

Engagement in Learning

OBJECTIVE

By 2029, Daphne Middle School 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

We will administer the ELEOT annually and use data to drive growth in all domains, strengthen student engagement, and target PD needs.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
ELEOT observations	Administrators	ELEOT Observation platform	ELEOT Observation Logs	9/21/26	12/18/26 All ELEOT observations are completed.

CRITICAL INITIATIVE

We will expand opportunities for students to participate in innovative, interest-aligned learning experiences annually.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Interest-focused special events, including, but not limited to, Career Day, STEAM Week, Science Fair, Expo night, and family nights, etc.	PLCs, GC, and the school leadership team	Event specific supplies, PLC time for planning and implementation, tables, PTO volunteers, communication plans, stakeholder participation, etc	Student and stakeholder feedback, and participation rates	10/1/26	5/07/27 Intentional planning for scheduled events

Growth in Learning

OBJECTIVE

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

CRITICAL INITIATIVE

We will utilize the Professional Learning Community framework to implement PLCs to support student learning.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Weekly and Quarterly PLC sessions with related PD opportunities.	PLCs, Guiding Coalition, Leadership Team	We will need to monitor student academic progress and growth, analyze data trends, collect Post-PD Survey responses, and seek teacher input and feedback	By supporting our PLC teams, we will improve overall academic achievement and increase academic growth by investing in our instructional teams, which will in turn support a positive climate and a collaborative culture on our campus.	8/12/26	5/28/27 Quarterly Progress Check-ins with GC and PLCs.

CRITICAL INITIATIVE

We will participate in action research throughout the school year to inform and enhance teaching practices.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
PLC Data Meetings; MTSS meetings; Literacy Committee Team; Guiding Coalition Activities	PLCs, MTSS team, GC, Leadership Team, Literacy Committee	We will need to use common summative & formative and benchmark data to monitor progress and to guide instruction We will leverage our various teams to support students and teachers in setting and achieving our goals	We will use common summative & formative and benchmark data to track progress and make adjustments as needed to achieve our goals.	9/24/26	5/28/27 Quarterly check-ins will be conducted to monitor progress.

Culture of Learning

OBJECTIVE

By 2029, Daphne Middle School 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

We will maximize opportunities that cultivate an inclusive culture of equity, access and belonging.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Targeted PD opportunities (team building, etc.) for PLC teams and instructional support staff, and ongoing, diverse student recognition initiatives that target positive attendance, achievement, growth, behavior, and character.	All school stakeholders	Time and resources to support event and PD planning and implementation	Participation rates, feedback, climate and culture surveys	8/3/26	5/21/27 End-of-the-Year feedback and wrap-up efforts

Sustainability & Growth

OBJECTIVE

By 2029, Daphne Middle School will ensure long-term progress by maintaining 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, DPMS will maintain a robust technology network including devices and management.

CRITICAL INITIATIVE

We will sustain & expand our focus on academics & content instruction to strengthen the college and career readiness of students.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Targeted academic initiatives (IXL leaderboards, ACAP Practice Test to build Bootcamps, Cross-curricular collaboration for career day event)	PLC, Leadership Team, instructional support staff	Basic instructional supplies (paper, copies, etc)	ACAP results, Benchmark data, gradebook reviews	10/1/26	5/28/27 Proactively and routinely monitor progress, growth, and achievement. Intentional planning for targeted events.

CRITICAL INITIATIVE

We will address teacher retention and support the individualized growth of current employees.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Targeted PD Opportunities, including the RTI @ Work virtual conference, and other teacher-interest based PD. Maintain and support the mentor/mentee program, and continue faculty/staff recognition initiatives. Participation in district job fair events.	Leadership team, GC	Resources and dedicated time for PD opportunities and recognition programs	Participation rates, feedback and input data, increased student growth, achievement, and engagement.	8/3/26	5/28/27 PD and mentor logs and data trackers

Leadership for Learning

OBJECTIVE

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

CRITICAL INITIATIVE

We will expand partnerships to enhance communication, innovative financial solutions, opportunities, growth & achievement.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Grant and 3-Mill proposals, PTO initiatives (sponsorships, holiday market, etc.), career day and CTE partnerships and connections	Leadership team, PTO partners, CTE and cross-curricular faculty and staff	Basic office supplies, communication network	Grant awards, 3-mill projects, participation rates, input and feedback results.	8/3/26	5/28/27 Proposal and project results, participation and engagement rates

CRITICAL INITIATIVE

We will improve safety infrastructure, standardize procedures, and strengthen prevention practices to decrease incidents & improve responses.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Safety Committee activity, consistent safety trainings, improved safety bags, and utilize our SROs to support school safety measures.	Admin team. SROs, Safety Committee	Safety supplies for bags, basic office supplies, time and other resources as needed	Participation in refresher safety trainings for 2nd Semester, safety feedback and input questions on end-of-the-year climate and culture surveys	8/3/26	5/28/27 Training session sign-sheets, survey implementation