



Mobile County
PUBLIC SCHOOLS

STRATEGIC PLAN

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www.mcps.com

1 Magnum Pass
Mobile, AL 36618



Purpose and Goals

The purpose of Mobile County Public Schools is to equip and empower college and career ready graduates.



1 Graduate college and career ready students.

Align fiscal resources, facilities, and support services to enhance learning and working environments.

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2 Recruit, develop, and retain highly effective leaders, teachers, and staff to support the purpose of Mobile County Public Schools.

Communicate with students, families, schools, and the community, and build collaborative partnerships with stakeholders.

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Core Beliefs and Commitments

We believe our primary responsibility is to educate all students to reach their full potential; and we are committed to providing an academic experience that enables all students to be successful.

We believe all employees are professionals and are essential to the success of our students; and we are committed to recruiting, developing, and retaining effective leaders, teachers, and staff.

We believe safe, innovative, and equitable environments enhance student learning; and we are committed to removing barriers and aligning resources to meet our students' academic, physical, social, and emotional needs.

We believe education is a shared responsibility of students, families, schools, and the community; and we are committed to engaging in transparent communication that inspires trust and promotes collaborative partnerships with stakeholders.



MCPSS Philosophy of Education

Our philosophy of education at Mobile County Public Schools is centered around John Locke's premise that we are responsible for educating the "whole child" based upon his or her unique and individual needs. As our purpose details, it is our charge to equip and empower college and career ready graduates. In order to fulfill this charge, we have to understand that not all students learn the same way nor on the same day. Therefore, the "whole-child" approach incorporates a variety of pathways and avenues for students to reach their intended destination, graduating college and/or career ready. We believe that our primary function as a school district must remain on focusing to ensure that when students graduate from MCPSS, regardless of their future pathway, they have the tools needed to be successful at the next level and throughout life.



Goal 1.0

Graduate college and career ready students.

1.1 Provide meaningful, rigorous, relevant, high-quality instruction to meet the needs of all students.

- STRATEGY: Provide ongoing professional development for all elementary, middle, and high school teachers, including strategies for delivering high-quality instruction. (Curriculum Associates, LLC).
- STRATEGY: Give all students access to technology that assists teachers in providing meaningful, rigorous, relevant, high-quality instruction through the 1:1 Initiative. All students will receive Chrome books and access to educational software to enhance classroom learning.
- STRATEGY: Give students opportunities to earn career credentials and/or college credit at all 12 high schools through academic programs that are rigorous and relevant.

1.2 Improve student achievement to meet or exceed annual learning goals, to close achievement gaps, and to make continual academic progress.

- STRATEGY: To provide consistency and continuity at all grade levels through the comprehensive MCPSS Math Initiative, including high-quality professional development for teachers.
- STRATEGY: Host summer reading camps to improve elementary students' reading comprehension skills and to close gaps caused by "learning loss" due to the COVID-19 pandemic.



1.3 Implement effective programs and practices to improve student achievement among all sub-groups and to eliminate failing schools.

- STRATEGY: Move schools from the state's "failing" list to "clear" through the Turn Around Initiative, utilizing a framework for rapid school turn around through four domains: cultural shift, instructional transformation, talent development, and turn around leadership. Individual school plans to be developed and overseen by the district via walkthroughs and collaboration with school leadership.

1.4 Collect, analyze, report, and effectively use student achievement and performance data for improved teaching and learning.

- STRATEGY: Improve ACT scores and student achievement by providing juniors with explicitly ACT-centered instruction and remediation through the ACT Initiative.

1.5 Expand elective course offerings and innovative alternative education programs to maximize student participation and student success.

- STRATEGY: Expand programs such as the Signature Academies to provide students with more course offerings preparing them to be college and career ready.
- STRATEGY: Expand the MCPSS Academy for Virtual Learning.



Goal 2.0

Recruit, develop, and retain highly effective leaders, teachers, and staff to support the purpose and goals of Mobile County Public Schools.

2.1 Recruit highly effective leaders, teachers, and support staff.

- STRATEGY: Host the MCPSS Teacher Recruitment Fair in downtown Mobile, giving job candidates the opportunity to meet and interview with principals from all 90 schools as well as with the various MCPSS divisions and departments (Transportation, Child Nutrition, Facilities). Include HR personnel to conduct background checks and drug screenings on-site and to offer contracts that day.
- STRATEGY: Offer recruitment bonuses and bonuses for teachers agreeing to work in hard-to-staff schools.
- STRATEGY: Increase the substitute teacher rate to attract more.

2.2. Provide ongoing professional development for all employees.

- STRATEGY: Host a summer professional development conference in Mobile so that local teachers from all schools may attend. Provide sessions at this conference covering all academic areas.

2.3 Mentor, support, and motivate personnel so they chose to remain employed by MCPSS and stay productive through all stages of their career.

- STRATEGY: Grow our own school and district leaders through the annual Leadership Academy.
- STRATEGY: Recognize employees for their accomplishments.





Goal 3.0

Align fiscal resources, facilities, and support services to enhance learning and working environments.

3.1 Responsibly utilize fiscal resources to support student learning while maintaining required reserves.

- STRATEGY: Be fiscally responsible and follow all local, state, and federal laws so that the district receives excellent results in the annual state audits.
- STRATEGY: Maintain at least one-month's worth of operating expenses as required by the state of Alabama.

3.2 Utilize facilities to efficiently and effectively meet current and future student and program needs.

- STRATEGY: Develop and update a maintenance and construction plan to ensure that the district's basic needs are met, including HVAC, chillers, roofs, floors, mechanical, and lighting.

3.3 Implement effective school safety and discipline plans to enhance school climate and to support learning.

- STRATEGY: Maintain a safety plan for each school with the state.
- STRATEGY: Increase the number of schools with the Crisis Alert system, and research and utilize other tools for keeping students safe.
- STRATEGY: Create a video on the Run-Hide-Fight protocol, and train all students and staff with this video.

3.4 Provide appropriate support services, including health, nutrition and transportation, to remove barriers that negatively impact student well-being and academic performance.

- STRATEGY: Increase the number of nurses, counselors, and social workers in MCPSS.
- STRATEGY: Continue to apply for federal grant to provide breakfast and lunch free of charge for all students.
- STRATEGY: Run an efficient transportation department that can get 20,000+ students to and from school daily.





Goal 4.0

Communicate with students, families, schools, and the community, and build collaborative partnerships with stakeholders.

4.1 Effectively disseminate information about the school system to provide accountability, to enhance credibility, and to garner support for the school system and its programs.

- STRATEGY: Publicize board meetings and public hearings, post meeting agendas online, and livestream regular monthly meetings on mcpsstv.
- STRATEGY: Use a variety of communication channels to share information about MCPSS.
- STRATEGY: Regularly post information, photos, and videos about our schools and school system on website and social media.

4.2 Establish and maintain successful methods of communication and engagement with both internal and external audiences.

- STRATEGY: Seek input from students through the Superintendent's Student Advisory Council.
- STRATEGY: Host regular Principal Meetings to share important information with employees at all 90 schools.

4.3 Initiate, maintain, and expand productive collaborative relationships with families, post-secondary institutions, business and industry groups, and the community to benefit students and schools.

- STRATEGY: Host activities at MCPSS schools to encourage parents to visit during Parental Involvement Month in October.
- STRATEGY: Encourage local business, industry, and universities to partner with schools to support academic and extracurricular programs, and to mentor students.

