



# INSPIRED

— *Our first five years* —



EST. 2014



**P E L L**

**H A**

**M**

## **OUR MISSION**

The mission of Pelham City Schools is to collaborate with parents and community to inspire and empower students to achieve personal success.

**INSPIRE. EMPOWER. ACHIEVE.**



**“WE  
CONTINUE  
TO LIVE  
OUR  
MISSION  
TO  
INSPIRE,  
EMPOWER,  
AND  
ACHIEVE  
EACH AND  
EVERY  
DAY.”**

## *A message from Dr. Coefield*

The formation of Pelham City Schools was inspired by the Pelham City Council in 2013. Board members were selected from the community and new school leaders were employed to mesh with existing staff to begin something new and uniquely special for Pelham. A year later, the school system began its first day on August 7, 2014. The journey of transitioning from a small number of schools within a large, county school system to operating our own city school system had begun.

I believe our school system has gone through two unique stages during its first five years. The first stage was transitional. Our first years were all about assessment of existing practices, developing a new path and strategic plan, building relationships, and adapting to change. While we encountered challenges along the way, transition was necessary to make way for transformation as we established our distinctive direction for Pelham City Schools.

Our transformation stage has been one of the most aggressive that I've witnessed in my 33-year educational career. Our plans were developed and guided by the promise that the children of Pelham deserve a school system that is striving to achieve excellence in several key categories. That promise became our commitments, and we all take great pride in the efforts that have transformed our school system over the last five years.

So our first-five year history may be remembered by some as the transitional years or by others for the many things that have been accomplished during our transformation stage. But I think most of us appreciate Pelham City Schools because of the things that affect us personally. The culture in our school community is top-notch. Our students embrace diversity, collaboration, and opportunities. Our teachers, administrators, and staff believe in our students and care about their well-being and success. Our parents and community are engaged and supportive. Together, we have created incredible momentum in our first five years, and we have established "The Pelham Way". That distinct direction and perspective guides us as we continue to live our mission to Inspire, Empower, and Achieve each and every day.

Sincerely,  
Dr. Scott Coefield  
Superintendent





**RICK RHOADES,  
PRESIDENT**



**ANGIE HESTER,  
VICE PRESIDENT**



**BOB O'NEIL**



**SHARON SAMUEL**

# OUR BOARD OF EDU CATION



**ALLAN WADE**

# OUR SCHOOL COMMUNITY

At Pelham City Schools our mission to inspire, empower, and achieve is embraced by students of all ages, teachers of all subjects, and staff of all areas of expertise. It's what we strive for each day. It's how we frame our thoughts and shape our plans as we cultivate the well-being and personal success of our students.

Our school system footprint includes Pelham Oaks Elementary School and Pelham Ridge Elementary School (grades K-5), Pelham Park Middle School (grades 6-8), Pelham High School (grades 9-12), and Pelham Pathways (non-traditional learning center).

**#14 BEST SCHOOL DISTRICT  
IN ALABAMA BY NICHE.COM**

**3349**  
STUDENTS

**3888**  
EMPLOYEES





# OUR COMMITMENTS & PROGRESS

## HIGHLIGHTS 2014 - 2019

In our first five years as Pelham City Schools, we've focused our energy and efforts on identifying opportunities for improvement, establishing high standards, and creating positive impact in key areas guided by our core commitments. Through ongoing planning and progress, our school system has been defined and transformed to inspire and empower our students to achieve personal success. Read on to learn more about our commitments and highlights from our five years.

**“ IT IS GRATIFYING TO SEE THE ACCOMPLISHMENTS THAT HAVE BEEN MADE IN SO MANY AREAS. WE ARE SO GRATEFUL FOR THE LEADERSHIP, EXPERTISE, AND GENUINE CARING THAT OUR ADMINISTRATORS, FACULTY, AND STAFF INVEST IN OUR STUDENTS AND OUR SCHOOLS. ”**

**- RICK RHOADES, BOARD PRESIDENT**

# CURRICULUM

With a focus on rigorous and relevant academic initiatives, our curriculum supports core standards and programs that provide innovative and engaging learning experiences.

- Rigorous K-12 curriculum including advanced and specialized coursework and career & technical education.
- Ranked in the Top 20% among all school districts in Alabama on the Education Report Card (overall score 89).
- Numerous course offerings are infused with the rigorous expectations of the National Science Standards, Project Lead the Way, and College Board.
- 41% increase in qualifying scores on AP exams from spring 2016 to spring 2019.
- Implemented four-year planning and student interest inventories to align coursework to student goals and interests.
- Developed partnerships with the Academy of Craft Training Center and the Shelby County Chamber to offer Pelham students hands-on learning opportunities in the skilled trades.
- Enhanced college and career exploration opportunities begin as early as elementary school and continue through middle and high school with local job shadowing or internship experiences offered in seven career clusters.
- Summer enrichment and support programs for students of all abilities.
- Established Pelham Pathways, a virtual or blended learning program for students in grades 7-12.
- Developed digital literacy framework (utilizing resources such as Project Lead the Way, Learning.com, Code.org, and digital citizenship initiatives) to enhance computer science competencies in students of all ages.

“ THROUGH ROBUST COURSE OFFERINGS AND DIVERSE INSTRUCTIONAL PATHWAYS, PELHAM CITY SCHOOLS PROVIDES STUDENTS WITH OPPORTUNITIES ALIGNED TO FOSTER COLLEGE AND CAREER SUCCESS. ”

**-SHANNON BOGERT,**  
DIRECTOR OF CURRICULUM & INSTRUCTION



# SCHOOL SAFETY

**Our highest priority is keeping our schools safe for students and staff.**

- Controlled access for building entry, collapsing perimeters at main entrance areas, and upgraded surveillance equipment at all schools.
- Visitor management technology and visitor guidelines implemented at all schools.
- City of Pelham police officers serve as School Resource Officers at each school (two SROs at Pelham High School).
- Partnership established with Central Alabama Wellness (formerly Chilton-Shelby Mental Health) to provide licensed mental health workers to assist students in our schools.
- Focused collaboration, communication, and training with the City of Pelham police, fire, and first responders.
- School nurses and Automated External Defibrillators (AEDs) at all schools.
- Alternative education offered in an off-campus setting.
- Significant upgrades to school buses - Nearly 70% of buses have been replaced by new school buses with air conditioning; and enhanced surveillance and communications equipment have been introduced into the fleet.



# TECHNOLOGY

**Students and teachers focus on 21st-century learning and digital skills with multiple technology resources.**

- Nearly one million dollars is invested in technology & digital infrastructure each year; almost 75% of all funds go directly to devices students use every day.
- Chromebooks, learning labs, specialized software, classroom SmartBoards, and 3D printers enhance digital learning opportunities at all schools.



- Chromebooks are provided for students in all 3rd through 5th-grade classrooms and in all core classrooms in grades 6-12, with additional Chromebooks available for checkout in all school libraries. Desktop computers and classroom device sets are provided for kindergarten through 2nd-grade classrooms.
- A strong infrastructure provides enough bandwidth and wireless connections to maintain a digital learning environment throughout our school system.



- A technology director, two technicians, a technology integration specialist, and school-based teachers support the digital learning environment of the system and all schools.
- Implemented school and district-wide focus on digital literacy and citizenship for students at all grade levels.
- Robust content filtering and firewall technologies are used to ensure digital safety and security.

# FACILITIES

In its first five years as a school system, the facilities of Pelham City Schools have been transformed with a focus on clean and operational facilities that enhance learning.

**“ OUR KIDS ATTENDED THE OLD PELHAM SCHOOLS & NOW THEY GET THE OPPORTUNITY TO ENJOY NEW SCHOOLS & REALLY NICE FACILITIES. PELHAM CITY SCHOOLS HAS SHOWN GREAT PROGRESS BY INVESTING IN OUR SCHOOLS. WE’RE PROUD TO BE PANTHERS! ”**

**AUTUMN PATE, PELHAM PARENT**

- Over \$68 million invested in facility improvements since 2014.
- Facility plans and capital improvement projects have been coordinated with the City of Pelham to ensure the needs and vision of the school system and city are unified.
- New construction of two schools - Pelham Ridge Elementary opened in 2016, Pelham Park Middle School opened in 2017.
- New gym, and facility and classroom upgrades at Pelham Oaks Elementary School.
- Multiple renovations and improvement projects at Pelham High School, including the auditorium, science labs and academy spaces, exceptional education classrooms, band facilities, administration offices, interior and exterior painting, landscaping, and more.
- New athletic field house and numerous athletic facilities renovations at Pelham High School (gymnasiums, spring sports field house, new stadium turf, and more).
- Checklists, work orders, periodic inspections, and annual needs assessments are utilized to ensure facility maintenance, operations, and cleanliness meet acceptable standards.



# GREAT EDU CATORS

Our teachers are at the heart of the success of our students and our school system. Since our employees are among our greatest assets, recruiting and retaining Great Educators has been an ongoing focus of our efforts.

- The Pelham Board of Education has been very aggressive in its efforts to staff our schools with quality educators.
- Nearly 70% of Pelham teachers hold an advanced degree.



- Our multifaceted approach to investing in teacher compensation has grown year over year. In addition to state and federal funds for teacher salaries, the Board of Education has committed additional locally funded investments dedicated to teacher and staff pay and benefits:

- life insurance; annual extraordinary compensation checks; academic supplements for teacher leaders, locally funded teacher pay raises (additional pay over state guidelines); and scholarship opportunities for the National Board Certification process.

- Established numerous opportunities for building professional and leadership capacity of teachers and administrators (National Board Certification, New Teacher Academy, College Board and Project Lead the Way, Instructional Leadership Academy, Professional Learning Units).



## COMMUNITY SUPPORT

**We are dedicated to building trust and an engaged community that supports quality education.**

- Our local funding is supported by Pelham's 1% sales tax, county-wide .50% sales tax, district, and county ad valorem taxes.
- The Board of Education, administrators, and employees recognize the importance of community trust and confidence as key factors in the success of our school system.
- The superintendent and board are involved in community efforts and advocate for the schools on the local, state, and federal levels.
- The Pelham City Schools Foundation is led by community stakeholders who are committed to the mission of enhancing teacher excellence, student preparedness, and community pride.
- The system engages in a high level of collaboration with the City of Pelham, the Shelby County Chamber, and other community partners.
- Parent Teacher Organizations connect parents and community to support school initiatives, teachers, and staff.
- Our multi-faceted approach to parent and community communications includes system and school websites, social media, eNewsletters, meetings/presentations, public relations, and events.
- New logos and a unique visual identity were created to enhance enthusiasm and pride in the school system's brand.



# STAFFING

**Our staffing levels support education, student services, and school infrastructure.**

- The Pelham Board of Education has more than doubled the number of locally funded teacher units since becoming our own school system.
- Created and implemented new salary schedules for all staff that provide highly competitive pay rates among all Shelby County school systems.
- Evaluated and consolidated support staff positions to promote cross-training and equivalency of workload.
- Implemented the use of contract services for designated school positions.
- Developed staffing models for faculty and support staff to ensure efficient and ample personnel to support students, schools, and system needs.
- Staffing models are reviewed each year to adjust accordingly to program changes and student needs.



# PLAN NING

**A plan of continuous improvement informed by thorough evaluation and reflection guides our decision-making process.**



- The strategic plan and budget are updated annually, aligned to our commitments, and continually assessed to guide initiatives and plans.
- Multiple planning documents and data sources are used to make informed decisions and evaluate results.
- Short and long term capital plans evaluate system needs, establish timelines, and allocate resources for projects.

- Successfully completed AdvancED accreditation and ALSDE compliance monitoring, and implemented two rezoning efforts.
- Effective planning has allowed the system to successfully implement many new initiatives, programs, and facility projects while maintaining a healthy short and long term financial status.



# EXTRACURRICULAR

**A wide variety of athletic, fine arts, extracurricular programs, and clubs create opportunities for students to explore interests, collaborate with peers, and participate in experiences that enrich their education and sense of community.**

- Significant upgrades have improved extracurricular facilities at the high school stadium, gymnasiums, auditorium, band room, and athletic field houses.
- In an effort to shift financial responsibilities from boosters, families, and schools, substantial dollars have been allocated at the system level to support extracurricular facilities/utilities and supplements to staff.
- Over \$200,000 has been invested in our athletics, band, and arts departments (in addition to facility improvements).
- An annual allocation is budgeted to help support the arts and athletics.
- System athletic director aligns and coordinates all aspects of our athletic programs and assists in other areas.
- Strong and committed booster organizations have been established and work in partnership with the school board.
- Increased focus on vertically aligned programs between middle and high school, and enhanced collaboration with the City of Pelham's youth sports programs.



# LEARN MORE & CONNECT WITH US

For the latest news & events, school happenings, notifications, photos, and more, connect with us on our websites and social media.

[PELHAMCITYSCHOOLS.ORG](http://PELHAMCITYSCHOOLS.ORG)

[PELHAMHIGHATHLETICS.COM](http://PELHAMHIGHATHLETICS.COM)

 [PELHAM\\_CITY\\_SCHOOLS](https://www.instagram.com/pelham_city_schools)  [@PELHAM\\_SCHOOLS](https://twitter.com/pelham_schools)  [PELHAMCITYSCHOOLSAL](https://www.facebook.com/pelhamcityschools)