

The image features a background of a dartboard with several darts. One blue dart is in the foreground, pointing towards the center. The Baldwin County Public Schools logo, which includes a large letter 'B' and the text 'BALDWIN COUNTY PUBLIC SCHOOLS since 1799', is positioned on the right side of the dartboard.

# **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

