RENEWAL PERFORMANCE MANAGEMENT PLAN

Vision Charter School (4430)

INDICATOR:[1] _X_Math ___Reading **DURATION OF THE PLAN**[2]**:** Begins __August__, 2012 to ___June___ , 2017

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. Provide before and after school tutoring for students who are considered deficient. Determination is based on assessment, performance, and teacher observation	Start date: August 2012	Math teachers	Extended hours as evidenced by teacher roster, student schedule, and sign-in sheet	No additional cost as this is written in the teacher's job description
2. Maintain a teacher-student ratio of 1:15 in all math classes	Start date: August 2012	School director	Evidenced by teacher roster and student schedule	No additional cost as this is what the school has been doing
3. Mandatory AIMS (math) preparation course	Start date: November 2012 (start of second trimester	Math teachers	Evidenced by teacher schedule, class roster, and student schedule	Materials: $100/yr. No additional teaching cost; covered under existing duties
4.Workshops and training	Start date: F/Y 2012-13	Teachers and/or school director	Evidenced by certificates issued for participation	$250 per year

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. Review current Arizona State Standards/Core Standards & prepare materials for annual teacher training on effective curriculum development for coming fiscal year.	Summer 2012. Annual, thereafter	School director, who is an AIMS testing development committee member. Also served on the ADE State Standards Committee	Training material packet	No cost. Info & materials available on ADE website
2. Early implementation of Common Core standards	By Spring 2013	School director and teachers	Completed Common Core workbook for teachers	$50/year. Most materials are available on the ADE website
3. Develop a detailed rubric for teacher observation	By Spring 2013	School director	Detailed rubric that is reviewed twice each year	No additional cost as this is part of the director's job description
4. Conduct bi-weekly classroom walk-through to observe teacher	By Fall 2012	School director	Observation form and quarterly meeting with teacher to review results	No additional cost as this is part of the director'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. Upon enrollment, assess all newly enrolled students (grades 9-12) in reading, writing and math with multiple assessment instruments	Within the first 12 days of instruction each year, starting August 2012	Math teacher	Data base and hard copy of testing scores	$100/year – Assessment supplies/materials
2. Schedule before or after school tutoring for deficient students	Within two days of assessing students	Math teacher	Evidenced by student schedules and tutoring sign-in sheets	No additional cost. Covered under existing duties
3. Monitor students' attendance and academic progress	Bi-weekly (10 instructional days)	Math teachers	Data base and hard copy	No additional cost as this is part of the teachers' job description
4. Reassess each student mid-way and at the end of each trimester for academic growth	Every 32 instructional days (mid-trimester and at the end of each trimester)	Math teachers	Data base and hard copy	No additional cost as this is part of the teachers' job description

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. Provide literature for teachers via magazines, newspapers, and internet on research-based strategies as becomes available	Starting immediately, ongoing	Director	Memo attached with literature, teachers acknowledgement of receipt, file for future reference	$100 per year

2. In-house teacher workshop and training on core standards, curriculum development and use of rubric	Starting August 2012, two weeks prior to start of school	Director	Memo to teachers, sign-in sheet, and copies of training materials distributed	$50/year for material/supplies. No training fees, part of contracted calendar

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 ___**$650**_____ **Fiscal Year** _____**2012**_____
Year 2: Budget Total ___**$650**_____
Year 3: Budget Total ___**$650**_____

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