

Bloomfield Hills Schools Strategic Plan 2018: A Collaborative Effort

To Our Valued Community:

Beginning in 2007, Bloomfield Hills Schools engaged in a district and community-wide initiative to build consensus for a 10-year strategic plan. A small group of elected school Board members teamed with administrators to interview and hire an outside consultant to assist in this process. As a result, Project Innovations and its founder, Charlie Fleetham, were engaged. Over the next six months, Project Innovations conducted many internal and community-based interviews and sought input from subject-matter experts in finance, curriculum and facilities. In February 2008, Project Innovations facilitated a Champion's Retreat with over 120 community members and district officials in attendance. Five additional open community meetings were held over the course of the next three months to build upon what had been gleaned from the retreat. After accepting the initial plan from Project Innovations in June 2008 and receiving web-based feedback, the school Board held another retreat for the Champions to provide one last round of input to the Board. From this, the Board has constructed the final strategic plan that will guide us for the next ten years.

Much of the discussion during this process was about the mission of the district and the idea of creating trust between the district and the community at large. As a Board, we feel this process, in conjunction with the four strategic goal teams created from the plan, will serve to bridge these gaps and provide a firm basis for the future. These committees and their individual purposes align with each of the four objectives provided in the strategic plan, that of community collaboration, curriculum, financial collaboration and facilities. Each of these committees will be comprised of administrators, a Board representative and volunteers from the community at large. We value our community and are humbled at its support of the district through the years.

Given the economic events of the recent past, it is imperative that we work together in an atmosphere of trust and cooperation to reach the goal of becoming a National Lighthouse District. The term "lighthouse" has garnered many reactions. Some would say it is outdated and hard to decipher, while many others feel it properly reflects what we know to be true: Bloomfield Hills Schools is a beacon of public education at the finest level, built upon a rock solid foundation of instruction and safe learning environments, but constantly in search of improvements and educational prowess to benefit our children.

There are two distinct documents attached to this letter. The first is an Executive Summary of our reaffirmed mission, core values and visionary goal. Following this is the working strategic plan and performance targets. It is our goal to make this document a flexible and appropriate guide for our current and future boards. An additional valuable document, which is not attached but is available on our Web site at www.bloomfield.org, was created by Project Innovations and accepted by the Board in June. This 52-page document dated July 17, 2008 and titled, "2018 Strategic Plan", contains the full compilation of ideas, notes and analysis provided to and gleaned from the strategic planning process. The information provided therein gives the basis, working theories and statistical facts and projections used to create the goals.

Before closing, there are two additional points that should be addressed. First, we want to provide the proper acknowledgement to the teachers, support staff and administrators. We strive to hire and retain the best staff members available, which allows us, in the words of MSU professor Suzanne Wilson, "to create such lofty instructional goals for the future." These are the very people who will work daily with their peers and our students to implement these strategies. As has been demonstrated in the past, each will work to the best of his or her ability to educate our children, which will allow the district to accomplish these goals. We are committed to retaining and, in turn, building upon our instructional initiatives and the teaching prowess constantly demonstrated in our buildings.

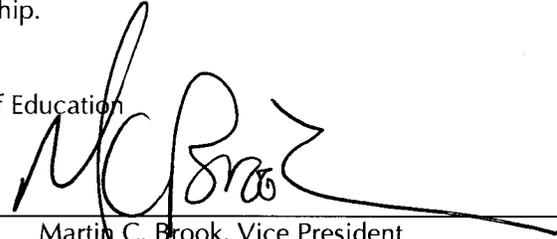
Lastly, the creation of these documents has been a collaborative process. From this, we will work to create the best possible future for the students of the district. The Board and administrative team will collaborate with the community. The administration and teachers will collaborate not only within our district, but with suitable learning partners from around the nation and, perhaps, the world.

It is this spirit of collaboration and trust that will make the future bright for our students. It will allow us the opportunity to shine as a lighthouse of educational leadership.

2008-09 Board of Education



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David Lubin, Secretary



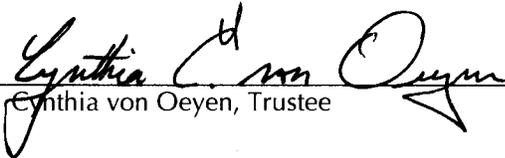
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Steven A. Gaynor, Ph.D., Superintendent

Strategic Plan 2018: A Collaborative Effort

Executive Summary



2018 Visionary Goal Established

Become a nationally-recognized Lighthouse District acknowledged for the finest comprehensive curriculum and instruction.

Mission Reaffirmed

The mission of Bloomfield Hills Schools is to enable learners to become architects of their futures, building on a foundation of scholarship, citizenship, service and integrity.

Core Values Preserved

Students

We will provide all learners with an environment that is physically, emotionally and intellectually safe and that encourages inquiry and self-expression.

We will offer learning choices that develop each student's intellectual, emotional, social, creative, aesthetic and physical dimensions.

We will provoke self-reflection so that students may find meaning and purpose in life.

Adults

We will embrace an attitude, willingly expressed, that relishes wonder, craves knowledge, seeks meaning, loves challenge and pursues innovation.

We will engage in continuous growth and improvement, make decisions that enhance student learning and provide opportunities for the community to learn with us.

Resources

We will direct our resources toward our mission in ways that balance our core values and our priority commitment to our students.

We will secure our financial base by developing partnerships to enhance human and material resources.

BHS TEN YEAR OBJECTIVES:

- Build a Superior and Trusting Partnership with Our Community
- Further Develop and Implement a National Lighthouse Curriculum
- Sustain Our Financial Success
- Provide and Maintain Lighthouse Facilities

Accepted: June 2008
Adopted: January 2009

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Ten Year Objectives

2018 Visionary Goal Established

Become a nationally recognized Lighthouse District acknowledged for the finest comprehensive curriculum and instruction.

Objective #1: Build a Trusting Partnership with Our Community

- Strategy 1.1: Maintain a Community Partnership Committee
- Strategy 1.2: Communicate Effectively with our Taxpayers
- Strategy 1.3: Continue and Expand our Enrollment Marketing Programs
- Strategy 1.4: Develop a High Performing Team Consisting of the Board and Superintendent's Cabinet

Objective #2: Further Develop and Implement a National Lighthouse Curriculum

- Strategy 2.1: Preserve and Advance the Core Curriculum
- Strategy 2.2: Provide Continuous Professional Development and Teacher (peer) Collaboration
- Strategy 2.3: Integrate more Collaboration and Technology into our Instructional Practices

Objective #3: Sustain our Financial Success

- Strategy 3.1: Focus Financial Assets on Instruction
- Strategy 3.2: Leverage Revenue Opportunities
- Strategy 3.3: Maintain Proper Year-Round Budgeting Reviews
- Strategy 3.4: Establish and Maintain the BHS Foundation
- Strategy 3.5: Influence Changes in State Funding

Objective #4: Provide and Maintain Lighthouse Facilities

- Strategy 4.1: Develop and Maintain a Pre-K – 12 Facilities Master Plan
- Strategy 4.2: Ensure Facilities are Appropriate to Meet Academic & Technology Advancements

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Performance Targets for Each Objective

We intend to publish updates on these performance targets annually in our newsletter, Community Connections, and in our annual budget reports.

Visionary Targets for Bloomfield Hills Schools

We will educate our children to their full potential.

We will continue to commit academic resources to erase any achievement gaps.

Our graduates will become societal leaders.

Objective # 1: Build a Superior and Trusting Partnership with Our Community

- We will receive high marks from our community on achieving our mission.
- Our district will become a key point of civic pride for local, regional, state elected officials, and business and social sector leaders.
- Our district will be chosen by the parents of approximately 90% of all eligible school-aged children living in the district as their main educational resource.

Objective # 2: Further Develop and Implement a National Lighthouse Curriculum

- 99% of our students will graduate.
- We will be in the top 5% nationwide in ACT Composite scores.
- We will have an exceptional number of teachers with advanced degrees in their content area.
- We will receive superior assessments regarding our curriculum from regional and national partners.

Objective # 3: Sustain our Financial Success

- We will stabilize our enrollment at 4,200 resident students.
- We will consistently maintain our General Fund Reserve at 15% of General Fund Expenditures
- The BHS Foundation, capitalized with voluntary contributions, will exceed \$40 million by 2018.

Objective # 4: Provide and Maintain Lighthouse Facilities

- Our facilities will match the instructional necessities.
- Our facilities will draw new families into our community (as measured by our Communications and Enrollment Departments).
- The educational use and integration of our unique assets will further our mission for educational innovation.