## Culture of Learning

**OBJECTIVE**

By 2026, Baldwin County Public Schools will implement strategic scheduling to provide equitable access to high-quality instruction, intervention, and enrichment, ensuring all learners have opportunities to cultivate an inclusive culture of equity, access, and belonging.

### CRITICAL INITIATIVE

**Use PLCs and a schoolwide template to analyze data, develop common assessments, strengthen instruction, implement targeted interventions, and monitor student progress to improve achievement for all learners.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Weekly PLC meetings | DHS admin staff | PLC school wide template | PLC school wide template | 8/12/26 | 5/21/27 Collaborate Through PLCs: Use the schoolwide PLC planning template to collaboratively analyze student data, develop common assessments, and align instructional practices with course standards and student learning goals. |

### CRITICAL INITIATIVE

**Establish structured PLC processes using a schoolwide planning template to strengthen collaborative lesson planning, common assessment development, and data-informed decision-making.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Analyze Student Data: Participate in regular collaborative PLC meetings to examine common assessments and other student performance data to identify learning needs and determine appropriate instructional adjustments and interventions. | Will Duncan | Accurate data collection | Expected Student Impact - Quality lesson planning based on data analysis will effectively address student needs, leading to measurable student progress toward academic goals. | 8/12/26 | 5/21/27 Expected Student Impact - Quality lesson planning based on data analysis will effectively address student needs, leading to measurable student progress toward academic goals. |

### CRITICAL INITIATIVE

**Improve Targeted Instruction and Student Support: Use assessment data and ongoing progress monitoring to identify learning gaps, guide interventions, and address the diverse academic needs of all students.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Monitor Student Progress and Refine Instruction: Implement planned instructional strategies and interventions, review student progress data regularly, and summative assessments, and adjust instruction based on evidence of student learning. | Will Duncan | PLC Template, accurate data collection weekly PLC meetings and substitutes as needed | Expected Implementation Evidence - PLC data analysis and lesson planning documented by PLC template. | 8/12/26 | 5/21/27 Expected Implementation Evidence - PLC data analysis and lesson planning documented by school wide template. |

## Leadership for Learning

**OBJECTIVE**

By 2026, Baldwin County Public Schools will expand innovative partnerships and financial solutions to enhance communication and districtwide growth and achievement while maintaining fiscal responsibility, ensuring transparent and standardized procedures to ensure a secure and high-quality learning environment.

### CRITICAL INITIATIVE

**Use student data to address achievement gaps and ensure all students, especially Black, Hispanic, and Special Education students, access rigorous instruction, targeted support, and equitable opportunities for success.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Use PLCs to review achievement, graduation, attendance, discipline, and course access data to identify and evaluate interventions and monitor effectiveness. | DHS faculty and staff | Intentional intervention for tiers for all students | Improve course mastery and assessment performance while reducing course failures, ultimately leading to increased graduation rates. | 8/12/26 | 5/21/27 Improve course mastery and assessment performance while reducing course failures, ultimately leading through targeted support and effective interventions. |

### CRITICAL INITIATIVE

**Increase authentic learning through real-world experiences and assessments that promote critical thinking, problem-solving, collaboration, communication, and meaningful application of knowledge.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Design standards-aligned assessments and projects that promote high expectations, critical thinking, collaboration, and real-world application of learning. | DHS Faculty and Staff | Intentional PLC meetings using the provided template and accurate data collection | Increase student participation in standards-aligned learning that promotes collaboration, problem-solving, and real-world application. | 8/12/26 | 5/21/27 Increase student participation in standards-aligned authentic learning that promotes collaboration, problem-solving, and real-world application. |

### CRITICAL INITIATIVE

**Implement challenging, standards-aligned instruction with high expectations and appropriate support to prepare all students for success in college, careers, and life beyond high school.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Use PLCs to review student work and data, refine teaching strategies, monitor progress, and adjust instruction to improve engagement, and equity. | DHS Faculty and Staff | PLC template, student work samples, accurate common summative and formative data | Improve readiness for graduation, college courses, and technical training through stronger course completion, attendance, and progress toward graduation. | 8/12/26 | 5/21/27 Improve readiness for graduation, college courses, and technical training through stronger course completion, attendance, and progress toward graduation. |

## Engagement in Learning

**OBJECTIVE**

By 2026, Baldwin County Public Schools 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

**Strengthen attendance monitoring, student participation, and school connectedness to sustain improvements in student engagement and reduce chronic absenteeism.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Collect and Analyze Student Data: Use PLC meetings to routinely review attendance, discipline, grades, assessment results, ACT participation, AP participation, credit attainment, graduation rates, career readiness indicators to identify trends and monitor progress. | DHS faculty and staff | The DHS faculty and staff will work together to pilot a new phone application that will collect quantitative data to measure the effectiveness of student engagement throughout the school environment | Improved Student Engagement and Attendance: Increased student participation in classroom learning and school activities, improved attendance rates, and continued reductions in chronic absenteeism. | 8/12/26 | 5/21/27 Improved Student Engagement and Attendance: Increased student participation in classroom learning and school activities, improved attendance rates, and continued reductions in chronic absenteeism. |

### CRITICAL INITIATIVE

**Use student data to identify achievement gaps, expand access to rigorous coursework, and improve outcomes in mathematics, AP courses, and standards-aligned learning experiences.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Implement Targeted Instruction and Intervention: Collaborate across departments to develop common, engaging learning experiences, provide support in mathematics and academic support, and expand access to advanced coursework, and monitor progress based on student performance data. | DHS Faculty and Staff | PLC template, accurate data and student work samples | Improved Achievement and Equitable Access: Increased mastery of course standards, improved AP outcomes, improved mathematics and AP outcomes, improved access to rigorous coursework, and reduced achievement gaps among student subgroups. | 8/12/26 | 5/21/27 Improved Achievement and Equitable Access: Increased mastery of course standards, improved AP outcomes, improved access to rigorous coursework, and reduced achievement gaps among student subgroups. |

### CRITICAL INITIATIVE

**Strengthen college, career, and technical pathways through early interventions, individualized support, and credit recovery to keep students on track for graduation and postsecondary success.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Monitor Student Progress and Coordinate Support: Identify students at risk of falling behind, implement individualized interventions and credit-recovery supports, and collaborate across grades toward graduation, college readiness, career preparation, and other postsecondary goals. | DHS Faculty and Staff | PLC schoolwide template, accurate data collection and student work samples | Increased Graduation and College and Career Readiness: Improvement in graduation and college and career readiness rates, increased successful completion of advanced coursework and credit recovery participation, and more students graduating prepared for postsecondary education, technical training, or employment. | 5/21/27 | 5/21/27 Increased Graduation and College and Career Readiness: Improvement in graduation and college and career readiness rates, increased successful completion of advanced coursework and credit recovery participation, and more students graduating prepared for postsecondary education, technical training, or employment. |

## Growth in Learning

**OBJECTIVE**

By 2026, Baldwin County Public Schools 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

**Strengthen Data-Driven Decision-Making: Refine the RTI/MTSS process to ensure consistent, intentional collection and analysis of student data to identify achievement gaps and barriers to learning.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Collect and Analyze Student Data: Use PLC meetings to routinely review attendance, results, classroom performance, and other progress-monitoring data to identify students' instructional needs and determine appropriate interventions. | DHS Faculty and Staff | PLC schoolwide template, accurate data collection and student work samples | Earlier Identification of Learning Gaps: More timely and accurate identification of student achievement gaps and obstacles to learning through consistent data collection and analysis. | 8/12/26 | 5/21/27 Earlier Identification of Learning Gaps: More timely and accurate identification of student achievement gaps and obstacles to learning through consistent data collection and analysis. |

### CRITICAL INITIATIVE

**Optimize Intervention Period Scheduling: Develop a more efficient and responsive intervention scheduling process that connects students with targeted academic support based on their current learning needs.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Coordinate and Schedule Interventions: Collaborate across departments and with school leaders on scheduling tools to assign students to appropriate interventions during the intervention period based on identified learning gaps. | DHS Faculty and Staff | PLC schoolwide template and accurate student work samples | Improved Access to Targeted Support: More efficient intervention scheduling that connects students with appropriate academic support when learning needs are identified. | 8/12/26 | 5/21/27 Improved Access to Targeted Support: More efficient intervention scheduling that connects students with appropriate academic support when learning needs are identified. |

### CRITICAL INITIATIVE

**Establish a Flexible, Responsive Intervention System: Create a systematic process for adjusting interventions throughout the school year as students address existing learning gaps and new needs emerge.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Monitor Progress and Adjust Supports: Routinely evaluate student progress, intervention effectiveness, and student response to assignments as students demonstrate mastery or require additional support in other areas. | DHS Faculty and Staff | PLC schoolwide template and accurate student data and work samples | Improved Student Achievement and Growth: Measurable progress toward mastery of identified learning standards through systematic monitoring, responsive interventions, and adjustments based on student performance data. | 8/12/26 | 5/21/27 Improved Student Achievement and Growth: Measurable progress toward mastery of identified learning standards through systematic monitoring, responsive interventions, and adjustments based on student performance data. |

## Sustainability & Growth

**OBJECTIVE**

By 2026, Baldwin County Public Schools will ensure long-term district progress by maximizing facility capacity to increase overcrowding and maintain safe learning environments, sustaining a rigorous focus on academic achievement and college and career readiness, and strengthening community engagement to support high-quality school operations. In addition, BCSE will maintain a robust technology network including devices and management.

### CRITICAL INITIATIVE

**Strengthen Collaborative PLC Practices: Refine and sustain systems for meaningful staff collaboration, shared problem-solving, and collective responsibility for student engagement and achievement.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Collaborate and Analyze Data: Use structured PLC meetings to review progress-monitoring results, ACT participation, course grades, attendance, discipline, extracurricular participation, and other engagement indicators to identify trends and areas of need. | DHS Faculty and Staff | PLC schoolwide template and accurate student data and work samples | Improved Staff Collaboration: More consistent, purposeful PLC practices that strengthen collaboration, shared decision-making, and collective responsibility for student success. | 8/12/26 | 5/21/27 Improved Staff Collaboration: More consistent, purposeful PLC practices that strengthen collaboration, shared decision-making, and collective responsibility for student success. |

### CRITICAL INITIATIVE

**Establish consistent processes to analyze student achievement, engagement, attendance, and well-being data to identify needs, guide decisions, and monitor student progress.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Implement and Monitor Intervention Strategies: Collaboratively develop and implement evidence-based instructional strategies and targeted student supports based on identified learning needs and performance data. | DHS Faculty and Staff | PLC schoolwide template and accurate student data and work samples | Increased Student Engagement and Achievement: Improved student participation, academic performance, attendance, and engagement through responsive instruction and targeted support. | 5/21/27 | 5/21/27 Increased Student Engagement and Achievement: Improved student participation, academic performance, attendance, and engagement through responsive instruction and targeted support. |

### CRITICAL INITIATIVE

**Promote Equitable Student Growth: Strengthen instructional and student support systems to address achievement gaps and improve outcomes for every student, subgroup, and classroom.**

| Activities | Person(s) Responsible | Required Resources | Activity Measures | Launch Date | Activity timeline |
|---|---|---|---|---|---|
| Monitor Progress and Refine Practices: Establish ongoing cycles of data review, reflection, and collaborative problem-solving to evaluate instructional effectiveness, monitor student progress, and adjust strategies as needed. | DHS Faculty and Staff | PLC schoolwide template and accurate student data and work samples | Equitable and Sustained Student Growth: Measurable improvement in student outcomes across all subgroups and classrooms, supported by a culture of continuous data-driven decision-making and refinement of instructional practices. | 8/12/26 | 5/21/27 Equitable and Sustained Student Growth: Measurable improvement in student outcomes across all subgroups and classrooms, supported by a culture of continuous data-driven decision-making and refinement of instructional practices. |