RENEWAL PERFORMANCE MANAGEMENT PLAN TEMPLATE

Tucson Preparatory School

INDICATOR:[1] __X__ Math ____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 additional remedial math titles	By Fall 2012	SPED Coordinator, School Director	Software running on Learning Lab computers	$2,000
2. Gender separation in math instruction	By Fall 2012	Assistant Principal	Class assignments as evidenced by SchoolMaster and schedule notebook	No additional cost
3. Establish a student-friendly, state-of-the-art math resource room led by veteran teacher, to: - incorporate assessment and curriculum software - provide individualized remediation and instruction	By Winter 2012	School Administrators and Math Department	Purchase orders, fixed asset listing, Class schedules	$12,000 first year, $1,500 thereafter
4. Offer incentives to improve school engagement and performance, combat school alienation and math avoidance	By Winter 2012	Case Managers, School Administrators and Math Department	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. Develop and integrate additional tutoring resources into Tucson Prep school day to be assigned to the Resource Room	By Fall 2012	Director, Assistant Principal	Employment documents; Tutoring schedule	Up to 2 part-time tutors
3. Develop 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 costs as this is part of Assistant Principal's job description
4. 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 costs 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 candidates for FAY status at beginning of each school year to constitute a discrete cohort of Tucson Prep students	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 instruments	First 60 days of each school year beginning Fall 2012	Testing Coordinator	Data base and hard copy list	Cost shared with Reading and listed on Reading PMP
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 students 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 FAY 10th grade status in following school year by evaluating test scores and credit earned	Following spring testing schedule, beginning Spring 2012	Enrollment Manager; teachers	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 each student's10th grade plan	Following spring testing schedule, beginning	Assistant Principal, SPED Coordinator, Testing	Data base and hard copy plan	No additional cost; covered under existing salaries

	Spring 2012	Coordinator		

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. 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	$300
2. Excel training to streamline data analysis	By end of 2012-13	School administrative staff	Completion certificates	$500
3. Seek certification by National At-Risk Education Network (NAREN)	By end of 2012-13	Director	Certification package submission	$1,500.
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	Cost shared with Reading and listed on Reading PMP
5. Non-teaching staff to obtain paraprofessional certification	Ongoing	Non-teaching staff	Testing schedule and results	Cost shared with Reading and listed on Reading PMP

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 $ 300 Fiscal Year: 2012
Year 2: Budget Total $40,800
Year 3: Budget Total $25,300

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 strategy300