

Culture of Learning

OBJECTIVE

By 2029, Daphne Elementary 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.

Develop a master schedule that prioritizes instructional time, intervention, and Professional Learning Community (PLC) collaboration.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
The administration and PLC leadership team will lead implementation, with input from teachers and support staff. The master schedule will be monitored regularly to ensure that instructional time, intervention, and PLC collaboration remain protected and aligned to student needs.	Mrs. Clayton	Current master schedule, instructional-minute requirements, student achievement/MTSS data, staffing allocations, teacher input, and administrative/PLC leadership team collaboration to develop, monitor, and adjust master schedule that protects Tier 1 instruction, provides intervention time, and ensures consistent PLC collaboration	100% of grade levels will have a master schedule that meets required instructional minutes, protects Tier 1 instruction, provides designated instructional enrichment time, and includes protected bi-monthly PLC collaboration. Schedule audits, PLC documentation, and team feedback will monitor implementation throughout the school year.	7/13/26	8/21/26 12/11/26 2/10/27 8/11/28 12/08/28 MOY Schedule review BOY Schedule Review MOY Schedule Review BOY Schedule review
Support efficient student dismissal and maximize instructional time.	Ginny Clayton	Plk My Kid	Dismissal procedures operate efficiently with minimal instructional disruption.	8/12/26	

Strengthen the Multi-Tiered System of Support (MTSS) to ensure timely academic and behavioral interventions for all students.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Part-time speech pathologist – MTSS	Denise Bryant	Provide timely support for identified student needs	Students receive services as scheduled, and progress is documented.	8/17/26	
Sensory Space-MD Unit	Laura Herron	Sensory items	Sensory space is established and utilized to support student regulation and access to learning.	8/10/26	
Part-Time Paraprofessional Aides	Mrs. Daw	6 Part-Time Paras	Students receive targeted support, and progress/behavior data is monitored.	8/17/26	

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
Strengthen staff collaboration, communication, and professional capacity.	Laura Herron	School buses, Top Golf, food, Leader in Me BINGO activity	Staff participate and feedback indicates improved collaboration/team functioning.	7/1/26	
Support Leader in Me implementation and professional learning.	Laura Herron	Leader in Me Contract signed yearly	LIM implementation evidence, staff participation, and schoolwide practices demonstrate progress.	8/12/26	
Provide leadership/instructional professional learning.	Laura Herron	AAESA, CLAS Convention, AP Conference, MEGA Conference registrations, Parking receipts for MEGA, Parking, mileage, and hotel for CLAS conference in Birmingham	Administrators attend and implement applicable strategies.	8/31/26	

Leadership for Learning

OBJECTIVE

By 2029, Daphne 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.

Increase reading/ELA achievement on local and state benchmarks and assessments by improving engagement, student learning, and problem-solving skills.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Provide essential evidence-based literacy intervention materials.	Laura Herron	SPiRE materials, composition notebooks, binders, pens, dividers	Materials are purchased and consistently used; intervention data show student growth.	8/12/26	
Part-Time Reading Instructor	Denise Bryant	6 Part-Time Reading Instructors	Student progress data shows growth in identified skill areas.	8/10/26	
Literacy Night- Provide family literacy engagement opportunities.	Shayna Riel	Literacy games/materials, food for students and parents	The event is held, and participation/feedback is documented.	8/31/26	
Chapter Books- Library: Provide high-interest reading materials.	Courtney Ladnier	Chapter books to support our 4th-5th grade students	Students have access to chapter books and reading engagement/volume increases.	8/31/26	

Increase math achievement on local and state benchmarks and assessments by improving engagement, student learning, and problem-solving skills.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Math Part-Time Instructors: Provide targeted math instruction/intervention.	Denise Bryant	8 Interventionist	Student math progress data demonstrates growth.	8/10/26	

Engagement of Learning

OBJECTIVE

By 2029, Daphne Elementary 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.

Provide enrichment opportunities that extend learning through STEAM, leadership, literacy, and other interest-based experiences.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Outdoor Learning Space: Extend learning through hands-on experiences.	Laura Herron	Materials for our 4 raised beds (vegetables, flowers, soil, etc)	Outdoor space is established and utilized for instructional/enrichment activities.	8/10/26	
Student Incentives: Increase student motivation and engagement.	Laura Herron	Quarterly awards and prizes	Participation and engagement data show increased student involvement.	8/12/26	
Student Club Activities: Provide leadership and interest-based experiences.	Ginny Clayton	A variety of supplies for clubs throughout our school	Clubs are offered, in critical participation is documented.	8/12/26	
Veterans Day Banquet: Provide student leadership and community engagement.	Laura Herron	A catered meal for Veterans attending the banquet	The event includes documented participation by students and Veterans	11/10/26	
4th Grade Montgomery Field Trip: Extend learning through experiential experiences.	Laura Herron	Charter buses to Montgomery	Field trip occurs, and student participation/learning is documented.	4/22/27	
Kindergarten Field Trip T-shirts: Support student participation in experiential learning.	Kathy Eggers	T-shirts for students	Students participate in the field trip, and funding supports the experience.	8/12/26	
6th Grade Graduation Celebration: Support student engagement and transition.	Jessica Kemper	Supplies needed for celebration	The graduation celebration includes student participation.	5/27/27	
Rickey Trione, Visiting Artist: Extend learning through arts experiences.	Marilyn Washburn	Payment for the artist to attend, paint, canvas	Artist visit occurs, and student participation/learning is documented.	4/26/27	

Growth in Learning

OBJECTIVE

By 2029, Daphne Elementary School will utilize the district's Professional Learning Community (PLC) framework to support student learning while engaging in ongoing educator Action Research to inform and enhance instructional practices.

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
Xerox: Provide materials for instruction, assessment, and data analysis.	Mrs. Daw	Xerox machine contract	Instructional and assessment materials are available and utilized.	8/12/26	
Subs for PLC Meetings: Provide protected time for teachers to collaborate and analyze data.	Ginny Clayton	Secure 2 substitutes per PLC date	PLCs meet as scheduled and document data analysis and instructional planning.	8/28/26	
Essential Materials to promote PLC.	Ginny Clayton	Toner, Bulletin Board Paper, Ink	Instructional and assessment materials are available and utilized.	8/12/26	
Spirit Shirts for Faculty: Build staff unity and school culture.	Laura Herron	T-shirt design, T-shirts	Staff participation and engagement in schoolwide activities increases.	8/3/26	
Teacher Workroom Furniture: Provide a collaborative space for teacher planning and collaboration.	Laura Herron	Furniture	Space is established and utilized for planning/collaboration.	8/5/26	

Analyze student achievement and subgroup data to identify needs, monitor progress, and guide instructional decisions.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Xerox: Student practice for intervention and differentiated instruction will be provided to interventionists, resource teachers, and ELL teachers.	Ginny Clayton	Xerox copy machine, paper, resources	Instructional and assessment materials are available and utilized.	8/12/26	

Utilize multiple sources of feedback and instructional data to continuously improve teaching and learning.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Campan Signage: Improve communication and navigation for stakeholders.	Laura Herron	Signs to show teacher names	Signage is installed, improving campus communication/navigation	8/5/26	
Postage: Communicate student and school information with families.	Mrs. Daw	stamps	Required communications are distributed to families.	8/5/26	

Sustainability and Growth

OBJECTIVE

By 2029, Daphne 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. In addition, DPES will maintain a robust technology network including devices and management.

Foster a safe, inclusive, and student-centered learning environment that promotes positive relationships, student engagement, leadership, attendance, and social-emotional well-being for all students.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Strengthen family engagement through parent events, advisory opportunities, and two-way communication.	Herron	Provide varied opportunities for families to participate, gather family feedback, and maintain consistent two-way communication using accessible formats	Increased family participation and documented family feedback through event attendance, surveys, advisory meetings, and communication records.	8/3/26	10/16/26 12/18/26 3/17/27 1st Quarter Review 2nd Quarter 3rd Quarter Review
Provide opportunities for student leadership, voice, and service.	Osborne	Establish student leadership opportunities, service projects, and structured opportunities for students to provide input on school activities and culture	Students participate in leadership/service in critical thinking, and student voice is documented through surveys, meetings, projects, or other feedback opportunities.	8/3/26	10/16/26 12/18/26 3/17/27 1st Quarter 2nd Quarter Review 3rd Quarter Review
Strengthen attendance initiatives by adding recognition and incentives for improved attendance.	Riel	Set attendance goals, regularly monitor attendance data, communicate with families, and consistently recognize and incentivize	Attendance data show improved overall attendance and reduced chronic absenteeism; attendance incentives are implemented consistently.	8/3/26	10/16/26 12/18/26 3/17/27 1st Quarter Review 2nd Quarter 3rd Quarter Review

Increase ELA and math achievement through rigorous, data-driven instruction, targeted interventions, and enrichment that builds skills for future college and career readiness.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Monitor student progress using ACAP, STAR, i-Ready, classroom assessments, and progress-monitoring data.	Bryant	Establish consistent data-monitoring processes, give staff access to relevant data, and use PLCs to review progress and identify students who need additional support	PLCs regularly review data, document student progress, and adjust instruction and interventions based on identified needs.	7/20/26	10/16/26 12/18/26 3/17/27 1st Quarter Review 2nd Quarter Review 3rd Quarter Review
Provide enrichment opportunities that develop critical thinking, problem-solving, leadership, and real-world skills.	Bryant	Provide opportunities, resources that extend learning beyond core instruction and engage students in authentic, challenging tasks	Students participate in enrichment activities and demonstrate growth in critical thinking, problem-solving, leadership, and application of skills to real-world situations.	8/24/26	10/16/26 12/18/26 3/17/27 1st Quarter Review 2nd Quarter Review 3rd Quarter Review
Monitor subgroup performance and adjust instruction/interventions to address achievement gaps.	Bryant	Regularly disaggregate achievement and growth data by student subgroup, identify gaps, and provide targeted instruction, intervention, and support based on student needs	Subgroup data is reviewed regularly; interventions are documented and adjusted; achievement gaps show measurable improvement over time.	8/24/26	10/16/26 12/18/26 3/17/27 1st Quarter Review 2nd Quarter Review 3rd Quarter Review

Recruit, develop, and retain highly qualified educators through professional learning, collaboration, leadership development, and a supportive school culture.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Develop and monitor annual enrollment, staffing, scheduling, and resource needs.	Herron	Use enrollment, staffing, scheduling, and resource data to anticipate needs, plan accordingly, and communicate priorities with district leadership	Annual plans are developed and reviewed, staffing and resource needs are identified proactively, and adjustments are made as enrollment and school needs change.	8/3/26	
Strategically recruit and retain highly qualified educators through mentoring, collaboration, recognition, and leadership opportunities.	Herron	Establish effective recruitment, mentoring, recognition, collaboration, and leadership opportunities that support staff engagement and professional growth	Qualified positions are filled, staff retention improves, and staff participation and feedback show increased engagement and growth opportunities.	8/3/26	
Strengthen PLCs, professional learning, and instructional coaching to build staff capacity.	Herron	Provide protected collaboration time, targeted professional learning, instructional coaching, and opportunities for staff to share effective practices	PLCs meet consistently, professional learning aligns with identified needs, coaching occurs regularly, and staff implement learned practices.	8/3/26	