

Critical Initiative

Develop operating systems to build leadership capacity (PLC)

Objective:

Provide instruction and best practice strategies for schools to equip students with knowledge and skills for college, career, and workforce.

Activity

Collab Wednesdays

Person responsible: Administrators, Instructional Coaches, Teachers

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Teachers will meet every Wednesday to learn instructional strategies, disaggregate data, design and implement interventions, and monitor student progress and response to interventions. Emphasis on continued learning for the Science of Reading, Open Court, and Savvas Math.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Reading

Date: 05/22/2025

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Activity

PLC Training/Development

Person responsible: Administrators,
Instructional Coaches, Teachers

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Teachers will meet regularly in PLCs with support from administration and instructional coaches to analyze data, plan instruction, and develop common assessments while answering the 4 PLC questions.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Reading

Date: 05/22/2025

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Activity

Strategic Master Schedule Development

Person responsible: Administration		Launch Date: 08/01/2024
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Master schedule will be strategically developed to optimize instructional time and have dedicated collaboration time for all teachers.	Benchmark: An increase of 3% proficiency on 2025 ACAP Reading	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Math	Date: 05/22/2025

Activity

Individual Data Talks

Person responsible: Administrators, Teachers		Launch Date: 08/19/2024
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Administrators will meet with teachers to discuss ACAP data in order to develop a plan for teacher growth and help provide instructional focus.	Benchmark: Conduct a coaching conversation with all 2nd-6th grade teachers to review ACAP 2024 data	Date: 09/13/2024
	Benchmark: An increase of 3% proficiency on 2025 ACAP Reading	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Math	Date: 05/22/2025

Critical Initiative

Invest in personal and professional learning to advance individual growth.

Objective:

Provide instruction and best practice strategies for schools to equip students with knowledge and skills for college, career, and workforce.

Activity

7 Habits Training for All Faculty and Staff

Person responsible: Administration

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:
 Other Resource:

Source of Funding:

Activity Measure(s)

Classified and certified employees are invited to attend the school-provided training on Stephen Covey's 7 Habits.

Benchmark(s)

Benchmark: Increase the amount of educators who feel they are participating in growth opportunities by 3% as determined by perception survey results

Date: 05/22/2025

Activity

Ongoing Lighthouse Team and Action Team Trainings

Person responsible: Administration,
Teachers

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Lighthouse Team will meet monthly to collaborate and plan. Action teams were relaunched during the opening days of school in August. Action Teams will meet monthly to collaborate, plan projects, and lead initiatives. Additional training in LIM skills will be held throughout the year.

Benchmark(s)

Benchmark: Increase the amount of educators who feel they are participating in growth opportunities by 3% as determined by perception survey results

Date: 05/22/2025

Activity

CLAS Conference

Person responsible: Administration		Launch Date: 08/01/2024
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Administration will attend the annual class conference to gain new and hone existing essential knowledge and skills	Benchmark: Administration attend 2024 CLAS conference	Date: 06/10/2024
	Benchmark: Administration attend 2025 CLAS conference	Date: 06/09/2025

Activity

OGAP Training

Person responsible: Administrators, Instructional Coaches, Teachers

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:

Source of Funding: 3 MIL

Other Resource:

Activity Measure(s)

OGAP training will be provided school-wide in order to develop faculty's mathematical instructional skills

Benchmark(s)

Benchmark: OGAP Additive Training

Date: 09/30/2024

Benchmark: OGAP Multiplicative Training

Date: 10/09/2024

Benchmark: OGAP Fractional Training

Date: 11/14/2024

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Benchmark: Increase the amount of educators who feel they are participating in growth opportunities by 3% as determined by perception survey results

Date: 05/22/2025

Activity

Mentor/Mentee Program

Person responsible: Administration,
Teachers

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Each teacher who is in their 1st or 2nd year of teaching, is new to Baldwin County, or new to Belforest will be assigned a teacher mentor. Mentors will meet with their mentee several times throughout the year in order to provide guidance and discuss relevant topics as assigned.

Benchmark(s)

Benchmark: Mentor/Mentee Meeting 1

Date: 08/26/2024

Benchmark: Mentor/Mentee Meeting 2

Date: 09/23/2024

Benchmark: Mentor/Mentee Meeting 3

Date: 10/28/2024

Benchmark: Mentor/Mentee Meeting 4

Date: 01/06/2025

Benchmark: Mentor/Mentee Meeting 5

Date: 02/10/2025

Benchmark: Mentor/Mentee Meeting 6

Date: 04/21/2025

Critical Initiative

Provide tools and resources for all K-12 to have opportunities to prepare for college and career options.

Objective:

Provide instruction and best practice strategies for schools to equip students with knowledge and skills for college, career, and workforce.

Activity

Career Day

Person responsible: Admin., Counselors, Teachers, and Students

Launch Date: 01/17/2025

Required Resource(s):

Financial Resource:
 Other Resource:

Source of Funding:

Activity Measure(s)

Students will participate in Career Day to learn about and explore different career opportunities in the area.

Benchmark(s)

Benchmark: Student responses that learning experiences are tailored to their needs will increase by 3% based on perception survey results

Date: 05/22/2025

Activity

Student Clubs

Person responsible: Admin., Faculty, Staff, Volunteers, & Students

Launch Date: 09/20/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Administrators, Teachers, Staff, and Volunteers will offer clubs based on their interests/gifts. Students will make club selections based on their mutual interests.

Benchmark(s)

Benchmark: Decrease the amount of office discipline referrals by 5%

Date: 05/22/2025

Benchmark: Student responses that learning experiences are tailored to their needs will increase by 3% based on perception survey results

Date: 05/22/2025

Activity

Student Leadership Jobs

Person responsible: Administrators, Teachers, Staff, and Students

Launch Date: 09/09/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Students in Grades 3-6 will be presented with job opportunities and will apply for jobs using Google Forms. They will follow a schedule to serve in their jobs and will be provided training and support from sponsors. All students applying will be given an opportunity to perform the job.

Benchmark(s)

Benchmark: Decrease the amount of office discipline referrals by 5%

Date: 05/22/2025

Benchmark: Student responses that learning experiences are tailored to their needs will increase by 3% based on perception survey results

Date: 05/22/2025

Activity

Future Teacher Club

Person responsible: Admin, Teachers, Students		Launch Date: 09/20/2024
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Interested students will participate in the Future Teachers club. These students will pair with young grades to experience activities such as reading with students, teaching them numbers, helping in the classroom, etc.	Benchmark: Decrease the amount of office discipline referrals by 5%	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Reading	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Math	Date: 05/22/2025

Activity

Monthly STEM Instruction

Person responsible: STEM Teacher		Launch Date: 08/19/2024
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Part-time STEM teacher will provide students in grades 4-6 additional hands-on science enrichment once a month.	Benchmark: An increase of 3% proficiency on 2025 ACAP Reading	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Math	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Science	Date: 05/22/2025
	Benchmark: Student responses that learning experiences are tailored to their needs will increase by 3% based on perception survey results	Date: 05/22/2025

Belforest Elementary 24-25

Belforest Elementary School

Critical Initiative

Adopt a research-based school-wide operating system which promotes supportive school environment, student engagement and staff satisfaction.

Objective:

Provide an environment within the school that promotes a positive climate and culture.

Activity

Leader in Me Implementation

Person responsible: Admin., Counselors, Teachers, and Students

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Belforest will utilize Stephen Covey's The Leader in Me as a guiding operating system throughout the school.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Reading

Date: 05/22/2025

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Benchmark: Decrease the amount of office discipline referrals by 5%

Date: 05/22/2025

Activity

Peer Helpers

Person responsible: Counselors and Students

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Students selected for the program will assist in welcoming new students, providing peer support for students in need, and serving as ambassadors for the school during special events.

Benchmark(s)

Benchmark: Student responses that they strongly agree that they feel welcomed at school will increase by 3% based on perception survey results

Date: 05/22/2025

Critical Initiative

Build inclusive relationships with students, families and other stakeholders to support successful learning partnerships.

Objective:

Provide an environment within the school that promotes a positive climate and culture.

Activity

Parent Orientations/Learning Nights

Person responsible: Administrators, Teachers, and Parents

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource: \$0.00
Other Resource:

Source of Funding:

Activity Measure(s)

Parents attend a meeting night at the school to learn more about LIM, and their children's classrooms. Parents visit the classrooms and have an opportunity to learn how the classroom runs, expectations, procedures, and other specific information that helps to support their children.

Benchmark(s)

Benchmark: Kindergarten Orientation **Date:** 08/07/2024

Benchmark: 1st Grade Parent Orientation/Learning Night **Date:** 08/15/2024

Benchmark: 2nd/3rd Grade Parent Orientation/Learning Night **Date:** 08/22/2024

Benchmark: 6th Grade Parent Orientation **Date:** 08/27/2024

Benchmark: 4th/5th Grade Parent Orientation/Learning Night **Date:** 08/29/2024

Benchmark: Parent responses that they have an opportunity to share opinions about learning activities will increase by 3% as measured by perception **Date:** 05/22/2025

Activity Measure(s)**Benchmark(s)**

surveys

Activity

Parent Advisory & Learning

Person responsible: Administrators, Parents, Stakeholders**Launch Date:** 08/01/2024**Required Resource(s):****Financial Resource:****Other Resource:****Source of Funding:****Activity Measure(s)**

Parents will have the opportunity to meet with administration throughout the school year to discuss a variety of topics (both stakeholder and admin generated). An online meeting option will also be provided to give a wider variety of stakeholders the ability to participate.

Benchmark(s)

Benchmark: Parent responses that they have an opportunity to share opinions about learning activities will increase by 3%

Date: 05/22/2025Activity

Leadership Team

Person responsible: Administration, Teachers, Staff**Launch Date:** 09/09/2024**Required Resource(s):****Financial Resource:****Other Resource:****Source of Funding:****Activity Measure(s)**

The Leadership Team will meet monthly to review data and discuss/ develop action plans for topics of interest/concern regarding the school.

Benchmark(s)

Benchmark: Educator responses that they work together and with other stakeholders to support learners will increase by 3% based on perception survey results

Date: 05/22/2025

Critical Initiative

Provide all employees access to mental, social, and cognitive resources.

Objective:

Provide an environment within the school that promotes a positive climate and culture.

Activity

Employee Assistance Program

Person responsible: Administrators,
Human Resources

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:
Other Resource: District Funded Program

Source of Funding:

Activity Measure(s)

Baldwin County Public Schools offers the Employee Assistance Program to all faculty and staff members. It provides confidential assistance with family/marital issues, dependency assessments, stress related issues, financial/legal referrals, and mental/emotional issues.

Benchmark(s)

Benchmark: Educator responses that the culture of the institution is safe will increase by 3%

Date: 05/22/2025

Activity

LIM Professional Learning Boosters

Person responsible: Admin., Action Team

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource:

Activity Measure(s)

Benchmark(s)

Action Team will plan and present "Boosters" for the faculty regarding living the 7-Habits to achieve Private and Public Victories and keeping the work/life balance in check. Boosters will be provided during PD days and faculty meetings.

Benchmark: Increase the amount of educators feel they are participating in growth opportunities will increase by 3% based on perception survey results

Date: 05/22/2025

Activity

Team Building & Faculty Extracurricular Events

Person responsible: Admin, Action Team

Launch Date: 08/01/2024

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource: Donations will be provided through PTO and Faculty/Staff

Activity Measure(s)

Benchmark(s)

The Action Team will plan events with administrators and PTO to continue building trust and strong relationships among faculty and staff members. Events include games/team competitions, shared meals, themed gatherings, etc.

Benchmark: Educator responses that the culture of the institution is warm will increase by 3%

Date: 05/22/2025

Critical Initiative

Engage students in their growth and achievement of personal and academic goals through strategies, tracking and reflection.

Objective:
 Increase student achievement in all academic areas with a focus on reading and math.

Activity

Leadership Notebooks

Person responsible: Administrators, Action Team, Teachers, Students

Launch Date: 08/08/2024

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Students will set up and maintain Leadership Notebooks to lead their own learning. Notebooks include sections: Myself, My WIGs, My Learning, My Leadership, and My Celebrations. They will track their "here on time" each day as well as their progress towards their culture and academic WIGs.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Reading

Date: 05/22/2025

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Benchmark: Student responses that teachers help them believe they can do things will increase by 3% based on perception survey results

Date: 05/22/2025

Activity

WIGs (Wildly Important Goals)

Person responsible: Admin., Action Team, Teachers, Students		Launch Date: 08/08/2024
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Students will create a Wildly Important Goal related to Academics in the classroom with measures, accountability partner(s) and a scoreboard to track their progress.	Benchmark: An increase of 3% proficiency on 2025 ACAP Reading	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Math	Date: 05/22/2025
	Benchmark: Student responses that teachers help them believe they can do things will increase by 3% based on perception survey results	Date: 05/22/2025

Activity

Student-Led Conferences

Person responsible: Admin., Teachers, and Students		Launch Date: 09/01/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Students will participate in student-led conferences with teachers throughout the year to review and track progress toward meeting their WIGs.	Benchmark: An increase of 3% proficiency on 2025 ACAP Reading	Date: 05/22/2025
	Benchmark: An increase of 3% proficiency on 2025 ACAP Math	Date: 05/22/2025
	Benchmark: Student responses that teachers help them believe they can do things will increase by 3% based on perception survey results	Date: 05/22/2025

Activity

Leadership Day

Person responsible: Admin., Counselors, Teachers, and Students		Launch Date: 09/09/2024
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Students will participate in school-wide Leadership Day where they will showcase their leadership skills, WIGs, school improvements, etc. to a variety of stakeholders.	Benchmark: Educator responses that they work together and other stakeholders to support learners will increase by 3% based on perception survey results	Date: 05/22/2025

Critical Initiative

Increase reading achievement on local and state level benchmarks and assessments (ACAP, STAR, WIDA) through best practices and research-based strategies.

Objective:

Increase student achievement in all academic areas with a focus on reading and math.

Activity

Collab Wednesdays

Person responsible: Administrators and All Teachers

Launch Date: 08/21/2024

Required Resource(s):

Financial Resource:

Other Resource: Reading Specialist

Source of Funding:

Activity Measure(s)

Teachers will meet every Wednesday to learn instructional strategies, participate in PLCs, disaggregate data, design and implement interventions, and monitor student progress and response to interventions. Emphasis on continued learning for the Science of Reading, Open Court, and Savvas Math.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Reading

Date: 05/22/2025

Activity

Classroom Walkthroughs with Feedback

Person responsible: Administration

Launch Date: 09/09/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

The administration team will complete classroom walkthroughs based on teacher lesson plans to engage in activities as a learner, observer and/or co-teacher. Specific, targeted feedback will be given after each observation resulting in areas of success and areas of growth.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Reading

Date: 05/22/2025

Belforest Elementary 24-25

Belforest Elementary School

Critical Initiative

Increase math achievement on local and state level benchmarks and assessments (ACAP, STAR, WIDA) through best practices and research-based strategies.

Objective:

Increase student achievement in all academic areas with a focus on reading and math.

Activity

Collab Wednesdays

Person responsible: Administrators and All Teachers

Launch Date: 08/21/2024

Required Resource(s):

Financial Resource:
Other Resource: Reading Specialist
 Math Instructional Coach

Source of Funding:

Activity Measure(s)

Teachers will meet every Wednesday to learn instructional strategies, participate in PLCs, disaggregate data, design and implement interventions, and monitor student progress and response to interventions. Emphasis on continued learning for the Science of Reading, Open Court, and Savvas Math.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Activity

OGAP Professional Development

Person responsible: Administrators & Math
PLT Members

Launch Date: 08/01/2023

Required Resource(s):

Financial Resource:

Other Resource: Math Instructional Coach
Reflex Math

Source of Funding:

Activity Measure(s)

Teachers will participate in OGAP professional development in order to gain a deeper understanding of math instructional strategies

Benchmark(s)

Benchmark: OGAP Additive Training

Date: 09/30/2024

Benchmark: OGAP Multiplicative Training

Date: 10/09/2024

Benchmark: OGAP Fractional Training

Date: 11/14/2024

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Benchmark: Increase the amount of educators feel they are participating in growth opportunities will increase by 3% based on perception survey results

Date: 05/22/2025

Activity

Classroom Walkthroughs with Feedback

Person responsible: Admin., Teachers, and Students

Launch Date: 09/09/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

The administration team will complete classroom walkthroughs based on teacher lesson plans to engage in activities as a learner, observer and/or co-teacher. Specific, targeted feedback will be given after each observation resulting in areas of success and areas of growth.

Benchmark(s)

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025

Critical Initiative

Increase achievement and growth of identified subgroup

Objective:

Increase student achievement in all academic areas with a focus on reading and math

Activity

Leadership Team Meetings

Person responsible: Admin, Counselors, Instructional Coaches

Launch Date: 08/08/2024

Required Resource(s):

Financial Resource:
 Other Resource:

Source of Funding:

Activity Measure(s)

Leadership Team will meet monthly to discuss data and develop/implement plan for growth for identified subgroup

Benchmark(s)

- Benchmark:** Initial Subgroup Data Meeting **Date:** 08/20/2024
- Benchmark:** September Leadership Team Meeting **Date:** 09/09/2024
- Benchmark:** An increase of 3% proficiency on 2025 ACAP Reading **Date:** 05/22/2025
- Benchmark:** An increase of 3% proficiency on 2025 ACAP Math **Date:** 05/22/2025

Activity

Targeted Small Group Instruction

Person responsible: Admin, PTIs,
Instructional Coaches, Teachers

Launch Date: 09/09/2024

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Pull students in identified subgroup for additional targeted small group instruction in Math with progress monitoring biweekly.

Benchmark(s)

Benchmark: An increase of 3% proficiency on STAR Math

Date: 05/22/2025

Benchmark: An increase of 3% proficiency on 2025 ACAP Math

Date: 05/22/2025