In 2013, the district embarked upon a process to create a new Strategic Plan. The goal creation involved stakeholders throughout our district and took place over several days. Joined by parents, community members, students, staff members and administration and board members, the following four goals were established:

**Goal 1: All BPS learners will continually excel in a learning environment that is engaging, global and free of achievement gaps.**

**Strategies:**
1. Implement a comprehensive family engagement plan.
2. Increase the accessibility to preschool and early intervention programs.
3. Implement culturally responsive practices and engaging learning environments.
4. Develop a district-wide RtI program that is consistent, comprehensive, research-based and inclusive of all students (preK-12).
5. Design and implement a measurable Special Education framework that accelerates the achievement of students with IEPs.

**Goal 2: All BPS learners will be engaged every day, in every way, through a world-class education to discover their passions, unleash their potential to be successful and contributing members of their communities.**

**Strategies:**
1. Elevate learning for ALL students and staff that incorporates choice, rigor and relevance to achieve their highest potential.
2. Create opportunities for ALL students to encounter challenges, experience rigor, discover passions and investigate careers to build a foundation for future success.
3. Promote and support risk-taking environments for ALL teachers to implement innovative curricula and instructional practices to enhance student achievement.
4. Develop, extend and transform the expertise of each teacher to meet and exceed the needs of ALL students.
5. Provide systems where ALL students and teachers utilize multiple data sources to monitor and adjust learning to reach and exceed their potential.
6. Continue to build global competence in ALL students through the use of innovative teaching and learning approaches and seamless integration of technology.

Inspiring all learners to positively impact their world.
Goal 3: All BPS learners will demonstrate empathy. As ethical leaders, they will embrace opportunities that positively impact the world.

Strategies:
1. Adopt and implement Social Emotional Learning Standards, aligned with national standards, in an intentional, systemic and sustainable way throughout our schools and community.
2. Ensure a positive culture where all BPS learners are academically, intellectually, socially, physically and emotionally supported and valued utilizing the 11 Principles of Effective Character Education framework to include Character Education, Diversity and Social Justice.

Goal 4: BPS will design and implement a dynamic educational organization that creates unlimited opportunities for student learners.

Strategies:
1. Design a transparent and equitable organizational structure that serves all Birmingham Public School stakeholders.
2. Implement a school day structure for students which considers time, length of day and year.
3. Design a flexible learning environment that utilizes multiple student groupings, new school configurations and school concepts.
4. Design physical learning environments that maximize opportunities for student learning.
5. Recruit, select and retain a diverse workforce.

The strategic planning process included focus groups and planning sessions. The plan focuses on student learning, curriculum, instruction and assessment along with professional learning, culture and leadership, operational resource management and marketing and communications.

Birmingham Public Schools Mission
By ensuring educational excellence, we challenge and inspire all learners to positively impact their world.

Vision
All learners are inspired and engaged, develop fully and have a positive impact on our diverse, global society where:
- Students develop a passion for ethical leadership, learning, excelling, innovating and contributing.
- Staff work collectively and collaboratively to ensure a rigorous academic and caring environment that meets the needs of all learners.
- Parents and guardians support the positive development of their children and collaborate with staff for great outcomes for their children.
- Community members create necessary support for children to develop well and are active partners in ensuring the continuation of a great community.
Core Values

All Learners - We value and respect each member of our community and are committed to each learner's growth and development.

Diversity - We encourage and embrace the unique qualities each person contributes to our community.

Collaboration - We foster collaboration through positive engagement and meaningful dialogue in all our interactions.

Innovation - We inspire innovation and growth by modeling courage, resilience, curiosity, creativity, risk-taking, exploration and reflection.

Excellence - We inspire academic excellence by challenging all learners to reach their full potential.

Leadership - We empower all learners to demonstrate strong character as they lead and mentor within the school and community.

Learning - We instill passion and excitement for continuous learning through an intellectually rich, engaging and safe learning environment.

Character - We foster civic responsibility by engaging in service learning and inspiring all learners to become involved in local, national and international topics.

Planning Participants

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9/2014