



Baldwin Success Academy Baldwin County Schools School Improvement Plan 2025 - 2028



Focus Year: 2026-2027

BCSD Focus Area	Successful Student Outcomes
School SMART Goal	By May 2027, Baldwin Success Academy will establish baseline student achievement, attendance, behavior, and course completion data to inform future school improvement efforts.

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
Develop student academic, attendance, and behavior profiles upon enrollment	• Counselor • Registrar • Lead PEC Teachers • Administrators	Student Records Infinite Campus Transcripts	Ongoing Upon Enrollment	Student Profiles	
Develop and monitor progress towards credit accrual/course completion and graduation	• Counselor • Registrar • Lead PEC Teachers • Administrators	Progress Monitoring Tool	Monthly	Progress Monitoring Data	
Conduct monthly student data review meetings	• Administrators • Counselor • Teachers	Data Dashboard Attendance Reports Behavior Reports	Monthly	Meeting Agendas and Minutes	
Students will participate in goal-setting conferences to establish academic, attendance, and behavior goals.	• Students • Teachers	BSA Student Expectations Student Goal Setting Template	Each Semester	Completed Goal Setting Forms	



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Students will maintain individual progress trackers to monitor course completion and graduation requirements	• Students • Teachers	Student Progress Tracker Template Student Progress Folders	Weekly	Completed Tracking Forms	
Teachers will maintain data notebooks and progress-monitoring records for all students	• Teachers	Progress Monitoring Tool Data Notebooks	Weekly	Teacher Data Notebooks	
Conduct an End-of-the-Year self-assessment to help determine future school improvement efforts	• Administrators • SILT team	Georgia Alternative Education Program Standards Self-Assessment	April 2027 - May 2027	Completed Self Assessment	



Baldwin Success Academy Baldwin County Schools School Improvement Plan 2025 - 2028



Focus Year: 2026-2027

BCSD Focus Area	Successful Student Outcomes				
School SMART Goal	By May 2027, 100% of students will have an individualized plan for transition, graduation, career, military, workforce, or other postsecondary options.				
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
Complete transcript audits for all students	• Counselor • Registrar • Lead PEC Teachers • Administrators	Transcripts Transcript Review Tools	Ongoing Upon Enrollment	Transcript Audit Reports	
Conduct individual student and family orientations to develop Individual Transition and Graduation Plans (ITGPs)	• Counselor • Students • Parents/ Guardians • Lead PEC Teachers • Administrators	Orientation Agenda Student Records ITGP Planning Template	Ongoing Upon Enrollment	Conference Documentation Completed Plans	
Monitor progress toward transition and graduation goals	• Counselor • Administrators • Teachers • Mentors	Student Data Dashboard	Monthly	Progress Reports	
Conduct exit interviews and postsecondary plan verification	• Counselor • Administrators	Exit Interview Form	Ongoing Upon Exit	Exit Interview Documentation	



Baldwin Success Academy Baldwin County Schools School Improvement Plan 2025 - 2028



Focus Year: 2026-2027

BCSD Focus Area	Family and Community Engagement
School SMART Goal	By May 2027, Baldwin Success Academy will establish meaningful partnerships with at least five community organizations that support student success, workforce development, mentoring, mental health services, or postsecondary readiness.

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
Identify community organizations aligned to the mission and vision of BSA	- Administrators SILT Team - Family & Community Engagement Coordinator	List of Community Organizations	August 2026	Partnership List	
Invite community partners to provide student workshops and presentations	- Administrators - Counselor - Family & Community Engagement Coordinator	Meeting Space Presentation Materials	Monthly beginning September 2026	Schedule of Events Photos / Social Media	
Develop student mentoring opportunities with community members	- Counselor - Community Partners	Mentor Application Process Parent/Guardian Approval Forms	October 2026 - May 2027	Mentor Logs	
Conduct a review of partnership effectiveness	- Administrators - SILT Team	Surveys Participation Data	April 2027 - May 2027	Evaluation Report	



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Focus Year: 2026-2027

BCSD Focus Area	Human Resources				
School SMART Goal	By May 2027, 100% of Baldwin Success Academy staff will participate in ongoing professional learning focused on supporting student engagement, relationship building, behavioral success, and academic achievement in a non-traditional school setting.				
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
Develop and communicate a BSA Staff Framework outlining expectations for student engagement, relationship-building, restorative practices, and instructional excellence	Administrators	Staff Handbook BSA Framework	July 2026	BSA Staff Framework Signed Acknowledgement Forms from Staff Members	
Provide onboarding and orientation for all staff focusing on BSA's mission, vision, student population, and expectations	Administrators	Staff Handbook Orientation Materials	July 2026 - August 2026 <i>(Preplanning 2026)</i>	Orientation Agenda Sign-In Sheets	
Train staff on trauma-informed practices and adverse childhood experiences (ACEs) commonly impacting students in non-traditional school settings	- Administrators - Counselor - District Social Worker - External Trainers	Training Materials	August 2026 January 2027	Sign-In Sheets Training Documentation	



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Provide staff training on Verbal Mindset and relationship-centered communication strategies to promote positive interactions, de-escalation techniques, accountability, and student success.	- Administrators - Counselor - PEC Director - District Trainers	Verbal Mindset Training Materials Implementation Guides	August 2026 (Initial Training) January 2027 (Refresher) Ongoing Reinforcement Throughout the Year	Sign-In Sheets Walkthrough and Observation Data	
Implement professional learning communities (PLCs) focused on student engagement strategies	- Administrators - Teachers	PLC protocols Instructional Resources	Monthly beginning August 2026	PLC agendas and notes	
Conduct classroom walkthroughs focused on engagement and relationship building	Administrators	Walkthrough Observation Tool	Weekly	Walkthrough Data	
Facilitate staff reflection and best-practice sharing sessions	- Administrators - Teachers	Reflection Protocols	October 2026 January 2027 April 2027	Reflection Summaries	