



Oak Hill Middle School Baldwin County Schools School Improvement Plan 2025 - 2028

Focus Year: 2026-2027

BCSD Focus Area	Student Achievement (3 Year Data Goals)
School SMART Goal	Oak Hill Middle School will increase the percentage of students scoring in the developing/above levels on the EOG in all content areas by 3% for the next three consecutive years.

Action Step(s) (Separate Student Focused and Teacher Focused Strategies)	Persons or Positions Responsible	Resources	Timeline of Implementation	Evidence and Artifacts (Include Links)	Progress Monitoring
Student Focus Students will learn how to use close reading in all content areas.	Classroom Teachers	Textbooks, Stemscopes , Studies Weekly, GaDOE Inspire	Fall 2025 - Spring 2028	i-Ready Data	End of 2nd & 3rd nine weeks
				Milestones Data	End of 4th nine weeks
				Observation Data-	Weekly
				Student Work	Weekly
				Common Assessment Data - Reach out to GCEC to make sure common assessments are similar and share our assessments	Weekly



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Teacher Focus Teachers will receive professional learning for close reading strategies in all content areas.	Instructional Coaches and Administrators	Presentation	2025-2026 (July 28, 2025) - All teachers (content, exploratory, PEC, para-professionals, media specialist, counselors) will be trained on close reading strategies.	Sign-in sheets, professional learning presentation, recording of PL	October 2025 (First Nine Weeks)
			2026 -2028 - All new teachers (content, exploratory, PEC, para-professionals, media specialist, counselor) will be trained every year for the duration of the plan.	Sign-in sheets, professional learning presentation, recording of PL	Fall 2026 and Fall 2027
			2025- 2028 Coaching support will be provided based on walkthrough data.	Teacher walkthroughs, student work, lesson plans	End of every 9 weeks
Student Focus Students will be able to use thinking maps to help formulate their writing in all content areas.	Classroom Teachers	Textbooks, Stemsscopes, Studies Weekly, GaDOE Inspire, Thinking Map Binders	Winter 2026 - Spring 2028 Fall 2026 - Spring 2028 ELA, Science, Social Studies	Daily Writing	Weekly



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			Fall 2026 - Spring 2028 Math	Formal Writing Pieces	End of every 9 weeks
Teacher Focus Teachers will receive professional learning for utilizing thinking maps in all content areas.	Instructional Coaches and Administrators	Thinking map templates, thinking map notebooks, thinking map presentations, chart paper, markers	Winter of 2026 Fall of 2026 (January 2, 2026) ELA, Science, and Social Studies teachers will be trained on how to utilize thinking maps.	Sign-in sheets, PL recordings	Winter 2026
			Fall of 2026 Math teachers will be trained on how to utilize thinking maps.	Sign-in sheets, PL recordings	Fall 2026
			2025 - 2028 Coaching support will be provided based on walkthrough data.	Teacher walkthroughs, student work, and lesson plans	End of every 9 weeks



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Student Focus Students will build their knowledge of specific, identified content-area vocabulary.	Classroom Teachers	Writing Prompts, Writable, GaDOE Inspire	Fall 2025 - Spring 2028	Student daily writing samples	Weekly
				Formal writing pieces	End of every nine weeks
Teacher Focus Teachers will receive professional learning for vocabulary strategies in all content areas.	Instructional Coaches and Administrators	Content and Directional Vocabulary Lists	Fall 2025 • ELA, Math Science, and Social Studies teachers will be trained on vocabulary strategies.	Sign-in sheets, PL recordings	End of the 1st 9 weeks
			Fall of 2026 and Fall of 2027 • New teachers will be trained on the use of vocabulary strategies.	Sign-in sheets, PL recordings	End of the 1st 9 weeks of 2026 and 2027
			2025 - 2028 • Coaching support will be provided based on walkthrough data.	Teacher walkthroughs, student work, and lesson plans	End of every 9 weeks



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Student Focus Students will write daily in all content areas.	Classroom Teachers	Writing Prompts, Writable GaDOE Inspire Rubric - to ensure writing is graded appropriately	Fall 2025 - Spring 2028	Student daily writing samples	Weekly
Student Focus Students will create four formal writing pieces each nine week period (2 ELA, 1 Science, 1 Social Studies).	Classroom Teachers	Writing Prompts, Writable, Exemplars Rubric	Fall 2026 - Spring 2028	Student formal writing samples	End of every 9 weeks
Teacher Focus Teachers will receive professional learning in writing (response and formal writing) in ELA, Science, and Social Studies.	Instructional Coaches and Administrators	Design model, rubrics	Fall of 2026 - Spring 2028	Sign-in sheets, PL recordings	End of the 1st 9 weeks
			Fall of 2027 - Fall 2028 Fall of 2026 - Fall 2028 Teachers will be trained each year for the duration of the plan.	Sign-in sheets, PL recordings	End of the 1st 9 weeks



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			Fall of 2026 Coaching support will be provided based on walkthrough data.	Walkthrough data, lesson plans, common assessment data,	End of every 9 weeks
Math					
Action Step(s) <i>(Separate Student Focused and Teacher Focused Strategies)</i>	Persons or Positions Responsible	Resources	Timeline of Implementation	Evidence and Artifacts <i>(Include Links)</i>	Progress Monitoring
Math: Student focus Build students' fluency Students will build their knowledge and understanding of fluency in math skills.	Classroom Math Teachers	Engage NY Sprints GaDOE iReady Spiral Review	Fall 2025 - Spring 2028	iReady Data	2nd and 3rd nine weeks
				Milestones Data	4th nine weeks
				Observation Data, Common Assessments, Student Work	Weekly
Teacher Focus Teachers will receive professional learning on how to build students' math fluency.	Instructional Coaches and Administrators	iReady, Engage NY Sprints	July 28, 2025 All math teachers will be trained on how to	Sign-in sheets, PL recordings, presentations	End of the 1st 9 weeks



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			build student fluency.		
			Fall 2026 - 2028 All new math teachers will be trained every year for the duration of the plan.	Sign-in sheets, PL recordings, presentations	October 2026
			Fall 2025- 2028 Coaching support will be provided based on walkthrough data.	Observation data, walkthrough data, lesson plans, common assessment data	Every 9 weeks
Math: Student Focus Error Analysis Students will be able to identify specific misconceptions and mistakes using error analysis.	Classroom Math Teachers	GaDOE Inspire iReady Progress Learning Spiral Review	Fall 2025 - Spring 2028	iReady Data	2nd and 3rd nine weeks
				Milestones Data	4th nine weeks
				Observation Data, Common Assessments, Student Work	Weekly
Teacher Focus Teachers will receive professional learning on the implementation and use of error analysis.	Instructional Coaches and Administrators	Inspire iReady Teacher-made resources	Fall 2025 At the beginning of every new unit, all math	Sign-in sheets, PL recordings, presentations	End of the 1st 9 weeks



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			teachers will be trained on how to implement error analysis tasks within each unit.		
			Fall 2026- 2028 All new math teachers will be trained at the beginning of every new unit.	Sign-in sheets, PL recordings, presentations	October 2026
			Fall 2025- 2028 Coaching support will be provided based on walkthrough data.	Observation data, walkthrough data, lesson plans, student work samples, common assessment data	Every 9-weeks
Math: Student focus Manipulatives Students will be able to use manipulatives to understand math concepts.	Classroom Math Teachers	GaDOE Inspire iReady Progress Learning Manipulatives (physical and digital)	Winter 2026 - Spring 2028 Fall 2026- Spring 2028	iReady Data	2nd and 3rd nine weeks
				Milestones Data	4th nine weeks
				Observation Data, Common Assessments, Student Work	Weekly



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Teacher Focus Teachers will receive professional learning in the use of manipulatives to support the understanding of math concepts.	Instructional Coaches and Administrators	Manipulatives GaDOE Inspire	Fall 2025 At the beginning of every new unit, all math teachers will be trained on how to implement manipulatives within each unit.	Sign-in sheets, PL recordings, presentations	End of the 1st 9 weeks
			Fall 2026 - 2028 (January 2, 2026) All new math teachers will be trained at the beginning of every new unit.	Sign-in sheets, PL recordings, presentations	October 2026
			Fall 2025- 2028 Coaching support will be provided based on walkthrough data.	Observation data, walkthrough data, lesson plans, student work samples, common assessment data	Every 9 weeks

BCSD Focus Area	School and Community Partnerships
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School SMART Goal	Oak Hill Middle School will decrease the percentage of students receiving office referrals by 5% from the previous school year. (Include Projections)
	Oak Hill Middle School will decrease the percentage of students missing 18 or more days of school by 5% from the previous school year by the end of the 2025-2028 school year.
	Oak Hill Middle School will increase the community partnerships by 1% each school year.

Action Step(s) <i>(Separate Student Focused and Teacher Focused Let's Strategies)</i>	Persons or Positions Responsible	Resources	Timeline of Implementation	Evidence and Artifacts <i>(Include Links)</i>	Progress Monitoring
Board of Education staff will be invited to lunch every school year to review the School Improvement Plan.	Instructional Leadership Team	Cafeteria Personnel, School Improvement Plan PowerPoint Presentation	1st 9 Weeks of every school year (September 10, 17, or 24?)	pictures, meeting agendas, sign- in sheets	Fall of 2025, 2026, 2027
Businesses will be invited to lunch every school year to review the School Improvement Plan.	Instructional Leadership Team	Cafeteria Personnel, School Improvement Plan PowerPoint Presentation	2nd 9 weeks of every school year (November 5, 12, 19?)	pictures, meeting agendas, sign- in sheets	End of the 1st semester of every school year



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The Instructional Leadership Team will visit businesses to gain knowledge about their industry to better understand the needs of their potential business partners.	Instructional Leadership Team, Teacher of the Year	Cars, Gift Cards	1st & 2nd 9 weeks of every school year (September 19, November 7)	pictures, meeting agendas, sign- in sheets	End of the 1st semester of every school year
Implementation of the Lifewise Academy Program.	Secretaries, Counselors, Administrators	Local Church Leaders, Board of Education Members	Fall 2025 Fall 2026 Fall 2027	student permission slips, discipline data, attendance data (LAP)	Every 9 weeks starting October 2025
Quarterly attendance recognition/celebration for students.	Secretaries, Counselors, Administration	Infinite Campus (students)	Fall 2025-Spring 2028	letters, gift cards (teachers), certificates, pictures	Every 9 weeks
Attendance letters & meetings for students according to the Board of Education Policy.	Secretaries, Counselors, Administration	Board of Education policy	Fall 2025-Spring 2028	copies of letters, meeting minutes	Every 9 weeks
Implement School Ambassador Program.	Administration, Teacher Leaders	Ambassadors Program, and business support (jackets, ties, adopt a student in the program, etc.), awards	Winter 2026 Winter 2027 Winter 2028 Fall 2026	pictures, meeting notes, school ambassador presentation of the program	Spring 2026 Winter 2027 Winter 2028



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Student Mentoring Groups will be developed to support students potentially at risk.	Counselors Administration Teachers Instructional Coaches	Educator Handbook Infinite Campus	Oct. 2025 Oct. 2026 Oct. 2027	parent meeting minutes, sign-in sheets, attendance data, discipline data	Monthly
Implement monthly student leadership opportunities aligned to the 7 Habits schoolwide	Administration Teachers Counselors Student Leadership	LIM Platform	Fall 2025 Ongoing	Agendas, Sign-in sheets PBIS data and lesson plans	Monthly



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BCSD Focus Area	Recruitment and Retention of High-Performing Staff
School SMART Goal	Oak Hill Middle School will increase staff retention by <u> 5 </u> % from the previous school year by the end of the 2026-2027 school year.
	Oak Hill Middle School will increase the percentage of teachers reporting to work on time yearly by 3% (starting the 2026-2027 school year) .

Action Step(s) <i>(Separate Student Focused and Teacher Focused Strategies)</i>	Persons or Positions Responsible	Resources	Timeline of Implementation	Evidence and Artifacts <i>(Include Links)</i>	Progress Monitoring
Collaborative Planning					
Teachers will participate in collaborative planning on Tuesdays to discuss data and/or student work analysis. On Wednesdays, teachers will meet collaboratively to complete lesson plans.	Teachers Instructional Coaches Administrators	Data analysis template, data analysis protocol, student work analysis protocol, curriculum binders, curriculum resources (Inspire, HMH, Studies	Fall 2025 - Spring 2028	Collaborative Planning Checklist, Lesson Plans, GaDOE Collaborative Planning Rubric, common assessment data, student work	Weekly



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		Weekly, Stemscores)			
Implementation of Workplace Rewards: Teacher of the Month Parking Space, First Friday School-Wide Celebrations, Quarterly Teacher Recognitions, Teacher Shout Outs					
Teacher of the Month	Administrators	nomination forms	Fall 2025 - Spring 2028	Photographs, social media posts, certificates	Monthly
First Friday School-wide Celebrations	Building-level principal, front office staff	food and drinks	First Friday of Fall 2025 - First Fridays Spring 2028	Calendar of events, photographs, social media posts	Monthly (First Friday)
Quarterly Teacher Recognitions based on completion of data analysis, lesson plans, attendance, punctuality, etc.	Building-level principal, administrative team	Tracking form	Fall 2025 - Spring 2028	Photographs, social media posts, certificates, tracking form	End of every 9 weeks
Teacher Shout Outs	All staff, students	Announcements	Fall 2025 - Spring 2028	Social media posts, photographs, nomination form	Monthly
Retention of Highly Qualified Staff					
Mentor teachers will complete GaLearns Teacher Induction Mentor Modules (courses 1-5)	Instructional Coaches Mentor Teachers	GaLearns Training Modules	Fall 2025 - Spring 2028	GaLearns Transcripts, classroom observation data, Baldwin Best documentation	End of every 9 weeks



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Professional learning will be facilitated to support induction-level teachers.	Instructional Coaches	Get Better Faster, Teach Like a Champion	Fall 2025 - Spring 2028	Sign-in sheets, professional development agendas, professional development presentations, classroom observation data, student work, lesson plans, peer observation of model classrooms	End of every 9 weeks
Teachers will conduct peer observations to learn model practices.	Classroom Teachers	Peer observation forms	Fall 2025 - Spring 2028	Completed peer observation forms, peer observation schedule/assignment	End of every 9 weeks
Tier 2 and Tier 3 teachers will be placed on coaching cycles according to their needs.	Instructional Coaches	Coaching cycle templates, Get Better Faster, Teach Like a Champion, GaLearns	Fall 2025 - Spring 2028	Coaching cycle logs, classroom observation data, GaLearns Transcripts	End of every 9 weeks
Attendance letters & meetings for teachers according to the Board of Education Policy.	Administration	Board of Education policy	Fall 2025- Spring 2028	meeting minutes, follow-up email (staff)	Every 9 weeks