



VISION

Our vision is to foster a nurturing environment with high expectations for students to achieve their potential and graduate with countless opportunities.



MISSION

In partnership with our communities, the Baldwin County Public Schools' mission is to prepare ALL students to graduate college and career ready through a culture of equity and opportunity.



BELIEFS

Baldwin County Public Schools' Belief Statement

G — Growth for every student
R — Rigorous, equitable instruction
O — Open, data-informed collaboration
W — Welcoming, safe environments
T — Targeted learner support
H — High-achieving, future-ready students

Culture of Learning

Leadership For Learning

Engagement of Learning

Growth In Learning

Sustainability & Progress

PRIORITY STATEMENTS

If leaders provide a formal structure for PLCs across the organization, then collaborative time may be used effectively to enhance collegiality and contribute to a positive climate and culture.

If we sustain and expand innovative solutions and partnerships, then we will strengthen fiscal stewardship, unlock new resources, and enhance student programs and services districtwide.

If we develop & adopt a district strategic plan aligned to Cognia's Key Characteristics, then aligned priorities, resources & accountability will accelerate improvement & measurable student outcomes.

If professional staff members consistently engage in action research around student engagement, the informed instructional change may significantly enhance teaching practices.

If we address growth & develop plans to sustain district achievement, then safe, quality learning environments will be preserved or enhanced, resource availability improved, & crowding relieved.

OBJECTIVES

By 2032, Baldwin County Public Schools 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.

By 2032, Baldwin County Public Schools 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.

By 2032, 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.

By 2032, 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.

By 2032, Baldwin County Public Schools 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 high-quality educator workforce. In addition, BCBE will maintain a robust technology network including devices and management.

CRITICAL INITIATIVES

By 2032, maximize opportunities that cultivate an inclusive culture of equity, access and belonging.

By 2032, Implementation of strategic scheduling will provide PLC time to enhance professional practice, collaboration, & student outcomes.

By 2032, we will expand partnerships to enhance communication, innovative financial solutions, opportunities, growth and achievement.

By 2032, we will improve safety infrastructure, standardize procedures, strengthen prevention practices to decrease incidents and improve responses.

By 2032, we will expand opportunities for students to participate in innovative, interest-aligned learning experiences annually.

By 2032 we will administer the ELEOT annually and use data to drive growth in all domains, strengthen student engagement and target PD needs.

By 2032, we will utilize the district Professional Learning Community framework to implement PLCs to support student learning.

By 2032, we will participate in action research throughout the school year to inform and enhance teaching practices.

Address teacher shortages and retention through district initiatives to "Grow Our Own" teachers and support individualized growth of current employees.

Sustain and expand our focus on academics and content instruction to strengthen the college and career readiness of students districtwide.

Increase square footage in feeder patterns to reduce overcrowded classrooms, enabling balanced enrollment and safe, high quality learning environments.

INTENDED OUTCOMES

Higher job satisfaction and professional trust that help retain high-quality educators and administrators and build a positive culture for learning.

Strengthened Teacher Collaboration and Enhanced Instructional Practice and Pedagogy that increases job satisfaction and improves student achievement.

Increased stakeholder trust along with enhanced financial sustainability and resource expansion that expands student learning opportunities.

Provide safer school environments, faster effective crisis response, and proactive risk reduction and prevention.

Increased student engagement, broader skill acquisition and real-world application, and expanded post-secondary pathways.

Targeted, data-driven professional development, Increased active student engagement, and improved instruction and student achievement.

Strengthen collaboration and collective efficacy, refine data-driven instruction, intervention and enrichment, and increase student achievement.

Practitioner-led targeted academic problem-solving research and evidence-based instructional refinement shared across teams.

Sustainable local educator pipeline, increased teacher retention and job satisfaction, enhanced staff diversity and reduced turn over costs.

Improved academic proficiency and growth, rigorous instructional delivery, and seamless post-secondary transition.

Expand physical facilities to support population growth, optimize class sizes, reduce hallway congestion, and improve emergency evacuation flow.