

BIRMINGHAM PUBLIC SCHOOLS

STRATEGIC PLAN 2022-2027



A MESSAGE FROM THE SUPERINTENDENT

DEAR BIRMINGHAM PUBLIC SCHOOLS COMMUNITY,

With great excitement and pride, I share with you the Birmingham Public Schools Strategic Plan for 2022-2027.

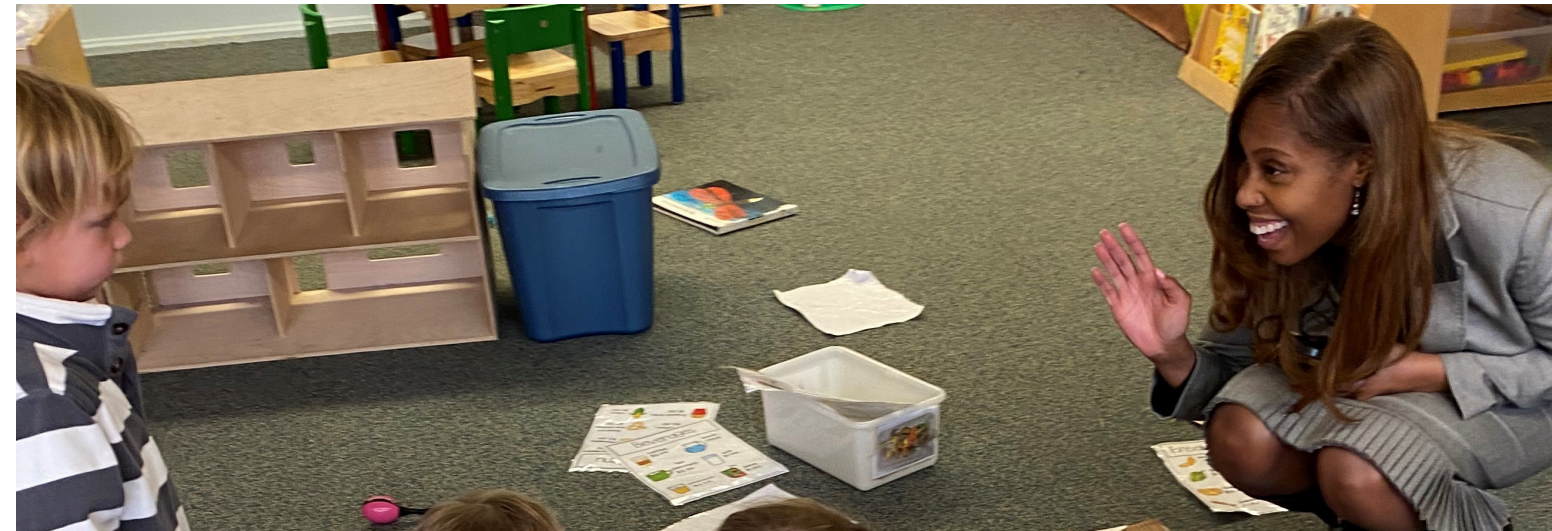
Like the compass in our logo, our Strategic Plan will provide direction for the next five years, focusing our team on academic excellence, social and emotional wellness, fiscal responsibility, and attracting and retaining world-class talent.

I want to extend my sincere appreciation to those of you who have completed surveys, engaged in one of our focus groups, or participated on a committee. As a result, we have heard the voices of our students, staff, parents, and the community. Your insights have been heard and play a significant part in this guiding document.

Thank you again for your continued commitment to Birmingham Public Schools, our students, and our community. Together, we will keep our District strong and move forward confidently, knowing we have a solid, comprehensive plan built with feedback and input from our entire community to guide our efforts and take our District to the next level.

Sincerely,

Dr. Embekka Roberson
Superintendent



DEVELOPING OUR PLAN

LISTENING TO THE TRUSTED VOICE OF OUR COMMUNITY

Prioritizing our stakeholders' voices was a primary focus as we developed our strategic plan. Hearing from our school community inspired this document, which will serve as Birmingham Public Schools' guide for the next five years.



Our strategic plan, or Birmingham Compass, was created through collaboration and partnership with students, families, staff, and residents.

Birmingham Public Schools' commitment to utilizing research-based methods to authentically engage our community has resulted in developing a transformational strategic plan that reflects our various stakeholder's needs. We are exceptionally proud of the strategic plan produced by these key stakeholders.



A PHASED APPROACH

PLANNING & PRIORITIZATION

During the planning and prioritization phase, the Core Design Team outlined the development process, created the schedule for stakeholder engagement, and collected data for the Advisory Committee to use for analysis. In addition, this team of building and district-level administrators worked collaboratively with the educational firm Hanover Research to plan process tasks.

COMMUNITY ENGAGEMENT

As a part of the community engagement phase, we solicited stakeholder input regarding our district's strengths, opportunities for growth, core values, and vision for the next five years. We used qualitative and quantitative data from our equity audit, which included responses from 4,305 students, staff, and parents. We also launched a community-wide survey that received 1,751 responses. Furthermore, we facilitated 14 focus groups, which included teachers, administrators, parent affinity groups, community members, and students at the middle and high school levels.

PLAN DEVELOPMENT

Our strategic planning committees used the information we received from the community engagement phase with quantitative data to glean insights that informed the development of the mission, vision, overarching priorities, targeted aims, and measurable goals. We invited over 60 members to participate in an Advisory or Review Committee. These members included teachers, paraprofessionals, administrators, parents, board members, and community members. Quantitative data included data from state assessments, district benchmark assessments, behavioral data, enrollment, and human resource data provided through annual education reports from the past six years, if applicable.

The Advisory Committee synthesized this information and was the primary author of the strategic plan. In addition, our Review Committee analyzed the drafts produced by the Advisory Committee and provided thoughtful feedback, which the Advisory Committee used to refine the draft versions.





VISION

All students in Birmingham will realize their full potential, think critically, and champion an innovative tomorrow.

MISSION

In partnership with parents and the community, Birmingham Public Schools will provide educational excellence that empowers students to cultivate their individual brilliance and positively impact their world.

Be Bold.
Be Brilliant.
Be Birmingham.

OUR CORE VALUES



| STUDENT SUCCESS

We seek to uphold our district’s long-standing tradition of outstanding academic achievement through rigorous curriculum, collaborative opportunities, and extensive exploration.

| COMMUNITY

We partner with community organizations to engage families in a reciprocal process that actively supports student learning and well-being.

| INCLUSION

We welcome and celebrate diversity by honoring the dignity of every human being. We seek opportunities to value the differences expressed throughout our vibrant community.

| EQUITY

We believe in the unique talents of our community members, and we are committed to providing access to the resources and opportunities needed for each individual to thrive.

| PERSEVERANCE

We support an environment that welcomes challenges, encourages resilience, and inspires the ability to overcome adversity.

| INTEGRITY

We lead and act with transparency, fairness, and respect.



OUR STRATEGIC PRIORITIES

Birmingham Public Schools' strategic plan focuses on four priorities to realize its vision, advance its mission, and express its core values. Our Advisory and Review Committees created these priorities based on the feedback from our students, parents, staff, and community. In addition, we identified our stakeholders' needs through surveys, focus groups, and academic and behavioral data analysis.



1 STUDENT ACHIEVEMENT

Our Why: Our district has a long-standing tradition of academic excellence, and stakeholders want all students to have the opportunity to achieve their full potential. Stakeholders also stressed the importance of a robust multi-tiered system of support that would eliminate disproportionate academic outcomes. Further, they expressed a desire for the district to focus more intensely on life skills and career readiness.

2 CULTURE OF UNITY & WELL-BEING

Our Why: Stakeholders believe we need to provide more extensive mental health support and social-emotional learning for our students, families, and staff. Students expressed a desire for the district to help them manage stress and wellness. Stakeholders also highlight diversity as a critical element for attracting students, and they want equity in voice, opportunities, and resources for all schools.

3 WORLD-CLASS TALENT

Our Why: Stakeholders express satisfaction with the quality of the teachers in our district. They also expect to see an increase in diverse staff. Across all stakeholder groups, participants cite a need for the teaching staff to reflect the region where we reside.

4 RESPONSIBLE STEWARDSHIP

Our Why: As stewards of the taxpayer's dollars, stakeholders rightfully hold the district to a high standard of fiscal responsibility. As a result, there is an expectation that the district annually provides a balanced budget, generates revenue, and aligns expenditures to the priorities of this strategic plan.

OUR AIMS & GOALS

WE HAVE ALIGNED EACH PRIORITY WITH A CLEAR SET OF AIMS AND GOALS WHICH WILL GUIDE OUR THINKING AND ACT AS A MEASURE OF SUCCESS AS WE MOVE FORWARD WITH THE PLAN.



1 STUDENT ACHIEVEMENT

AIMS	CORRESPONDING GOALS						
STRENGTHEN CORE ACADEMIC INSTRUCTION	Increase the percentage of students scoring proficient or advanced in grades 3-8 on M-STEP in literacy and mathematics by 20%.	Increase the percentage of students proficient in college and career readiness in Evidenced Based Reading & Writing and mathematics on SAT by 20%.	Reduce and eliminate disparities in student learning in college and career readiness in Evidenced Based Reading & Writing and mathematics on SAT by 30%.	Reduce and eliminate disparities in student learning in grades 3-8 on the M-STEP in literacy and mathematics by 30%.	Increase the percentage of students who met their growth projections in grades K-8 on the local benchmark assessment to 60% or higher.	Prepare 75% of students to take integrated mathematics 1 in eighth grade.	Increase the percentage of students in early college credit opportunities by 10%.
INCREASE COLLEGE AND CAREER READINESS	Ensure that 100% of students in grades 7-12 will create an action plan and review it annually to achieve their post secondary skilled trades, college, and career goals.	Improve students' work readiness skills at the Birmingham Adult Transition Program.	Enhance the district's CTE programming and student experience.				
IMPROVE LEARNING COMMUNITIES	Ensure that 100% of schools will engage in an innovative learning framework.	Ensure that every school will have one innovative learning space with a plan on how to encourage STEAM exploration.					

OUR AIMS & GOALS

WE HAVE ALIGNED EACH PRIORITY WITH A CLEAR SET OF AIMS AND GOALS WHICH WILL GUIDE OUR THINKING AND ACT AS A MEASURE OF SUCCESS AS WE MOVE FORWARD WITH THE PLAN.



2 CULTURE OF UNITY & WELL-BEING

AIMS	CORRESPONDING GOALS	
CREATE A DISTRICT-WIDE SYSTEM TO ENCOURAGE SOCIAL AND EMOTIONAL WELLNESS	Ensure that 90% of students will report feeling safe, valued, and prepared for learning, as measured by an annual climate survey.	
INCREASE AUTHENTIC ENGAGEMENT WITH STUDENTS, STAFF, PARENTS, FAMILIES, COMMUNITY, AND ALUMNI	Increase transparent and relevant two-way communication with all stakeholders, as measured by an annual climate survey.	
CREATE EQUITABLE ACCESS TO EXTRACURRICULAR RESOURCES AND OPPORTUNITIES	Ensure that each school will have an extracurricular opportunity in athletics, arts, culture, wellness, and STEAM.	Increase student access to extracurricular activities as measured by an annual climate survey.

3 WORLD-CLASS TALENT

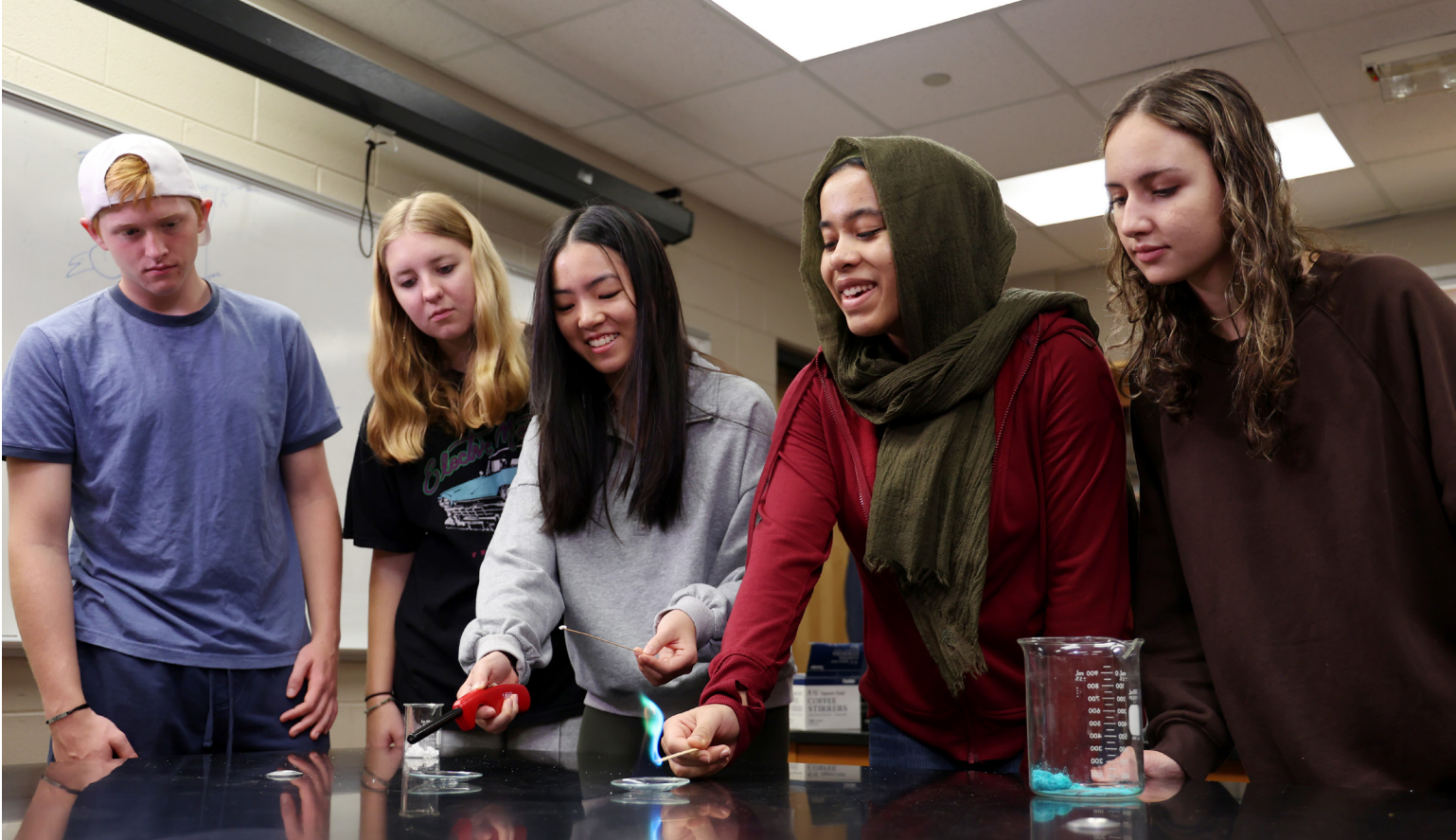
AIMS	CORRESPONDING GOALS	
ATTRACT AND RETAIN TALENTED AND DIVERSE STAFF	Increase the focus on reaching more diverse candidates so that its applicant pool better reflects the community it serves.	
PRIORITIZE THE SOCIAL AND EMOTIONAL WELL-BEING OF STAFF	Ensure that 90% of staff will report feeling safe, valued, and supported at work as measured by an annual climate survey.	
PROVIDE HIGH-QUALITY PROFESSIONAL LEARNING AND DEVELOPMENT	Ensure that 90% of staff will report that professional development is relevant as measured by an annual climate survey.	

OUR AIMS & GOALS

WE HAVE ALIGNED EACH PRIORITY WITH A CLEAR SET OF AIMS AND GOALS WHICH WILL GUIDE OUR THINKING AND ACT AS A MEASURE OF SUCCESS AS WE MOVE FORWARD WITH THE PLAN.

4 RESPONSIBLE STEWARDSHIP

AIMS	CORRESPONDING GOALS	
BOLDLY MARKET THE DISTRICT TO INCREASE STUDENT ENROLLMENT	The district will increase student enrollment to reach 8,000 students.	
INCREASE FINANCIAL ACCOUNTABILITY WITH A FOCUS ON THE STRATEGIC PLAN PRIORITIES	Balance the budget.	Connect 90% of the budget line items to Strategic Plan priorities.
GENERATE REVENUE THROUGH VIABLE SOURCES	Generate diverse revenue streams through expanding early learning, increasing advertising, and other opportunities.	







Birmingham
PUBLIC SCHOOLS

31301 Evergreen Road,
Beverly Hills,
MI 48025
www.birmingham.k12.mi.us