# Bellingrath Middle School

## Strategy Map 2026 - 2027

### VISION

PLA's vision is for scholars to master key academic skills and demonstrate strong character traits such as honesty, service to others, a superior work ethic, and a firm belief in their futures.

### MISSION

Phalen Leadership Academies (PLA) is focused on providing high-quality education to scholars, especially in underserved communities. Our mission is to ensure that students meet high academic and social standards and thrive as leaders at home, in their communities, and globally. The goal is to help students succeed academically while nurturing their character and leadership skills.

### BELIEFS

Phalen Leadership Academies (PLA) identifies five core values: Children First — decisions and interactions prioritize scholars. Respect — treating others as you would want to be treated. Determination — demonstrating persistence and commitment. Continuous Improvement — consistently working to get better. Gratitude — showing appreciation for others and opportunities. These values are rooted in the principles of PLA founder Earl Martin Phalen's adoptive parents, George and Veronica Phalen. For Bellingrath, these values connect well with your "It's On Us to #ChangeTheCulture" focus—particularly putting scholars first, strengthening relationships, improving instruction, and building a positive school culture.

| | Culture Shifts (Turnaround) | Instructional Transformation(Turnaround) | Leadership of Learning | Turnaround Leadership (Turnaround) |
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| **OBJECTIVE** | • By May 2027, Bellingrath Middle School will strengthen a positive, consistent, and student-centered school culture by implementing schoolwide expectations for student behavior, staff collaboration, communication, and recognition, resulting in a 10% reduction in major discipline referrals and a 10-percentage-point increase in positive responses on student and staff culture/climate surveys, as measured by discipline data, survey results, attendance, and monthly culture walkthroughs. | • By May 2027, Bellingrath Middle School will strengthen instructional practices across all content areas by ensuring the consistent implementation of standards-aligned instruction, purposeful planning, small-group instruction, data-driven interventions, and frequent checks for understanding, resulting in a 10-percentage-point increase in the percentage of students meeting or exceeding grade-level proficiency and measurable growth on district and state assessments. | • Enhance instructional leadership by delivering continuous, high-quality professional learning for all teachers and staff to elevate classroom instruction in 100% of classrooms, increase teacher retention, and accelerate student academic growth. | • Bellingrath Middle School will ensure 100% of core teachers participate in targeted professional development, led by the Instructional Leadership Team, focused on strengthening pedagogy, increasing student engagement, and using standards-aligned data to improve instruction, resulting in measurable student growth and increased grade-level proficiency on local, district, and state assessments. |
| **CRITICAL INITIATIVES** | • Decrease chronic absenteeism by 10% and reduce discipline infractions by 10% in order to foster a positive, safe learning environment for all students.<br>• Enhance family engagement and strengthen community collaboration by hosting quarterly events, establishing active partnerships, and improving communication to build stronger school–home connections. | • Implement High-Leverage Practices (HLPs) and Data-Driven Explicit Instruction to accelerate academic growth and close proficiency gaps by 3% to 5% in reading, math, and science.<br>• Implement a tiered intervention system (MTSS) providing timely academic and behavioral support, monitoring progress, and engaging families to ensure equitable student success | • Provide ongoing, data-driven professional development and instructional coaching aligned to student achievement, classroom walkthroughs, and identified teacher needs.<br>• Provide professional learning and instructional support to strengthen differentiated instruction and improve academic outcomes for English Learners, students with disabilities, and other identified subgroups. | • Strengthen PLCs through collaborative data analysis, instructional planning, and progress monitoring to improve instructional practices and student achievement.<br>• Build teacher and leadership capacity through targeted professional learning, instructional modeling, collaborative walkthroughs, and feedback cycles. |
| **INTENDED OUTCOMES** | • Continue the Attendance SWAT Team and Kagan strategies to increase attendance by 5% and student engagement by 10%.<br>• The school will continue the monthly family engagement events and reestablish the Parent Advisory Committee. | • Instructional quality, standards alignment, and classroom rigor will improve consistently across all grade levels.<br>• Use Academic Interventionists and Reading Advantage teachers to close skill gaps and increase student growth before high school. | • Weekly Intellectual Prep will focus on standards alignment, student work analysis, and common formative assessments.<br>• Instructional quality and rigor will improve as teachers use common data to align standards, adjust lessons, and differentiate instruction. | • Instructional quality and rigor will improve as teachers use common data to align standards, adjust lessons, and differentiate instruction.<br>• Standardize high-yield instructional strategies across all core areas, and increase rigor and student cognitive development. |
| **KEY MEASURES** | • Weekly classroom walkthroughs and observation data. Also Unified Insights Attendance monitoring.<br>• Family engagement sign-in sheets and survey responses | • Weekly PLC data meetings with data artifacts, lesson plans alignment checks, and data logs<br>• Intervention logs, small group reading advantage data, walkthroughs and observation data, i-Ready Monitoring data | • Weekly meeting artifacts, data logs, lesson plans and grade book alignment data.<br>• Walkthrough data, Observations, lesson plan alignment, and assessment data | • Coaching feedback logs, classroom observations, and lesson plan alignment check |

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