



Strategic Plan Blueprint - Goals and Initiatives May 18, 2026

Goal 1 - Learning for a Changing World: Bloomfield Hills Schools provides engaging, real-world learning experiences that are academically rigorous and continually evolving so that every student can excel anywhere, both today and in the future.

- **Initiative 1.1 | Enhance High-Quality Instruction:** *Ensure all students, including high-achieving and advanced learners, experience appropriately rigorous instruction, enrichment, acceleration opportunities' and access to advanced coursework aligned to their individual strengths and aspirations.*
- **Initiative 1.2 | Strengthen Literacy Curriculum & Resources:** *Implement a rigorous curriculum grounded in the science of reading and disciplinary literacy to ensure all students develop strong reading, writing, and communication skills across all content areas.*
- **Initiative 1.3 | Expand Career Connectedness & Exploration:** *Expand real-world learning opportunities and experiences across all grade levels by building sustainable systems and partnerships that prepare students for future success in their chosen path.*
- **Initiative 1.4 | Advance Innovative Programming:** *Advance innovative programming by designing and implementing forward-thinking learning opportunities that respond to emerging technologies, workforce trends, and student interests.*

Goal 2 - A Culture Where Students Thrive: Bloomfield Hills Schools cultivates a culture that promotes student well-being where our learners are known, valued, and safe.

- **Initiative 2.1 | Amplify Student Voice:** *Create structures and opportunities to amplify student voice for our students to share perspectives, influence decisions, and contribute to school culture and learning experiences.*
- **Initiative 2.2 | Cultivate Belonging & School Connectedness:** *Strengthen a culture of belonging by fostering deep-rooted relationships and inclusive environments where our students and families are valued, supported, and connected to their school community.*
- **Initiative 2.3 | Increase Student Engagement with Clubs, Athletics, and Extracurriculars:** *Cultivate student belonging and community integration by dynamically aligning extracurricular, co-curricular, and athletic programming with student interest and participation data.*
- **Initiative 2.4 | Integrate Digital Wellness & Responsible Technology Use for All Students:** *Establish and implement comprehensive, age-appropriate policies that value person-to-person interaction and instruction, while strategically integrating technology to build healthy use habits and real-world skills.*

Goal 3 - A Team Rooted in Care & Collaboration: Bloomfield Hills Schools supports a professional team in which every member is valued and empowered as a partner in our shared commitment to student success.

Initiative 3.1 | Establish a Staff Advisory Council to Inform District Decision-Making: *Create a staff advisory committee with representation from all employee groups to share relevant information, district priorities, and initiatives.*

Initiative 3.2 | Standardize Staff Communication and Feedback Processes: *Standardize communication channels, modes, and frequency (e.g., email for urgent updates, State of the Staff for weekly updates, intranet for resources) to keep employees well informed of district information and priorities.*

Initiative 3.3 | Enhance and Evaluate Workplace Climate and Morale: *Establish a formal process for collecting and analyzing employee data to develop and implement targeted improvements to workplace conditions, retention strategies, and initiatives.*

Goal 4 - Focused Investments for A Strong Community: Bloomfield Hills Schools aligns resources where they have the greatest impact on students and drive long-term district success.

Initiative 4.1 | Maximize Academic Return on Investment: *Align financial, human, and programmatic investments to measurable student outcomes.*

Initiative 4.2 | Invest in and maintain facilities and infrastructure: *Maintain district facilities and infrastructure that are safe, reliable, and well-positioned to support current and evolving instructional needs.*

Initiative 4.3 | Enhance communication regarding financial stewardship: *Build understanding among stakeholders by clearly communicating how financial resources are managed, aligned to district priorities, and used to support student outcomes.*

Initiative 4.4 | Strengthen Safety and Security Measures: *Maintain a safe and secure environment for all students, staff, and visitors through proactive planning and modern infrastructure.*