

Culture of Learning

OBJECTIVE

By 2029, Baldwin Preparatory Academy will implement strategic scheduling to provide collaborative PLC time that enhances professional practice and student outcomes while maximizing opportunities to cultivate an inclusive culture of equity, access, and belonging.

CRITICAL INITIATIVE Develop a master schedule based on the needs of the school.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Create master schedule to reflect common planning, scheduled time for collaborative work among teachers and across disciplines.	Assistant Principal - Mary LaCoste	Time/Effort in PowerScheduler	The master schedule will provide common planning opportunities for PLCs. Throughout the year, collaborative planning will occur on a scheduled basis.	8/3/26	8/03/26 9/08/26 Master Schedule w/Common Planning completed PLC Meeting Schedule
95% or more of students will be appropriately scheduled in required academic courses, identified interventions, and selected career pathway courses.	Administration and School Counselors	Time/Effort	Master schedule, student schedules, enrollment/course request data, intervention rosters, and schedule-change records.	8/12/26	10/16/26 12/18/26 3/19/27 5/27/27 End of 1st quarter analysis of schedule changes, enrollment numbers, and intervention needs End of 2nd quarter analysis of schedule changes, enrollment numbers, and intervention needs End of 3rd quarter analysis of schedule changes, enrollment numbers, and intervention needs End of 4th quarter analysis of schedule changes, enrollment numbers, and intervention needs

CRITICAL INITIATIVE Implement MTSS framework.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Monthly meetings to monitor the progress of students using grades and assessment data to evaluate growth and adjust interventions as needed.	Problem Solving Team (PST)	Time/Effort	Review student's grades to monitor academic achievement. Adjust Tier 1 instruction to meet the needs of students. Provide Tier 2 interventions as needed. Track student progress.	8/31/26	8/31/26 1/25/27 4/26/27 RTI Meeting w/Student Data Analysis Review of 1st semester RTI meeting data Review of 2nd semester RTI meeting data

Leadership for Learning

OBJECTIVE

By 2029, Baldwin Preparatory Academy will expand innovative partnerships and financial solutions to enhance communication and districtwide growth and achievement while simultaneously strengthening safety infrastructure and standardized procedures to ensure a secure and high-quality learning environment.

CRITICAL INITIATIVE Expand business, industry, and community partnerships

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Expand and Maintain Partnerships	Administration, Career Coach, and CTE Teachers	Time/Effort	Track the number of active partnerships supporting BPA's career pathways and establish a goal of increasing active partnerships annually.	8/12/26	8/12/26 10/16/26 5/27/27 Establish a baseline inventory of current business, industry, postsecondary, and community partners. Identify career pathways needing additional partnerships and develop a list of potential partners. Compare number of partnerships to the baseline and document the support/resources provided.
Increase Career-Connected Student Opportunities	Administration, Career Coach, CTE teachers, and Director of Workforce Development	Time/Effort	Record of community/industry guest speakers, college/career fairs, college/military visits	8/12/26	12/18/26 5/27/27 12/18/26 5/27/27 Record of Guest Speakers Record of Guest Speakers Record of College/Career Events Record of College/Career Events

CRITICAL INITIATIVE Strengthen school safety procedures and preparedness

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Standardize Safety Procedures and Staff Training	Administration and School Resource Officer (SRO)	Time/Effort	Ensure 100% of faculty and staff receive annual safety training and have access to current emergency procedures and protocols.	8/6/26	8/06/26 5/27/27 Provide safety training to faculty and document completion through agendas/sign-in sheets Complete an annual review of safety procedures and document recommendations for the following school year.
Conduct, Evaluate, and Improve Safety Drills	Administration and School Resource Officer (SRO)	Time/Effort	All required drills are completed, documented, and evaluated to improve safety procedures.	8/19/26	8/06/26 5/27/27 8/19/26 9/16/26 10/21/26 Develop and communicate an safety drill calendar identifying required drills. Debrief after lockdown drill to identify areas where procedures, communication, or training could be strengthened. Debrief after fire drill to identify areas where procedures, communication, or training could be strengthened. Debrief after severe weather drill to identify areas where procedures, communication, or training could be strengthened.

Engagement of Learning

OBJECTIVE

By 2029, Baldwin Preparatory Academy will strengthen student engagement and drive growth across all domains by utilizing annual ELEOT data to target professional development while expanding innovative, interest-aligned learning pathways and differentiated experiences for every student

CRITICAL INITIATIVE Implement Data-Driven Instructional Improvement

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Analyze instructional data to identify strengths and areas for improvement.	Administration and Curriculum Leader	Time/Effort	Instructional priorities are identified using multiple data sources.	8/12/26	8/12/26 5/27/27 10/16/26 12/18/26 Conduct walkthroughs to establish baseline instructional needs. Analyze ELEOT, ATOT, walkthrough, and achievement data to determine progress and establish priorities for the following year. Develop a professional learning plan aligned with instructional priorities. Provide follow-up training and monitor implementation through walkthroughs.
Provide and Monitor Targeted Professional Learning	Administration and Curriculum Leader	Time/Effort	Walkthrough data shows increased use of targeted instructional practices.	8/3/26	10/14/26 3/19/27 4/16/27 Curriculum Leader provides professional learning on identified instructional strategies Curriculum Leader provides coaching, feedback, and additional support. Document teacher implementation and professional growth.

CRITICAL INITIATIVE Establish a school wide literacy plan with strategies and resources for all teachers.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Form School-Based Literacy Committee	Curriculum Leader, Literacy Committee and Teachers	Time/Effort	The Curriculum Leader will survey teachers to recruit literacy committee members. Once formed, the Literacy Committee will survey staff to vote on literacy focus for each quarter. The Literacy Committee members will share the reading & writing focus with teachers in their respective departments.	8/3/26	8/12/26 9/02/26 5/27/27 Literacy Committee Formed Identify Quarterly Reading & Writing Focus Quarterly Literacy Committee meetings held
Provide Literacy Resources to all Teachers	Curriculum Leader and Literacy Committee	Time/Effort	Provide Literacy Resources in Shared Drive. Use Faculty Google Classroom to post materials and communicate expectations.	9/16/26	9/16/26 Curriculum Shares Drive with Literacy Resources

Growth in Learning

OBJECTIVE

By 2029, Baldwin Preparatory Academy will utilize the district Professional Learning Community (PLC) framework to support student learning while engaging in ongoing educator Action Research to inform and enhance instructional practices.

CRITICAL INITIATIVE Utilize PLCs to monitor student progress and adjust instruction in real time.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
PLC meetings to review data and adjust instruction	PLC Teams	Time/Effort	PLC Documents	8/18/26	12/18/26 5/27/27 S1 Grade Reports Increase in Student Performance from S1 to S2
Provide targeted interventions and enrichment based on PLC data.	PLC teams	Time/Effort	Student progress-monitoring data shows growth following intervention or enrichment.	8/10/26	10/16/26 12/18/26 5/27/27 Document interventions and enrichment using PLC document. Review progress-monitoring reports to evaluate student growth and adjust supports. Analyze common assessment data to determine continued student progress.

CRITICAL INITIATIVE Utilize cross-curricular PLCs to strengthen employability skills across disciplines.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Establish Common Employability Skills	PLC teams	Time/Effort	Identify and document quarterly school wide employability skills.	9/9/26	9/09/26 12/18/26 5/27/27 Identify 4 school wide employability skills. Review implementation and share effective practices across PLCs. Finalize employability skill priorities for the next school year.
Integrate Employability Skills	Cross-curricular PLC teams	Time/Effort	Employability skills are consistently integrated into instruction across disciplines.	9/10/26	9/10/26 12/18/26 5/27/27 Introduce employability skills and classroom integration strategies. Increase consistent use of employability skills across disciplines. Evaluate implementation and identify areas for continued growth.

Sustainability & Progress

OBJECTIVE

By 2029, Baldwin Preparatory Academy will ensure long-term district progress by expanding facility capacity to relieve overcrowding and maintain safe learning environments, sustaining a rigorous focus on academic achievement and college and career readiness, and implementing strategic initiatives to recruit and retain a high-quality educator workforce. In addition BPA will maintain a robust technology network including devices and management.

CRITICAL INITIATIVE Provide resources to support college and career readiness.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Nibbles & Networking Events	Career Coach - Elise Bridges	Time/Effort	Nibbles & Networking Schedule, Student Participation Photos	8/25/26	12/18/26 5/27/27 1st semester Nibbles & Networking Schedule 2nd semester Nibbles & Networking Schedule Nibbles & Networking Events Perception Surveys
Monitor academic and college/career readiness data to identify student needs.	Administration, Counselors, and Curriculum Leader	Time/Effort	Review course performance, assessment, credential, and dual-enrollment data	10/16/26	12/18/26 3/19/27 Identify students needing additional support and document interventions Compare final achievement and CCR reports with baseline data.

CRITICAL INITIATIVE Strengthen Educator Recruitment and Retention

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Implement targeted strategies to recruit highly qualified educators.	Administration	Time/Effort	Recruitment efforts and hiring data demonstrate active efforts to fill identified staffing needs.	8/3/26	8/03/26 12/18/26 4/30/27 Review staffing needs and vacancy data Identify anticipated vacancies and high-need areas Document recruitment activities, applicants, and interviews
Provide support and professional growth opportunities to improve teacher retention.	Administration and Curriculum Leader	Time/Effort	Staff participation, feedback, and retention data demonstrate ongoing support for educators.	8/3/26	8/03/26 4/30/27 5/27/27 Identify professional learning and support needs through staff feedback Collect staff climate/feedback data and address identified needs Review retention, turnover, and staff feedback data to guide future planning.