

GRADUATING PREPARED AND PRODUCTIVE CITIZENS



Mobile County
PUBLIC SCHOOLS



STRATEGIC PLAN

As Alabama's first and largest school system, Mobile County Public Schools prides itself on the high quality of education we provide our students.

We have been successful over the years in raising our graduation rate and we have been recognized statewide and nationally for closing achievement gaps. Yet, we know that to meet ever-changing needs of our students, we must continually review where we are and envision what we strive to become.

For that reason, we have asked ourselves and our stakeholders about the district's strengths, weaknesses, opportunities and threats. We have asked which of our successes we should build upon and what we should work to improve.

From these discussions was born this Strategic

Plan, our roadmap. After all, if you don't know where you are going, then how are you going to get there?

The purpose of this Strategic Plan is to keep Mobile County Public Schools focused on achieving goals that have been outlined during our research. The Strategic Plan is designed to keep us focused on our core business – providing the best possible education for our students – and to drive continuous improvement in all that we do as we live out our mission and move closer to our vision.

As we say in Mobile County Public Schools: It Starts With Us. All that we do starts with and comes back to this plan. We invite you to be one of us. For together, we can achieve.

Core Beliefs and Commitments

We believe our primary focus is to educate all students to become productive citizens; and we are committed to making this the priority over all other district functions.

We believe all employees are professionals who share in the responsibility for the success of our students; and we are committed to recruiting, employing, developing and retaining employees who are effective in leading our district in achieving our mission.

We believe in safe, secure and productive environments for learning and working; and we are committed to providing quality and equitable settings that ensure students and employees reach their potential.

We believe the success of our schools is enhanced by the support and partnership of the community and stakeholders; and we are committed to informing and engaging our community through transparency, accountability and communication.

It Starts With Us



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Our Vision

Mobile County Public Schools will become a premier educational system where students engage in multiple pathways leading to success in a global society.



Our Mission

The mission of Mobile County Public Schools is to graduate prepared and productive citizens.



Strategic Goals

ENGAGED LEARNERS

Mobile County Public Schools will graduate college-and-career-ready students.

QUALITY PROFESSIONALS

Mobile County Public Schools will recruit, employ, develop and retain professionals who are effective in achieving our mission.

EMERGING TECHNOLOGIES

Mobile County Public Schools will use emerging technologies to support teaching, learning and work.

OPERATIONAL & SUPPORT SYSTEMS

Mobile County Public Schools will provide safe, supportive and equitable environments.

SOUND FISCAL MANAGEMENT

Mobile County Public Schools will manage financial resources responsibly and transparently.

COMMUNITY PARTNERSHIPS

Mobile County Public Schools will communicate with employees and the community to inform, engage and ensure accountability.



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Multiple Pathways to Success

Mobile County Public Schools is gaining a state-wide and national reputation for our innovative teaching and learning.

State schools Superintendent Tommy Bice has called Mobile County the “epicenter of best practices.” Twelve of our schools have received the highest honor bestowed by the U.S. Department of Education - the Blue Ribbon. And we expect to announce more soon.

We are graduating students who are college and career ready. Students begin exploring career options in middle school. They design individual Plans of Study for high school showing how they will achieve their goals and they complete Career Portfolios to graduate.

A growing number of businesses are offering students internships and mentoring.

We offer dozens of Advanced Placement courses and other opportunities for students to earn college credit while still in high school. One out of every three of our graduates earns college scholarships. All students take the ACT college entrance exam.

Our Career-Technical Education program has been recognized for greatly increasing the amount of industry-certified career credentials our students earn annually. And students are enrolled in JROTC programs in all 12 of our high schools.

We have integrated technology throughout the district in programs ranging from credit recovery to computer coding, from 3D design and printing to robotics.

And to ensure that our students are in positive learning environments, we are build-

ing and renovating schools throughout the county as part of a \$100 million construction campaign.

It Starts With Us.

Here are some of our multiple pathways:

Signature Academies

Students can apply for enrollment in any of our 12 high schools, based on their interests and career aspirations. Our Signature Academies are: Aerospace and Aviation at B.C. Rain; Health at Blount; Teaching and Learning at Mary G. Montgomery; Industry, Manufacturing and Technology at Citronelle; Coastal Studies at Bryant; International Studies at Murphy; Maritime, Engineering and Entrepreneurship at Williamson; Engineering and Industry at Theodore; Engineering at Davidson; Advanced Studies at Baker; Pre-Law and Health at LeFlore; and Technology at Vigor.

Magnet Schools

We have three magnet elementary schools that feed into three magnet middle schools. Council and Phillips offer college preparatory classes; Eichold-Mertz and Clark-Shaw specialize in math, science and technology; and Old Shell Road and Dunbar train students in performing arts. We also have LeFlore Magnet High School.

International Baccalaureate & Advanced Placement

We offer pre-International Baccalaureate programs at Council Traditional and Phillips Preparatory and International Baccalaureate at Murphy and Davidson high schools. Baker High is one of only three AP Capstone Schools in Alabama.

Early College

Mobile County has a one-of-a-kind partnership with the University of Alabama, which operates its Early College at the new Murphy University Center.

Special Schools

Mobile County has two stand-alone special-education schools: Augusta Evans and the Southwest Alabama Regional School for the Deaf and Blind.

Pre-Kindergarten

Twenty-seven of our elementary schools offer pre-kindergarten. We also operate the award-winning Just 4 Developmental Lab.

Envision Virtual Academy

Mobile County opened Alabama’s first 6-12th grade online school in 2014. Envision Virtual Academy enrolls more than 200 students.

Torchbearers

Mobile County has the lion’s share of Alabama’s Torchbearer schools, with 15 since 2009.

Schools of Innovation

Forty Mobile County schools are Schools of Innovation that are changing the way students learn and teachers teach. These schools are focusing in areas ranging from technology to project-based learning.



"I just want to be able to know a lot about the world. I want a good education. I want to go to college. I want to find a good occupation, and I want to be good at it."

*-- Lindsey Gaston
7th Grade
Causey Middle School*





"I am not just preparing your child for the second grade. I am preparing him to be an asset to the community. We are making a difference in Mobile County. We are moving forward. We are shaping the future."

*-- Katina Horton
Resource Teacher
Kate Shepard Elementary*



Where we are going...

To reach our vision of becoming a premier educational system where students engage in multiple pathways leading to success in a global society, Mobile County Public Schools has set six goals as well as strategies and action steps.

Here is an overview of those goals:

Engaged Learners

Mobile County Public Schools will graduate college-and-career-ready students. This is the most important of all our goals.

We will accomplish this by providing curriculum, instruction and assessment practices that support teacher effectiveness and student learning. That includes implementing a strong pre-K through 12th grade curriculum, ensuring equity in access to high-quality educational programs and instruction, and providing resources for students, parents and teachers to support student success.

We will provide college and career readiness preparation for all students. And, recognizing that there is no one-size-fits-all method to educate students, we will offer a variety of options for our students to reach and challenge students at all levels.

Quality Professionals

All our goals hinge upon this one: That we recruit, employ, develop and retain professionals who are effective in achieving our mission. To do so, we will streamline our hiring process, as well as provide support, professional

learning opportunities and mentoring. We will develop a retention plan for employees in hard-to-fill areas. And we will provide leadership and training opportunities to support and identify the next generation of school and district leadership.

Emerging Technologies

We will use emerging technologies to support teaching, learning and work.

We will do that by providing: scalable infrastructure to support teaching, learning and operational needs; data and tools for analyzing graduation and other metrics; more information in a user-friendly format via the system's website; and up-to-date technology for needed equipment upgrades throughout the district.

Operational & Support Systems

Mobile County Public Schools will provide safe, supportive and equitable environments.

How? By removing all barriers to student success. We will provide services to support the physical, social, emotional and academic needs of all students. That will require realigning fiscal, human and other resources and increasing partnerships with community agencies in identified areas of need.

We will maintain facilities, services and equipment, creating a safe, clean and healthy environment for all. We will work to increase the number of students eating our breakfasts and lunches. We will prioritize maintenance work order requests; implement and monitor school safety and crisis management plans; and enhance safety, accountability and efficiencies in transportation.

Sound Fiscal Management

We will manage financial resources responsibly and transparently and strive to continue to get perfect audits from the state. In doing so, we will align our resources to make sure that we are making the maximum impact on student learning and that we align our spending and programming with the Strategic Plan.

We will ensure financial stability and growth through effective stewardship of financial assets. We will plan capacity for facilities and make design choices that are consistent with effective approaches to teaching, learning and the future of the school system.

Community Partnerships

All the while, our final goal is that we communicate with employees and the community to inform, engage and ensure accountability.

We will build community trust through timely and transparent communication using a variety of formats. And we will develop an internal communication plan that promotes a culture of pride and teamwork.

We will engage the community through regular dialogue - including public meetings, surveys and public addresses - and sustainable partnerships. In doing so, we hope to create a sense of pride in our schools throughout Mobile County.

The success of our schools, and our community, depends on this shared sense of responsibility.

It Starts With Us.



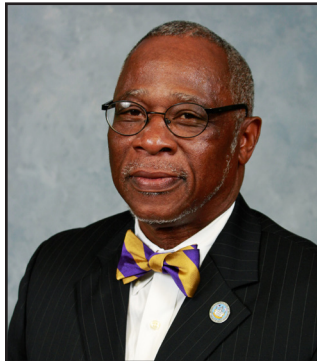
Mobile County Board of School Commissioners



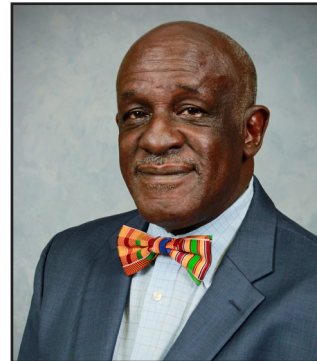
Mr. Douglas Harwell
District 1



Mr. Don Stringfellow
District 2



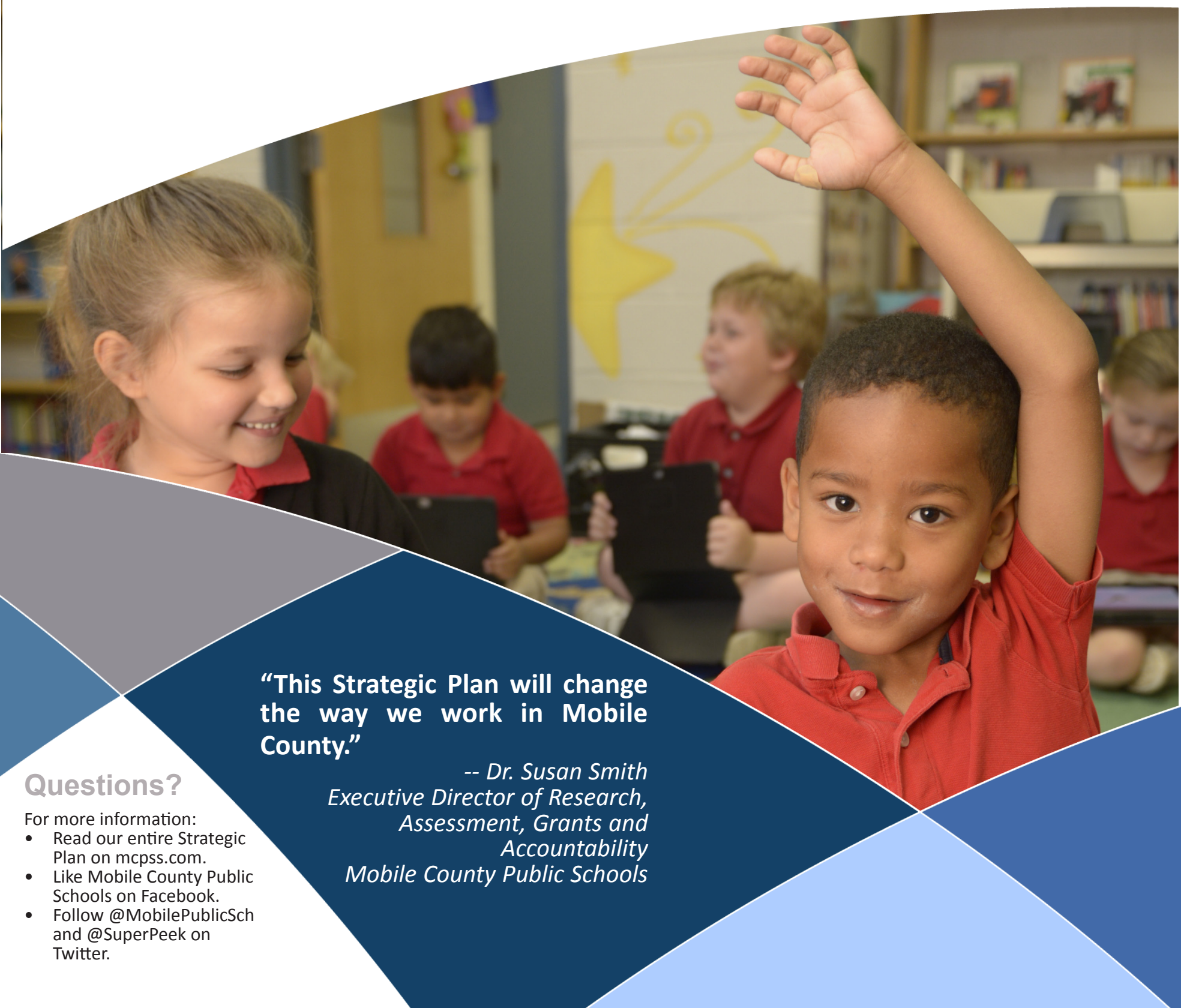
Dr. Reginald Crenshaw
District 3



Mr. Robert Battles, Sr.
District 4



Dr. Bill Foster
District 5



**“This Strategic Plan will change
the way we work in Mobile
County.”**

*-- Dr. Susan Smith
Executive Director of Research,
Assessment, Grants and
Accountability
Mobile County Public Schools*

Questions?

For more information:

- Read our entire Strategic Plan on mcpss.com.
- Like Mobile County Public Schools on Facebook.
- Follow @MobilePublicSch and @SuperPeek on Twitter.