Silverhill Elementary School

Annual Implementation Plan 1 Aug 2026 - 31 Jul 2027

Culture of Learning

OBJECTIVE

By 2029, Silverhill 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
Develop a master schedule based on the needs of the school.	Admin		Meeting documentation, sign in sheets, agenda, minutes, 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 sheets, agenda, minutes, coach feedback	8/3/26	1/29/27 Meeting documentation 7/30/27 Meeting documentation
Further develop MTSS framework to include additional stakeholders	Admin	Subs for MTSS meetings; schedules to include counselors, administrators, grade level teachers, grade level resource teachers, ELL teachers,	MTSS agendas, sign in sheets, minutes, follow up/action plans	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
Create and utilize leadership teams composed of individuals with relevant expertise and informed perspectives to drive decision making	teachers and admin	Leadership team meeting schedule, agendas, minutes	Meeting documentation - sign in sheets, agendas, minutes	8/3/26	1/29/27 meeting documentation 7/30/27 meeting documentation
Participate in professional development opportunities to improve and enhance leadership skills for implementation of PLCs and action research leading to improved student outcomes	Admin	Solution Tree Consultant for RTI implementation	RTI meeting agendas, debrief and follow up action plan	8/3/26	7/30/27 Debriefing with consultant, action plan 1/29/27 Debriefing with consultant, action plan
Provide job-embedded professional development to improve student support	Instructional Coaches	Substitutes and stipends for teachers; coaching schedules, Solution Tree Consultant, Kagan Coaching	Professional Development agendas, sign in sheets, action plans	8/3/26	1/29/27 Professional development documentation - sign in sheets, agendas, action plans 7/30/27 Professional development documentation - sign in sheets, agendas, action plans

Leadership for Learning

OBJECTIVE

By 2029, Silverhill Elementary School 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.

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, ParentSquare/Blackboard communication, 3MIL spotlights	Social media posts, ParentSquare/Blackboard communication log, Parent surveys	8/3/26	1/29/27 Frequency of social media posts and community trust, parent square communication deepening highlighting school events and engagement, and successes 7/30/27 Frequency of social media posts and community trust, parent square communication deepening highlighting school events and engagement, and successes
Deepen parent and family engagement through meaningful school events and volunteer opportunities	teachers and admin	Family Nights/Volunteer Opportunities-Family Art Night (with literacy), Family Math Night, Open House, Field Day/Fun Run, grade level parent information nights,	Parent involvement sign in sheets, parent survey results	8/3/26	1/29/27 Parent sign in sheets, Parent survey results 7/30/27 Parent sign in sheets, Parent survey results
Mail/letter postage will support required communication with parents and guardians, including the mailing of IEP correspondence and Alabama Literacy Act notifications. These funds will ensure timely delivery of required notices, support meaningful family communication, and assist the school in meeting federal and state notification requirements.	teachers and admin	mail stamp postage	mail stamp postage	8/3/26	7/30/27 mail stamp postage for family communication

☆ 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 aimed to decrease behavior incidents and improve student engagement and learning	teachers	school-wide discipline plans and grade level/classroom discipline plan	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 and academic successes provided by PTO	teachers	Character Leaders rewards, Best of the Bulldogs ACAP achievement and growth recognition, attendance incentives,	discipline referral data, academic data (ACAP, STAR, iREADY)	8/3/26	1/29/27 Discipline referral data and academic analysis 7/30/27 Discipline referral data and academic analysis

Engagement of Learning

OBJECTIVE

By 2029, Silverhill 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 teams, observations, Kagan structures/student engagement strategies	Student engagement leadership teams, observation documentation - sign in sheets, agendas, action plans	8/3/26	1/29/27 Student Engagement Leadership Team Meeting documentation; observation documentation 7/30/27 Student Engagement Leadership Team Meeting documentation; 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
Bulldog Advisory Committee for 6th grade students, Peer Helpers, Project Outreach	admin and teachers	meeting documentation - sign in sheets, agenda, action plan	student surveys	10/1/26	1/29/27 meeting documentation - sign in sheets, agenda, action plan 7/30/27 meeting documentation - sign in sheets, agenda, action plan
Art/Literacy Night (funding by Art grant not affiliated with school funding) and Math Night	teachers	Family Art Night (with Literacy) and Family Math Night	Parent sign in sheets; parent surveys	8/3/26	7/30/27 Art Night, Math Night, sign in sheets and surveys
Instructional supplies and equipment will support daily teaching, learning, assessment, and student engagement across grade levels. Charging carts will provide reliable access to student technology; ACAP workbooks will support standards-based practice and assessment preparation; and printers, ink, and poster-making supplies will allow teachers to create instructional materials, student resources, data displays, and visual learning supports. These resources will enhance classroom instruction and provide students with consistent access to high-quality instructional materials.	admin and teachers	charging carts, ACAP workbooks, poster maker, ink, grade level high volume printers, conference room printer	charging carts, ACAP workbooks, poster maker, ink, grade level high volume printers, conference room printer	8/3/26	7/30/27 charging carts, ACAP workbooks, poster maker, ink, grade level high volume printers, conference room printer
Instructional software, including Reflex, Read Naturally, Renaissance, and Comprehension 99, will provide students with targeted, standards-aligned practice in reading and mathematics. These programs will support differentiated instruction, intervention, skill development, progress monitoring, and data-driven decision-making to address individual student needs and improve academic achievement.	teachers and admin	Reflex, Read Naturally, Renaissance, and Comprehension 99	Reflex, Read Naturally, Renaissance, and Comprehension 99	8/3/26	7/30/27 Reflex, Read Naturally, Renaissance, and Comprehension 99

Growth in Learning

OBJECTIVE

By 2029, Silverhill 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

Professional learning conferences out of state will provide targeted development opportunities for school staff, including NAESP for administrators and Kagan training for teachers. Participation will strengthen instructional leadership, increase student engagement through effective instructional strategies, enhance library and literacy services, and allow staff to bring research-based practices and resources back to the school community.	admin and teachers	Funding will be needed to support travel	The activity will be considered successfully accomplished through documentation of staff participation, certificates of attendance/completion, and evidence that strategies and resources gained from the conferences are shared and implemented within the school. Classroom observations, collaborative planning, and staff feedback will be used to monitor the application of professional learning to improve instruction, student engagement, and school practices.	8/3/26	7/30/27 conference documentation
Professional learning conferences in state will provide targeted development opportunities for school staff, including CLAS for administrators and ASLA for the school librarian. Participation will strengthen instructional leadership, increase student engagement through effective instructional strategies, enhance library and literacy services, and allow staff to bring research-based practices and resources back to the school community.	librarian and admin	Funding will be needed to support travel	The activity will be considered successfully accomplished through documentation of staff participation, certificates of attendance/completion, and evidence that strategies and resources gained from the conferences are shared and implemented within the school. Classroom observations, collaborative planning, and staff feedback will be used to monitor the application of professional learning to improve instruction, student engagement, and school practices.	8/3/26	7/30/27 conference documentation
Examine data by subgroups (student achievement, growth, attendance, discipline) to identify deficiencies and conduct action research to improve discrepancies and share successes	teachers and admin	MTSS meetings, Attendance leadership team meetings, Academic leadership team meetings	meeting documentation - agendas, sign in sheets, action plan	8/3/26	1/29/27 Meeting documentation, midyear data analysis 7/30/27 Meeting documentation, end of year data analysis
Utilize a variety of methods to gain feedback and input on teaching practices and student engagement to drive our improvement planning	admin	ELEOT/ATOT observations	ELEOT observation data, ATOT observation data	8/3/26	1/29/27 Observation log/feedback, ELEOT & ATOT observation data 7/30/27 Observation log/feedback, ELEOT & 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- English Language Learner students.**

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Academic leadership team meetings, SPED leadership team meetings, RTI meetings	teachers and admin	Academic leadership team meetings, SPED leadership team meetings, Solution Tree consultant, RTI meeting schedule	Meeting documentation - sign in sheets, agenda, action plan	8/3/26	1/29/27 Meeting documentation - midyear data analysis 7/30/27 Meeting documentation - end of year data analysis
Math and reading kits for parents for use at home	admin and teachers	purchase math and reading family engagement kits for home	Evidence of accomplishment will include documentation of family engagement packets distributed to parents/guardians, copies of materials provided, distribution records or sign-in sheets, and parent feedback when applicable. Successful implementation will be demonstrated by increased access to resources that support learning at home and strengthen communication and partnership between families and the school.	8/3/26	7/30/27 distribution documentation

Sustainability & Progress

OBJECTIVE

By 2029, Silverhill 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 local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills	teachers, admin, math coach	Office of Math Improvement (OMI) instructional coaching, math manipulatives (given by county through curriculum) and Xerox machine contract	iReady math achievement and growth data, data meeting documentation	8/3/26	1/29/27 midyear data analysis- iReady math achievement and growth, data meeting documentation, intervention schedules 7/30/27 end of the year data analysis- iReady math achievement and growth, data meeting documentation, intervention schedules
Increase ELA achievement on local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills	teachers, ARI coach, admin, part time instructors, full time instructors	Reading data meetings, reading technology (Accelerated Reader), classroom libraries, book vending machine, 3 part time intervention (PTI) instructors, 1 full time intervention instructor	meeting documentation - agenda, sign-in sheets, action plans, STAR reading achievement and growth data, intervention schedules, PTI schedule, full time interventionist schedule	8/3/26	1/29/27 Meeting documentation; STAR reading data analysis, coaching cycle documentation, intervention schedules 7/30/27 Meeting documentation; STAR reading data analysis, coaching cycle documentation, intervention schedules
Utilize a full time intervention teacher to increase math achievement on local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills	admin	one full-time intervention teacher	STAR/ACAP/iReady data	8/3/26	1/29/27 data documentation 7/30/27 data documentation
Utilize two part-time intervention teachers to increase math achievement on local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills	admin	STAR/ACAP/iREADY data	data documentation	8/3/26	1/29/27 data documentation 7/30/27 data documentation
Utilize one part-time intervention teacher to increase math achievement on local and state level benchmarks and assessments through improved engagement, student learning and problem-solving skills	admin and instructional coaches	STAR/ACAP/iREADY data	data documentation	8/3/26	1/29/27 data documentation 7/30/27 data documentation