



State of the School: 5 Year Strategic Plan

BALDWIN COUNTY SCHOOL DISTRICT - OUR STORY & PROMISE

Welcome to our roadmap for the next five years. This strategic plan outlines our commitment to fostering an exceptional educational ecosystem where families are active partners, environments are safe, staff are empowered, and every student achieves successful outcomes. Here is how we are building our future together.

SUCCESSFUL STUDENT OUTCOMES



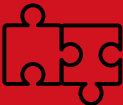
- **High-Quality Assessments:** Designing rigorous common unit tests before a unit begins to clearly map and measure student mastery.
- **Collaborative Teams:** Using weekly teacher planning sessions to look closely at student performance data and tailor classroom instruction to individual needs.
- **Real-World Literacy:** Helping students build logical problem-solving and analytical skills, including reading charts, graphs, and tracking trends.
- **Writing Across Subjects:** Integrating practical, career-focused writing activities into all content areas alongside top-tier instructional materials.

CLIMATE & CULTURE



- **Psychological Safety:** Moving to proactive, tiered behavioral instruction (PBIS) and structured progressive discipline.
- **Explicit Skills:** Teaching routine school safety, self-regulation, and behavioral lessons across all classrooms.
- **Student Support Services:** Deploying a newly centralized, standardized counseling and mental health department by Fall 2027.
- **Active Involvement:** Surveying barrier gaps and intentionally expanding extracurricular and club enrollment.
- **Academic Growth:** Conducting beginning-of-year data reviews to create custom intervention plans for qualified students.

FAMILY & COMMUNITY ENGAGEMENT



- **Unified Connections:** Streamlining engagement via a single districtwide calendar and offering flexible face-to-face and livestreamed meeting options.
- **Two-Way Trust:** Instituting a firm "48-Hour Rule" staff response expectation and launching a district Parent Advisory Council.
- **Proactive Attendance:** Utilizing multi-disciplinary Support Teams and milestone incentives to reduce chronic absenteeism.
- **Deep Partnerships:** Growing community, mentor, and business partnerships by 25% with formalized school outreach plans.
- **Parent Capacity:** Equipping home co-educators with academic workshops and take-home learning toolkits.

HIGH-QUALITY WORKFORCE



- **Hiring Pipeline:** Partnering with Georgia College & State University (GCSU) to strengthen our local education pipeline, matching university candidates with our mentor teachers to prepare them for future district hiring.
- **Teacher Leadership:** Launching a Teacher Collaborative Council to bring educator voices directly into our instructional planning and professional growth strategies.
- **Instructional Clarity:** Providing standardized power standards, clear learning progressions, and core curriculum resources across all schools.
- **Ongoing Support:** Ensuring every teacher receives constructive, regular feedback and meaningful professional coaching to support their classroom success.

OPERATIONAL EFFICIENCY



- **Smooth Operations:** Standardizing everyday tasks like onboarding and payroll while ensuring central office departments resolve staff requests quickly and efficiently.
- **Financial Stewardship:** Creating a Bookkeeper Training Cohort under the CFO to align school accounting and ensure 100% fiscal policy compliance.
- **Comprehensive Safety Audits:** Implementing intensive, facility-specific security audits by July 2027 and activating campus safety teams to update dynamic response plans annually.

PARENT & COMMUNITY QUICK WALKTHROUGH CHECKLIST

When you walk through any Baldwin County school, look for these visible signs of our strategic plan in action:

Engagement & Trust

- Family calendars are easy to find online or in print.
- Front office interactions are warm, welcoming, and professional.

Environment & Culture

- Positive behavior guidelines are clearly posted.
- Student and staff attendance milestones are publicly celebrated.

Workforce & Support

- Shared core district learning standards are actively taught.
- GCSU education students are learning alongside mentor teachers.

Rigorous Learning

- Students are actively participating in deep learning discussions.
- Practical writing and real-world problem solving are evident in student work.