Leadership for Learning

OBJECTIVE

By 2026, Elsanor Elementary 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 — **We will expand partnerships to enhance communication, innovative financial solutions, opportunities, growth & achievement.** — On Track

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
3 Mill feeder pattern property tax districts will collaborate with city funding agreements will provide innovative financial opportunities with the participating communities.	Administration Team	Administration will work with Central Baldwin Finance Committee to continue to foster funding partnerships within the community and Administration will collaborate with the Central Baldwin Finance Committee, feeder pattern schools, local municipalities, and community stakeholders to support the development and implementation of 3 Mill property tax initiatives and city funding agreements. Resources will include financial planning data, legal guidance, community engagement opportunities, and transparent communication to ensure sustainable funding that supports student achievement and facility improvement efforts	Financial partnerships are established with 3 Mill property tax districts and city funding agreements, resulting in increased funding allocations that support school improvement goals and student success.	8/3/26	1/24/27 Maintain and strengthen partnerships with 3 Mill property tax feeder pattern communities to secure and sustain funding through 3 Mill property tax districts and city funding agreements.
Elevate and share compelling stories that highlight impact, needs, and progress, strengthening community trust, deepening engagement, and securing sustained investment.	Administration Team, Instructional Coaches, Teachers	Elsanor Elementary will need collaboration with school and district communication staff, students, families, and community partners to develop and share stories that highlight student achievement and school success stories. Resources will include communication platforms (school website, social media, newsletters), photography and video tools, student engagement and family engagement opportunities, and transparent communication support to effectively promote the school's impact and build community trust	Success stories are consistently shared through newsletters, social media, the school website, and at community events, resulting in increased family engagement, positive community feedback, and strengthened partnerships that support student success.	8/12/26	5/03/27 Regularly communicate and celebrate student, staff, and school successes through multiple communication channels to strengthen community trust and family engagement.

Culture of Learning

OBJECTIVE

Elsanor Elementary 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 — **Implementation of strategic scheduling will provide PLC time to enhance professional practice, collaboration, & student outcomes.** — On Track

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Develop a master schedule based on the needs of the school.	Administration and Instructional Coaches	Elsanor Elementary will need current student enrollment data, demographic data, staffing allocations, district and state scheduling guidelines, instructional planning time, and input from teachers and staff to develop a master schedule that maximizes instructional time, collaboration opportunities, and equitable access to services while meeting the academic and social-emotional needs of all students.	A finalized master schedule is developed, reviewed by the leadership team, and implemented before the start of the school year. The schedule provides dedicated collaborative time, intervention/enrichment time, collaborative planning time for all teachers, and all required services for special education, EL, and other student populations, with zero meeting state and district requirements.	8/3/26	8/03/26 The master schedule is completed, approved by school leadership, implemented by August 12, 2026. The master schedule will be successfully implemented to meet the instructional and support needs of all students on August 12, 2026.
Continue to implement MTSS framework across all grade levels.	Instructional Coaches, School Counselor, Resource Teachers, Classroom Teachers, and Part Time Instructors.	Elsanor Elementary will need to continue with the practices that are in place such as: having an active MTSS leadership team, trained teachers in interventionists, assessment data and progress monitoring data, evidence-based intervention materials, scheduled collaboration and planning time, professional learning opportunities, administrative support, and a system for documenting and monitoring student interventions and progress.	MTSS is consistently implemented across all grade levels as evidenced by regularly scheduled data meetings, documented intervention plans, progress monitoring data, and increased use of data to guide instructional decisions. Student growth in tiered intervention outcomes demonstrates that students receive timely academic and behavioral supports based on identified needs.	8/25/26	9/29/26 PST/RTI Meeting. 10/27/26 PST/RTI Meeting. 11/10/26 PST/RTI Meeting. 12/15/26 PST/RTI Meeting. 1/12/27 PST/RTI Meeting. 2/02/27 PST/RTI Meeting. 3/02/27 PST/RTI Meeting. 4/06/27 PST/RTI Meeting. 5/04/27 PST/RTI Meeting.

Growth in Learning

OBJECTIVE

Elsanor Elementary School 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 — **We will participate in action research throughout the school year to inform and enhance teaching practices.** — On Track

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Examine data by subgroups to identify deficiencies (e.g., student achievement growth, attendance, discipline, etc.) & implement action research to improve identified discrepancies and share successes.	Instructional Coaches	Instructional Coaches will set up data meetings on the following dates throughout the year: January 12, and May 4th where they will collect data from ESMI and iReady Math	We will know that we have accomplished this activity by having data to review in sheets, agendas, meeting minutes, and data chats with the teachers and the instructional coaches on the data.	9/8/26	9/08/26 Data Meeting 1/12/27 Second data meeting. 5/04/27 Third data meeting
Deliver PD to BCBE staff focused on action research.	Instructional Coaches	Elsanor Elementary will utilize instructional coaches including the CMI Math Coach, to provide professional learning aligned with the Alabama Math Standards. Resources will include Alabama Math Initiative materials and Action Research protocols, professional learning opportunities, collaborative PLC meetings, instructional resources, classroom observations and coaching opportunities, student achievement data, and administrative support to ensure effective implementation and continuous improvement of instructional practices	Elsanor Elementary School will know this activity has been accomplished through documentation of professional development, agendas in sheets, meeting agendas, and follow-up meetings. Evidence of successful implementation will also include observations, support and ongoing monitoring to ensure instructional practices are aligned with the Alabama Math Initiative and professional learning goals.	8/12/26	5/03/27 Ongoing throughout the 2026–2027 school year Final completionvalidation: May 2027. The teachers will attend districtwide Math training on January 5, 2027 and February 11, 2027.

Engagement of Learning

OBJECTIVE

Elsanor Elementary 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 — **Elsanor Elementary School will administer the ELEOT annually and use data to drive growth in all domains, strengthen student engagement and target PD needs.** — On Track

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Complete district-wide observations with the ELEOT annually.	Administration Team	Elsanor Elementary will need administrators to complete ELEOT observations, the ELEOT observation tool, observation schedule, scheduled observation times, classroom access, professional learning on the ELEOT process, collaboration with teachers, and data to analyze observation data and develop targeted plans for continuous instructional improvement	Elsanor Elementary School will know this activity has been accomplished through district-wide ELEOT observations are completed in all classrooms, scheduled observation data are collected and analyzed, and feedback is provided to teachers, and the results are used to inform professional learning and instructional improvements. Documentation will include completed ELEOT observation reports, data summaries, and action plans based on the findings.	9/1/26	
Develop a common understanding of the ELEOT districtwide.	Administration Team	Elsanor Elementary will need the ELEOT framework and observation protocols, collaborative debriefing time, calibration sessions to ensure consistent interpretation, and ongoing communication and support to build a common understanding of the ELEOT expectations across the school and district	Staff complete ELEOT training, participate in calibration sessions, and consistently apply the ELEOT framework during classroom observations, as evidenced by professional development documentation, observation records, and meeting agendas.	9/1/26	

Sustainability and Growth

OBJECTIVE

By 2026, Elsanor Elementary School 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 strengthening the recruitment and retention of high-quality teachers and staff to support a diverse workforce. In addition, Elsanor will maintain a robust technology network including devices and management.

CRITICAL INITIATIVE — **Sustain & expand our focus on academics & content instruction to strengthen the college and career readiness of students districtwide.** — On Track

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Increase math achievement on local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills.	Instructional Coaches	Elsanor Elementary will need high-quality, standards-aligned mathematics instruction, CMI Math Coach support, instructional materials, formative and summative assessment data, intervention and enrichment programs, professional learning for teachers, collaborative PLC meetings, evidence-based instructional strategies, technology resources, and administrative support to monitor implementation and student progress	Elsanor Elementary School will know this activity has been accomplished through improved student performance on local and state mathematics assessments including benchmark assessments, ACAP, and state-level assessments. Evidence will include increased student proficiency, growth in mathematics achievement data, classroom observations demonstrating high-quality math instruction, student engagement in problem-solving, and PLC documentation showing data analysis and instructional adjustments.	8/12/26	
Increase reading/ELA achievement on local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills.	Instructional Coaches	Elsanor Elementary will need high-quality, standards-aligned reading/ELA instruction, evidence-based literacy resources, instructional materials, professional learning for teachers, formative and summative assessment data, intervention and enrichment programs, collaborative PLC planning time, Science of Literacy Act resources, technology tools, and administrative support to monitor implementation and student progress	Elsanor Elementary School will know this activity has been accomplished through improved student performance on local and state Reading/ELA assessments including benchmark assessments, ACAP assessments, and state-level assessments. Evidence will include increased student proficiency and growth in classroom observations demonstrating effective literacy instruction, progress monitoring data, PLC documentation showing data analysis and instructional adjustments, and increased student engagement in reading and writing.	8/12/26	