Annual Implementation Plan 2025 - 2026 GES

Joe M. Gillmore Elementary School

Vision

Joe M. Gillmore Elementary School strives to cultivate a community of lifelong learners who excel academically, thrive socially, and contribute confidently in an ever-changing world.

Mission

Fostering academic excellence in a student-centered environment.

Beliefs

Reading is a gateway skill to all learning.

The success of the school is a shared responsibility among the school and community.

All students deserve to be challenged to their highest potential.

Education must provide opportunities to learn.

All students are unique and can be successful learners.

Student Outcomes

Objectives

- Provide an interactive learning experience for all students which aligns with their interests and abilities/capabilities.
- Develop and grow essential skills such as critical thinking,problem-solving, effective communication, teamwork, and leadership.
- Enhance educational journeys by incorporating modern and suitable technology tools and resources
- Offer opportunities for personal growth to cultivate character tratis such as perseverance, self-motivation, initiative, and resilience.

Stakeholder Satisfaction

Objectives

- 1. Maintain opportunities for parental and community involvement.
- 2. Keep lines of communication open between all stakeholders
- 3. Foster alliances with both new and established businesses, civic groups, institutions of higher education, and community organizations.
- 4. Maintain positive community advocacy and support for students and stakeholders

Employee Development

Objectives

- 1. Provide relevant and ongoing professional learning opportunities for all faculty and staff
- 2. Expect accountability of professional learning to ensure rigorous academic expectations and instruction to meet student needs.
- 3. Foster positive, collaborative, and productive environments built on best practices to recruit and retain faculty and staff

Critical Initiatives

- Ensure teachers, reading coach and math coach work together to monitor and adjust instructional pathways.
- Ensure the special education teachers work together in utilizing students' IEPs to create goals that are aligned with the Alabama Curriculum Guide.
- Incorporate MTSS in our existing Problem solving Team.
- Maintain the Peer Helpers organizations which provide selected students with critical thinking and problem-solving skills training.
- Maintain the Student of the Month program, which focuses on students' academic and personal growth.
- Improve mastery of technology standards throughout the entire school year for all students by using computers in numerous subjects.
- Promote positive character by recognizing students who display personal growth.
- Ensure students receive P.A.T.H. enrichment lessons that focus on bullying, violence, substance use, abuse, and self-harm during scheduled guidance classes.

Key Measures

- iReady Classroom Reports
- Amplify Progress Monitoring Reports
- Parent and Student Interviews
- MTSS Plans and Interventions in Powerschool
- Membership Rosters
- Student work provided by Peer Helpers Portal
- GES Facebook Post
- Pictures in local newspaper
- typing.com progress reports
- Attendance Awareness Month Incentives
- Behavior Incentives

Critical Initiatives

- Host Literacy and Numeracy Night for Families
- Provide Opportunities for Parents to Meet with Teachers during alternative hours.
- Promote participation in PTO Open House
- Provide surveys in order to obtain feedback from family members and educators.
- Utilization of Facebook, the school website, monthly newsletters, SchoolStatus, and School Cast as methods of communication between GES and stakeholders.
- Ensure business, nonprofit, and community involvement through the continuation of the sponsorships created to support our teachers and students.
- Provide identified students with the opportunity to meet with representatives of Southwest Mental Health.
- Maintain a partnership with local law enforcement agencies.

Key Measures

- Sign-in/ Out Office Log
- Literacy and Numeracy Act Information Handouts
- Sign-in sheet for Parenting Day
- Conference request letters
- PTO Open House Sign-In Sheet
- Survey reports
- GES Facebook Post
- Gillmore Newsletters
- SchoolCast Reports
- GES Facebook posts
- Thank you letter to businesses and nonprofits

Critical Initiatives

- PowerSchool professional development hours
- Utilization of ELOT and ATOT by administrators to ensure subjects taught meet rigorous academic expectations and students' needs.
- Ensure teachers create lesson plans and pacing guides that are aligned with course of study standards.
- Ensure that teachers and staff members are acknowledged as a means of fostering a positive work environment.
- Teachers can utilize free counseling through EAP (Employee Assistance Program)

Key Measures

- PowerSchool professional development hours
- Classroom and Teacher Obersvation Forms
- Lesson plans
- Pacing Guides
- Course of Study
- Quarterly Faculty and Staff Bonding Activites
- PTO sponsored faculty and staff room
- Sign-in/ Out Office Log

Key Measures	Key Measures	Key Measures
• Friday Shout Outs • Student work		