

**BIRMINGHAM CITY SCHOOLS’  
INITIATIVES AND ACCOMPLISHMENTS  
FEBRUARY 2008 – JANUARY 2010**

**To improve the public’s perception of our schools.**

- Developed a promotional brochure “**Leading the Way.**”
- Updated the **website** and created a web portal for large documents.
- Revitalized the **Partners in Education** Program.
- Working with the newly formed **Birmingham Education Foundation.**
- Working on action plans for the **BCS Strategic Plan** priorities.
- Made **presentations** about BCS to organizations: Lions Club, Young Business Men Association, Ministerial Alliance, Kiwanis Club, Parent Seminar, UAB Poverty Conference and Leadership Birmingham.
- Partnered with **CAC** on **What’s Right in Birmingham City Schools.**
- Implemented a **Staff Focus Group**, a person from each school and administration building. This group serves as the superintendent’s ambassadors to improve communication between the school and the office of superintendent.
- Implemented a **Student Focus Group**, three-five students from each high school. This group serves as ambassadors to bring the concerns of the students to the attention of the superintendent.
- Implemented a **student newscast**, “Birmingham City Schools News and You;” Students anchor and write the stories and is aired on Bright House.
- Partnered with **Birmingham Municipal Court** Alternative Sentencing Program by offering free haircuts to students at Washington K-8 School, Whatley and Inglenook.

**To provide good customer service to all of our stakeholders.**

- Provided special **training** to employees on **professionalism** and **customer service** for principals, central office administrators, school clerical staff, central office clerical staff, and custodians.
- Sent **correspondence** to staff members experiencing death in the immediate family or long term illness.
- Sent **congratulatory correspondence** to students and staff for achievements.
- Provided continuous professional development for school and building **custodians.**
- Developed a **Chain of Communication** for parents and other stakeholders.

## To improve the academic achievement of all students by teaching beyond adequate.

- Increased the number of **National Board Certified Teachers**.
- Distributed **XO Laptops** to all elementary schools and provided professional development to teachers.
- Formed with Regions Bank and Remtech, a special partnership, to offer a comprehensive **Personal Finance curriculum** for all of the high schools in our system.
- Emphasized the six pillars of **character** throughout the system.  
Completed the back log of reevaluation and became **100% compliant in special education**.
- Placed **READS 180** programs in all middle and K-8 schools to improve reading skills.
- Increased **Advanced Placement Courses** in all of our high schools. Three of our high schools, Huffman, Ramsay and Wenonah were selected to participate in the A+ College Ready Grant. The other four high schools have applied for the grant for the next school year.
- Implemented an **Attendance Program**, Count Me In, to promote attendance of our students and staff.
- Implemented the **“If I Had a Hammer Program”**, a hands on fundamental mathematical building program at seven of our middle schools.
- Implementing the study of **foreign languages** to be infused on all grade levels throughout the Birmingham City School Curriculum.
- Increased the number of students enrollment in the **dual enrollment program** at Lawson State from 40 students to 100 students. Presently working with Jefferson State to involve our students in a similar program of dual enrollment.
- Highlighted **schools and curriculum departments** at Board meetings.
- Implemented a **Leadership Academy for Principals**
- Implemented the **Credit Recovery program** in all high schools to accelerate learning and/or to recover credits lost due to poor attendance or other at risk behaviors.
- Implemented the **Turning Point Program** for overage middle school students.
- Hired three **graduation coaches** with stimulus funds to work with high school students who are at risk of dropping out of school.
- Created an **alternative program** for students with **emotional** problems.
- Created an **alternative program** for **elementary** students with major **discipline** problems.
- Creating a **mentoring program** for ninth and tenth grade students who are at risk of **dropping out** of school.
- Increased **writing and science** test scores tremendously.
- Developed an **online resource** for educators with The Cultural Alliance of Greater Birmingham.
- Implemented the **Artists as Educators Program**. Local artists provide instruction to elementary students for nine weeks.
- Increased the number of schools participating in the **AMSTI program**.

- Implemented a **Literacy Café**, a professional development Book Club for second and third grade teachers.
- Mandated **School Wide Plans** to meet the needs of all students including high achieving students.
- Provided **embedded professional development**.
- **Terminated all non-certified teachers**.
- Refurbished **chemistry labs and social studies classrooms**.
- Expanded **curriculum audits** of schools.
- Formed a district-wide partnership with **Birmingham Public Library**.
- Implemented district-wide **Healthy Schools Day** activities.
- Working on an **Icademy** in technical areas with Jefferson State.
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### **To increase the financial reserve so that the system can become fiscally sound.**

- Closed the financial books on **September 30, 2008**, with slightly more than **\$12.6** million in our general fund reserves using cost saving measures. However during the month of February the governor declared 12.5 percent proration. Proration caused us \$16 million.
- Closed and **consolidated** schools.
- Successfully **merged** Woodlawn and Hayes, West End and Wenonah, Parker and Jackson Olin High Schools; Gate City and Oliver, and Kingston and Whatley K-8. Wenonah Elementary and Jones Valley K-8 and Arthur and Wright.
- Established a **Fraud Hotline**, an anonymous reporting hotline.
- Developed new district-wide **travel procedures**.
- Decreased **audit findings** by the Public Examiners.
- Decreased **legal fees** by working with employees on grievances.
- Decreasing the number of **students exiting** the system per year.
- **Eliminated** and/or left **vacant** the following **positions**:
 

Chief Operating Officer	Director of Security
Chief of Staff	Human Resource Director
504 Coordinator	Accounts Payable Director
Program Specialist-At Risk	EAP Counselor
Director of Information Technology	Special Populations Counselor
Director of IBS	Central Office Custodian/Secretaries

### **To provide quality athletic programs at all levels in all areas.**

- Terminated the contract of all **coaches** and hired new coaches.
- Provided in-service training for all coaches on **eligibility** requirements.
- Mandated that coaches attend **coaching clinics**.
- Recommended the restructuring of the **athletic** department.
- Mandated all **principals** attend state athletic clinics.

### **To provide quality facilities for our students.**

- Held **ground breaking** ceremonies for the following schools: Green Acres, Washington, Glenn Middle, Hudson K-8, Ramsay, Wylam, Christian, Oliver, Parker, Hayes and Jones Valley K-8..
- Opened a new Hudson K-8 and Washington K-8 Schools.

### **To upgrade our technology equipment and infrastructure.**

- Presently in the process of a major upgrade of the **technology equipment and infrastructure.**
- Upgraded the **financial software** from McAleer to Next Generation (GEN)
- Recommended changing from School Max to STI, **Student Information Program.**
- **Identified the 21<sup>st</sup> Century Technology Classroom.**

### **To ensure every child learns in a safe and orderly environment.**

- Implemented the **School Monitors Program** which allows for local ministers to monitor the halls and grounds of all high schools. This is a joint partnership with the Birmingham Police Department.
- Partnered with the Birmingham City Police Department, Jefferson County Family Court to develop a **Collaborative Protocol program** to decrease student arrests for minor offenses.
- Implemented **parent project**, a program that teaches parents how to change destructive adolescent behavior.
- Provided training for administrators on **Positive Behavior Intervention Program Training (PBI)**--school officials learned positive ways to deal with students in the school resulting in: reduced discipline and attendance problems, suspensions, safer schools and improved academics.
- Implemented a **Student Transition Team** to assist with school mergers.