Strategic Priorities and Plan
Baldwin County Public School System

Strategic Priority #1
The system ensures leader and teacher effectiveness and student learning across all grades and courses.

- **Academics**
  - Continue emphasis on reading, math and science that is data driven
  - Increase equitable and consistent academic achievement opportunities for all students
  - Continue improvement of graduation rate for all students
  - Continue professional development to ensure leader and teacher effectiveness (Guided Reading, Balanced Literacy, eMints)
  - Provide a framework for elementary STEAM/STEM Education Initiative
  - Explore innovative ways to address growing mental health issues in our schools
  - Provide consistent academic instruction in Math – adoption of one program in K-6 to ensure consistency system-wide
  - Continue system-wide use of research based strategies and intervention to assist struggling learners
  - Provide opportunities to ensure students are college, career, technical path and or military ready upon graduation
  - Provide professional develop strategies and interventions to enhance student success on ACT
  - Present and explore possibilities for a stand-alone Career Technical Center/Comprehensive HS
  - Review and consider findings from Criterion K-12 Consulting Firm regarding the growth of Baldwin County Public Schools Special Education Program

- **Instructional Technology**
  - Providing professional development opportunities for leaders and teachers to ensure effectiveness in the area of Instructional Technology each year during the GRITC (Gulf Regional Innovative Teaching Conference)
  - Provide technical assistance to schools via online HELP DESK service
  - Maintain a schedule to update, refurbish or replace instructional technology equipment for all schools

- **Leadership**
  - Provide administrators with essential tools and professional development needed for academic growth, operations and accountability
  - Continue best practices in hiring to replace central office staff and principals as openings occur
  - Continue new teacher institute during GRITC to ensure teacher readiness and success for the upcoming school year
  - Continue Teacher Job Fair to attract a diverse and high quality pool of teachers to ensure student learning across all grades and courses
  - Continue new teacher mentor program to assist and support novice teachers
  - Continue to provide and research services that streamline procedures and support all employees

Strategic Priority #2
The system implements a comprehensive assessment system that generates a range of data about student learning and system effectiveness and uses the results to guide continuous academic improvement.
• **Academics**
  - Continue Scantron Performance and Benchmark Assessments to monitor student learning
  - Continue Scantron Analytics to generate data regarding students’ learning and system effectiveness
  - Provide system training for new ALSDE assessment (ACAP – Alabama Comprehensive Assessment Program) in regard to administration, data analysis and question format

**Strategic Priority #3**
The system leadership, staff, and community maintain and communicate a culture of high expectations for learning as well as shared values and beliefs.

• **Communications**
  - Streamline and consolidate communication channels and establish consistent methods for two-way communication
  - Provide professional development to communicate: consistency, expectations and standards
  - Define key audiences and develop strategies to engage stakeholders and communities

• **Leadership**
  - Create Parental Advisory Councils for each school
  - Continue stakeholder breakfast meetings
  - Continue partnership with Baldwin County Education Coalition

**Strategic Priority #4**
The system maintains facilities, services, and equipment to provide a safe, clean, and healthy environment for all students and staff.

• **Business and Finance/Facilities and Maintenance**
  - Develop and present the next phase in the Pay-As-You-Go Building Plan for Board approval
  - Identify and research creative funding sources to accommodate growth
  - Ensure adequate funding to meet strategic priorities
  - Ensure quality facilities to accommodate growth and reduce student/teacher ratio
  - Streamline business and finance processes
  - Maintain a schedule to update, refurbish or replace equipment/facilities for all schools

• **Prevention and Support**
  - Expand student support services in areas identified as a need
  - Provide equitable resources for school safety

• **Leadership**
  - Build a collaborative culture and climate that embraces all students
  - Develop a formal structure to ensure students develop positive relationships with and have adults/peers that support their educational experiences