarding Reading Instruction and Improvement	Beginning Fall 2012 and continued on an annual basis	Director, Assistant Principal, Language Arts faculty to research and coordinate	Evidence of attendance	$1,500 each year
4.Train teachers on newly-acquired software and any new curriculum materials	Beginning Fall 2012 and continued on an as-needed basis	Assistant Principal, Tech Coordinator	Training Log	$1,000 each year
5. Non-teaching staff to obtain paraprofessional certification	Ongoing	Non-teaching staff	Testing schedule and results	$500 each year

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 $ 7,500 **Fiscal Year: 2012**
Year 2: Budget Total $32,500
Year 3: Budget Total $25,500

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