RENEWAL PERFORMANCE MANAGEMENT PLAN

VISION CHARTER SCHOOL

INDICATOR:[1] ___Math __X_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 that are determined to be underperforming, through teacher observation.	Start date: 8/2012	Language Arts teacher	Extended hours as evidenced by teacher's roster, student schedule, and sign-in sheet	No additional cost; covered under existing duties
2. Mandatory AIMS (reading and writing) student preparation course	Start date: November 2012 (start of second trimester)	Language Arts Teacher	Evidenced by materials, teacher schedule, class roster, and student schedule	Materials: $100/yr. No additional teacher cost; covered under existing duties.
3.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 workshop on effective curriculum development for coming fiscal year.	Start date: Summer 2012 – Annual thereafter	Director, who is an AIMS testing development committee member. Also served on the ADE State Standards Committee	Training material packet	No cost. Info and materials available on ADE website
2. Early implementation of Common Core Standards	By Spring 2013	Director and Teachers	Completed Common Core workbook for teachers	Cost $50/yr Most materials are available on ADE website
3. Develop a detailed rubric for teacher observation	By Fall 2012	Director	Completed rubric that is reviewed annually	No additional Director cost; covered under existing duties
4. Conduct bi-weekly classroom walk-through to observe teacher	By Fall 2012	Director	Observation form and quarterly meeting with teachers to review results	No additional Director cost; covered under existing duties

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 in reading and writing with multiple assessment instruments	Within the first 12 days of instruction each year, starting August 2012	Language Arts teacher	Database and hard copy of testing scores	$100/year. Assessment supplies/materials.

2. Schedule before and after school tutoring for deficient students	Within two days of assessing students	Language Arts teacher	Teacher roster, student sign-in sheets, test scores	No additional teacher cost; covered under existing duties
3. Monitor students' attendance and academic progress	Bi-weekly (10 instructional days)	Language Arts teacher	Data base and hard copy	No additional cost as this is part of the teachers' job description
4. Reassess each student midway through each trimester and at the end of the school year for academic growth	Every 32 instructional days (mid-trimester and at the end of each trimester)	Language Arts teacher	Database and hard copy	No additional teacher cost; covered under existing duties

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 professional magazines, newspapers, and internet on research-based strategies as becomes available	Starting Fall 2012, 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	Start date: August 2012, two weeks prior to school starting	Director	Evidenced by memo to teacher's, sign-in sheet, and copy of 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 $650.00 **Fiscal Year 2012-2013**
Year 2: Budget Total $650.00
Year 3: Budget Total $650.00

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