Culture of Learning

OBJECTIVE

By 2029, Robertsdale 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.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Further develop MTSS framework to include additional stakeholders	Admin	Subs for MTSS meetings; schedulers to include counselors, social workers, admin, Behavior Interventionists, grade level resource teacher, EL teachers, PAWS (behavior intervention)	MTSS agendas, sign in, minutes, follow up (action plans)	8/3/26	1/29/27 Meeting documentation 7/30/27 Meeting documentation
Develop a master schedule based on the needs of the school.	Admin		Meeting documentation-sign in, agenda, minutes, follow-up (action plan)	8/3/26	1/29/27 Meeting documentation to ensure frequency, evidence of MOY data review 7/30/27 Meeting documentation to ensure frequency, EOY benchmark data analysis
Provide job-embedded professional development on effective PLC implementation and relevant topics to improve instruction.	Teachers, Admin	PLC coaching with Solution Tree consultant	PLC meeting documentation- sign in, agenda, minutes, coach feedback	8/3/26	1/29/27 Meeting documentation 7/30/27 Meeting documentation

CRITICAL INITIATIVE: Maximize opportunities that cultivate an inclusive culture of equity, access and belonging

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Provide job-embedded professional development to improve student supports	Instructional coaches	Subs and stipends for teachers; coaching schedules, Kagan coaching	Professional development agendas, sign in sheets, follow up action plans	8/3/26	1/29/27 Professional development documentation- agendas, sign in; follow up (action plans) 7/30/27 Professional development documentation- agendas, sign in sheets, follow up (action plans)
Create and utilize leadership teams to engage a team of individuals with relevant expertise and informed perspectives to drive decision making	Teachers, Admin	Leadership team meeting schedule, agendas, minutes	Meeting documentation-agendas, sign in sheets, minutes	8/3/26	1/29/27 Meeting documentation 7/30/27 Meeting documentation
Participate in professional development opportunities to develop and enhance leadership skills for implementation of PLCs and action research leading to improved student outcomes	Admin	Solution Tree Consultant for RTI/MTSS implementation	RTI Meeting agendas, debrief and follow up action plan	10/1/26	1/29/27 Debriefing with consultant, action plan 7/30/27 Debriefing with consultant; follow up action plan

Growth in Learning

OBJECTIVE

By 2029, Robertsdale 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.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Examine data by subgroups (student achievement, growth, attendance, discipline) to identify deficiencies & conduct action research to improve identified discrepancies and share successes.	Teachers	MTSS meetings, Attendance Leadership team meetings, Academic Leadership team meetings	Meeting documentation-agendas, sign in sheets, follow up (action plans)	8/3/26	1/29/27 Meeting documentation, midyear data analysis 7/30/27 Meeting documentation, midyear data analysis
Utilize a variety of methods to gain feedback and input to improve practices and student engagement to drive our improvement planning	Admin	Subs for Peer observations, ELEOT observations, ATOT observations	Peer observation data, ELEOT observation data , ATOT observation data	8/3/26	1/29/27 Observation log/feedback, ELEOT observation data 7/30/27 Observation log/feedback, ATOT observation data

CRITICAL INITIATIVE: We will conduct action research to enhance effective teaching practices to address the academic achievement/growth of an identified subgroup- special education students.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Academic leadership team meetings, PLC, leadership team meetings, RTI meetings	Teachers,	Academic leadership team meeting, PLC, leadership team meetings, Solution Tree consultant, RTI meeting schedule	Meeting documentation-agendas, sign in, minutes, follow up (action plans)	8/3/26	1/29/27 Meeting documentation, midyear data analysis 7/30/27 Meeting documentation, end of year data analysis

Engagement of Learning

OBJECTIVE

By 2029, Robertsdale 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: 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
Complete school-wide observations with the ELEOT annually	Admin	ELEOT observation tool	ELEOT observation data/feedback	8/3/26	1/29/27 Review and provide feedback from ELEOT observations with teachers 7/30/27 Review teacher observation data/feedback
Develop school-wide expectations for student engagement (Kagan Structures)	Teachers	Student Engagement Leadership Team meetings, Peer observations- Kagan Structures/student engagement strategies	Student Engagement Leadership Team meetings, Peer observation documentation- sign in, reflection, follow up (action plan)	8/3/26	1/29/27 Student Engagement Leadership Team Meeting documentation; peer observation documentation 7/30/27 Student Engagement Leadership team Meeting documentation, Peer observation documentation

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
After school extracurricular activities, NEHS, Choir	Teachers,	Extra Work Agreements for teachers, Materials/supplies	Extra curricular activities-attendance sheets, student surveys	10/1/26	1/29/27 Attendance of extra curricular activities; student and parent surveys 7/30/27 Attendance for extracurricular activities, student and parent survey results
Science Night, Parent Engagement Activity with take home resources	Teachers	Pensacola Mess Hall for Science Night, take home science games, materials for families	Parent sign in sheets, parent survey results (parents and students)	1/1/27	1/29/27 Science Night with Pensacola Mess Hall; parent and student survey completed

Leadership for Learning

OBJECTIVE

By 2029, Robertsdale Elementary School will expand innovative partnerships and financial solutions to enhance communication and district/site 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
Elevate and share compelling stories that highlight impact, needs and successes, strengthening community trust, deepening engagement, and inspiring sustained investment	Admin	School Facebook posts, Parent Square communication, 3 rd spotlight	Social media posts, Parent Square communication log, Parent surveys	8/3/26	1/29/27 Frequency of social media posts and parent square communication highlighting school events and successes 7/30/27 Frequency of social media posts and parent square communication highlighting school events and successes
Deepen parent and family engagement through meaningful school events and volunteer opportunities	Teachers	Family Nights- Family Science Night with Pensacola Mess Hall STEM take home kits, Student showcase events, Extracurricular clubs/activities,	Parent involvement sign in sheets, parent event survey results, Educator, Student & Parent surveys	8/3/26	1/29/27 Parent sign in sheets, Parent survey results 7/30/27 Parent sign in sheets; Educator, Student, & Parent survey results

CRITICAL INITIATIVE: We will improve safety and procedures by strengthening prevention practices to decrease incidents and improve responses.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Develop a school-wide discipline plan that will decrease behavior incidents and improve student engagement and learning	Teachers	School-wide discipline plan, grade level discipline plans	Discipline referral data	8/3/26	1/29/27 Discipline referral data analysis 7/30/27 Discipline referral data analysis
Student recognition and incentives for positive behaviors (SMART BEARS)	Teachers	SMART BEARS award	Discipline referral data	8/3/26	1/29/27 Discipline referral data analysis 7/30/27 Discipline referral data analysis
Student support through communication and arrival/dismissal procedures	Admin	campus radios, dismissal transportation identifiers, CurbSmart dismissal system	Discipline referral data, safety incident data	8/3/26	1/29/27 Discipline referral data, safety incident data 7/30/27 Discipline referral data, safety incident data

Sustainability & Growth

OBJECTIVE

By 2029, Robertsdale 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 implementing strategic initiatives to recruit and retain a high-quality educator workforce.

CRITICAL INITIATIVE: Sustain & expand our focus on academics & content instruction to strength the college and career readiness of students

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Increase math achievement on state and district level benchmarks and assessments through improved engagement, student learning and problem-solving skills	Teachers, Math Coaches	OMI instructional coaching, Math Leadership Team meetings/calendars, Math Leadership team meetings, Copier contract, copy paper, Pear Assessment, Happy Numbers	iReady math achievement and growth data, leadership team meeting documentation	8/3/26	1/29/27 midyear data analysis- iReady math achievement/growth data 7/30/27 Leadership Team meeting documentation, intervention schedules End of year iReady math achievement/growth data analysis; Math Leadership team meeting documentation, intervention schedules
Increase reading/ELA achievement on state level benchmarks and assessments through improved engagement, student learning and problem-solving skills	Teachers, ARI Coach, Part time instructors	Reading Leadership team meetings, Reading technology (Accelerated Reader), Classroom libraries, ARI instructional resources, Part time instructors (7 Title, 2 3mil), Heggerty Writing program	Meeting documentation-agendas, sign in sheets, follow up (action plan), STAR Reading achievement/growth data, coaching data, intervention schedules, PTI schedules	8/3/26	1/29/27 Meeting documentation; STAR Reading data analysis, coaching cycle documentation, intervention schedules 7/30/27 Meeting documentation, STAR Reading achievement/growth data, coaching cycle documentation, intervention schedules

CRITICAL INITIATIVE: Address teacher shortages and retention through district and school initiatives to support individualized growth of current employees

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
New Teacher Mentoring program	Teachers	Teacher mentors, meeting documentation	Meeting documentation; teacher observations	10/1/26	1/29/27 Teacher mentor documentation; teacher observations 7/30/27 Teacher mentor documentation, teacher observations
Teacher support based on Peer observations	Teachers	subs for teacher peer observations	Observation documentation- sign in, reflection, follow up (action plan)	10/1/26	1/29/27 Peer observation documentation; 1st semester teacher observation 7/30/27 Peer observation documentation; 2nd semester teacher observations