Culture of Learning

OBJECTIVE

By 2029, Jubilee Elementary School will foster a collaborative and inclusive culture that supports high-quality instruction, shared leadership, and the academic, social, and emotional success of every student.

☆ CRITICAL INITIATIVE: Provide job-embedded professional learning that builds teacher capacity and improves instructional practices.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Intentional scheduling of coaching sessions and professional development opportunities based on school needs implemented during weekly grade-level PLC meetings, local and district PD days, and during other offered sessions throughout the year.	Admin and Instructional Leadership Teams	active participation and collaboration	Meeting agendas/notes/sign-in sheets and coaching logs	8/3/26	5/28/27 | Review meeting targets

☆ CRITICAL INITIATIVE: Develop a master schedule based on the needs of the school that prioritizes instructional time to include the MTSS Framework and PLC collaboration.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Administrative collaboration on development of master schedule to support tier interventions and professional learning communities.	Administration	Elementary schedule minutes, Tier minutes, and various other aspects of the school day that affect making a schedule	Master schedule reflects uninterrupted reading, math, intervention, and PLC blocks.	8/12/26	8/12/26 | Implementation

Leadership for Learning

OBJECTIVE

By 2029, Jubilee Elementary School will strengthen instructional leadership through meaningful partnerships, research-based instructional practices, and a shared commitment to student achievement, engagement, and school safety.

☆ CRITICAL INITIATIVE: 3 Mill feeder pattern property tax districts and feeder pattern city funding agreements will provide innovative financial partnerships with the participating communities.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Attend monthly 3 Mill Feeder Pattern Meetings	Daphne 3 Mill Committee and Administrators	Meeting attendance	Meeting agendas	8/24/26	4/26/27 | Submit new 3 Mill budget

☆ CRITICAL INITIATIVE: Implement Kagan Cooperative Learning strategies through professional learning and instructional coaching to increase student engagement and collaboration.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Participate in Kagan professional learning.	Administration	Teacher volunteers to attend trainings during the summer and other available dates found on the Kagan site	Kagan training attendance	8/3/26	5/28/27 | Verify attendance at workshops through the year and then verify registration for summer offerings.
Utilize Kagan Cooperative Learning structures during daily instruction.	Administration and fully trained teachers	Coaching forms	Classroom observations and completed coaching forms	8/12/26	5/28/27 | End of year count of coaching visits 12/18/26 | Mid-year count of coaching visits

☆ CRITICAL INITIATIVE: Increase reading/ ELA and math achievement on local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Provide daily reading and math interventions for identified students.	Administration, coaches, teachers and PTIs	Intervention schedules, PTIs, intervention resources/materials	Intervention schedules	9/1/26	5/21/27 | Check throughout the year and specifically monthly at PST meetings.
Monitor student progress using benchmark data.	Administration, Coaches, Teachers	Data and tracking charts	Tracking charts and meeting minutes	9/8/26	1/04/27 | Analyze Winter Diagnostic Data 5/28/27 | Analyze Spring Diagnostic Data

Engagement in Learning

OBJECTIVE

By 2029, Jubilee Elementary School will provide engaging, authentic learning experiences that foster collaboration, leadership, critical thinking, and active student participation.

☆ CRITICAL INITIATIVE: Complete school-wide observations with the ELEOT annually to monitor student engagement.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
ELEOT Observations for each certificated employee	Administration	classroom observations	ELEOT completed for all certificated staff	8/12/26	4/09/27 | Administrative team collaboration and observation assignments for completion of ELEOT

☆ CRITICAL INITIATIVE: Provide enrichment opportunities that extend learning through Science, Technology, Engineering, Art, Mathematics (STEAM), leadership, literacy, and other interest-based experiences.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Provide enrichment activities to include STEAM, school-wide leadership roles, student organizations, and Club Days.	Admin, LIM Lighthouse Team, club/organization leads, student leaders	Club assignments, schedules, rosters; student organization roster/agenda/minutes, teacher-lead input	student participation, surveys, rosters/agenda/minutes, calendars	8/12/26	5/21/27 | Students will participate with school-wide leadership roles and Clubs, serve on the Student Lighthouse Team, and engage with student organizations based on merit. 12/18/26 | Students will participate with school-wide leadership roles and Clubs, serve on the Student Lighthouse Team, and engage with student organizations based on merit.
Implement Leader in Me leadership opportunities.	LIM Lighthouse Team	Leader in Me online tools/resources, consumable materials	binders, school-wide leadership roles, student surveys	8/12/26	12/18/26 | Mid-year applications for upcoming semester jobs and review of student/teacher feedback from 1st semester 5/21/27 | End of year review of student/teacher feedback

☆ CRITICAL INITIATIVE: Expand differentiated learning opportunities that meet the diverse needs and interests of all students.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Provide targeted Tier 2 and 3 small group instruction based on student needs.	Leadership Team, Admin, Teachers	Teacher lesson plans and intervention schedules	Student diagnostic data and teacher input	8/12/26	12/18/26 | Winter Diagnostic 5/14/27 | Spring Diagnostic
Utilize part time instructors to provide targeted intervention support.	PTI, Leadership Team/Admin	Funding for part-time instructors, intervention tools and resources	Student diagnostic data, teacher input	9/1/26	12/18/26 | Analyze Winter Diagnostic Data 5/14/27 | Analyze Spring Diagnostic Data

Growth in Learning

OBJECTIVE

By 2029, Jubilee Elementary School will use collaborative professional learning, data analysis, and continuous improvement practices to increase student achievement and educator effectiveness.

☆ CRITICAL INITIATIVE: Strengthen Professional Learning Communities (PLCs) through ongoing collaboration, data analysis, and instructional planning.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Conduct PLC meetings.	Administration and Coaches	Schedule	Agendas and minutes	9/1/26	9/01/26 | Ongoing weekly meetings with agenda and minutes
Analyze student data to guide instructional decisions.	Administration, Coaches and Teachers	Common assessments, STAR Reading, i-Ready Math, and ACAP data reports	Instructional WIGS and tracking charts	9/8/26	9/01/26 | Ongoing weekly meetings with agendas and minutes

☆ CRITICAL INITIATIVE: Utilize instructional data (student achievement and subgroup data) and feedback to continuously improve teaching and learning while identifying needs, monitoring progress, and guiding instructional decisions.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Conduct benchmark data meetings following each assessment window while paying close attention to subgroup data.	Administration, Coaches, and Teachers	STAR Reading, i-Ready Math, and ACAP reports	Instructional WIGS, Accountability Tracking, and increased scores	9/8/26	
Collect stakeholder feedback through surveys.	Administration	Surveys	Sufficient responses collected and data deemed valid from student, staff, and family surveys.	1/4/27	

Sustainability and Growth

OBJECTIVE

By 2029, Jubilee Elementary will address teacher shortages & retention through district initiatives to "Grow Our Own" teachers and support individualized growth of current employees.

☆ CRITICAL INITIATIVE: Support and document the Alabama Teacher Mentor/Mentee Program

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Assign approved mentors for designated mentees. Check in periodically to see how things are going.	Administration	Mentor documentation of monthly meetings	Mentor documentation completed and submitted	10/1/26	5/03/27 | Check in at mid-year and end of program.