Baker- Butler Elementary School

SCHOOL / DEPARTMENT STRATEGIC PLAN

2026-27

Vision for Albemarle County Public Schools: Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

Mission for Albemarle County Public Schools: Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

School Statement: At Baker-Butler Elementary, we are entrusted to create a positive and inclusive learning environment where every child is known, supported, and prepared to become lifelong contributors and leaders in our community.

Our task is to ensure high quality teaching and learning for all, where every student experiences the joy of discovery, the pride from achievement, and the confidence to pursue their aspirations.

Plan for Operationalizing School Priorities for 2026-27

Strand 1: Thriving Students			
SMART Goal: As measured by SOL results, every enrollment group in the school will meet state accreditation targets or reduce the previous failure rate by 10% (R-10) in all tested subjects.			
Current State: Baker-Butler Virginia Quality Profile			
School Priority (with Focus Area)	**Role(s) Responsible for Implementation**	**Evidence of Progress/Completion**	**Role(s) Responsible for Monitoring and Supporting**
Priority 1: **Increase the effectiveness of Tier I instruction through professional development and timely feedback on the use division curricular and instructional resources (HMH and Kiddom).**	Principal & Assistant Principals, Instructional Coaches	-Scheduled and aligned Division and school professional development centered on academic routines, tasks, and practices in HMH and Kiddom curriculum -Conduct regular and frequent learning walks, maintain a weekly log of each observer (at least 1 a week per observer) to monitor and support effective instruction -Provide timely, actionable, and constructive feedback following every classroom learning walk to foster teacher reflection and growth. -Share trends and monitor alignment between PLC plans and instructional practices with PLC teams every month	Principal & Assistant Principals

Priority 2: Utilize PLC data-driven instruction practices to effectively plan, monitor, and reteach learning standards. **Focus Area:** Ongoing assessment and analysis of student progress	Principal & Assistant Principals, Team PLC Leaders, Instructional Coaches	-Published year-long PLC calendar (September 2026) -Common PLC protocols, data sheets, norms, and agenda templates for all PLCs -Documented Growth on common assessments across classrooms and grade levels - Created Reteaching plans tied to specific standards and named students	Principal & Assistant Principals
Priority 3: Develop and support a teacher mentor program to support the professional development and onboarding of new staff, raise collective capacity, and ensure equitable outcomes across grade level teams **Focus Area: Teacher Leadership Capacity**	Principal & Assistant Principals, Team PLC Leaders, Instructional Coaches	-Mentor-Mentee roster, showing pairings matched by grade level, content area, or specific professional needs -Meeting schedule and logs, document calendar of recurring meetings and checkins and agendas -coplanning artifacts, goal setting, peer observation record -mid year and end of year feedback surveys -retention tracking, year over year retention data for first and second year teachers	Principal & Assistant Principal

Strand 2: Affirming and Empowering Communities			
SMART Goal(s): We will foster a positive school climate for students and staff as demonstrated through high levels of engagement and satisfaction on the Gallup survey (staff) and the Panorama survey (students and families).			
Current State:			
School Priority (with Focus Area)	**Role(s) Responsible for Implementation**	**Evidence of Progress/Completion**	**Role(s) Responsible for Monitoring and Supporting**
Priority 1: Implement Responsive Classroom in every classroom and common areas. **Focus Area:** Creating positive learning environments for students and staff	Principal & Assistant Principals, Counselors	-Schedule of monthly school wide morning meetings -Develop common norms, We are Bears (Brave, Empathetic, Assertive, Respectful, Scholars) -Signage and references to common norms in classroom and common areas -Walk through data on responsive classroom practices	Principal & Assistant Principals
Priority 2: Improve student attendance and reduce chronic absenteeism. **Focus Area:** Creating positive learning environments for students and staff; Family engagement	Principal & Assistant Principals, Front office, counselors, attendance team	-Attendance taken by 8:30 AM, promptly by all teachers to ensure accurate attendance -Weekly attendance meetings -Weekly meetings with the Counseling and Family support - Monthly data reviews to review attendance trends & review efforts of documented interventions	Principal & Assistant Principals

Priority 3: Improve communication and accessibility with the diversity of the community Focus Area: Communications	Principal & Assistant Principals, Web/Social Media Teacher	-Developed a specific back to school website to create a hub for all information in one place -Weekly messaging through ParentSquare App and weekly newsletter (translated in home languages) regarding the schedule of the week to include school calendar, activities, etc. -Utilize QR codes, and Special event messaging through ParentSquare App, flyers, etc. from the school and teachers. -Created a Social Media presence on Facebook, to include the weekly messaging, special events, etc.	Principal & Assistant Principal