



UNION ACADEMY STRATEGIC PLAN

ADOPTED BY THE BOARD OF DIRECTORS ON JUNE 8, 2023

2023-2028



MISSION STATEMENT

Union Academy is a K-12 preparatory school dedicated to educating the whole child, providing challenging, high-quality instruction, strong character development in all of its students, and collaborative family and community involvement.

VISION STATEMENT

Union Academy is a pathway by which children mature into confident young adults who are highly prepared and motivated to make positive contributions to their local and global communities.

VALUES

As a school of Challenge, Character, and Community, Union Academy places great value on:

- high standards and expectations for academic achievement and continuing education
- high standards and expectations for character and personal integrity
- school as a community of students, teachers, families, and friends
- commitment of service to others

UNION ACADEMY'S 2028 STRATEGIC GOALS

GOAL 1

ELEVATE ACADEMIC EXCELLENCE

Improve student outcomes to exceed growth in each subject and grade level and to achieve an A on the NC School Report Card by 2028

GOAL 2

CREATE INNOVATIVE TEACHING & LEARNING PRACTICES

Amplify rigorous curricula, programming, and partnerships to equip students with a competitive edge in the global, technological society

GOAL 3

STRENGTHEN INFRASTRUCTURE

Secure facilities, technology, finances, and other essential resources to sustain the achievement of Union Academy's vision and mission

GOAL 4

BOLSTER INVESTMENT IN CHARACTER & COMMUNITY INITIATIVES

Promote education, communication, and collaboration to increase engagement and contribution of all stakeholders



GOAL 1

Elevate Academic Excellence

Improve student outcomes to exceed growth in each subject and grade level and to achieve an A on the NC School Report Card by 2028

INITIATIVES

Recruit, retain, and support highly qualified faculty and staff to meet the needs of the student population

Cultivate a growth mindset, including critical thinking skills across faculty, staff, students, and parents

Use systems to monitor instructional practices and analyze data to drive instructional decisions that utilize evidence-based strategies to ensure student success

OBJECTIVES

- Increase compensation compatible with local LEAs
- Enhance staff recruitment efforts
- Focus professional development on staff needs
- Analyze staff feedback and develop a plan to improve retention
- Adopt and Implement NC Portrait of a Graduate for College and Career Coaching
- Ensure UA's policies, including grading, foster a Growth Mindset
- Use student data to drive instructional decisions
- Use classroom data to guide instruction
- Increase understanding and use of Multi-Tiered System of Support (MTSS)



GOAL 2

Create Innovative Teaching & Learning Practices

Amplify rigorous curricula, programming, and partnerships to equip students with a competitive edge in the global, technological society

INITIATIVES

Design innovative endeavors to foster a competitive edge for UA students in a global and technological society

Implement various pathways to provide innovative curriculum and programming

Enhance vertical alignment across the three school levels to provide continuity and growth for the whole child

OBJECTIVES

- Embed 21st-century skills into daily instruction
- Promote digital literacy and technological proficiency
- Emphasize STEM education, including innovative staffing and programming
- Leverage partnerships to advance the UA curriculum
- Create an effective structure to transition from grade to grade, school level to school level, and school to college/career



GOAL 3

Strengthen Infrastructure

Secure facilities, technology, finances, and other essential resources to sustain the achievement of Union Academy's vision and mission

INITIATIVES

Develop a comprehensive transportation plan for all students K-12

Identify and acquire state-of-the-art resources for the success of faculty, students, and parents.

OBJECTIVES

- Implement a plan for school traffic patterns and provide needed resources, including transportation
- Utilize current and/or build facilities aligned to support the UA mission and vision (Execute Campus Master Plan)
- Enact a Long-Range K-12 Technology Plan



GOAL 4

Bolster Investment in Character & Community Initiatives

Promote education, communication, and collaboration to increase engagement and contribution of all stakeholders

INITIATIVES

Set clear expectations and align all initiatives, decisions, funding to the vision and mission of Union Academy

Design a comprehensive plan to increase communication and collaboration among stakeholders

Increase parent engagement in the UA community

OBJECTIVES

- Collaborate as a unified team (Board of Directors, UA Foundation Board, Head of School, and school leaders)
- Launch UA's Core Values, aka "The UA Way" for Staff
- Enhance Onboarding for New Staff, Parents, and Students
- Enhance character development by addressing SEL and strengthening service-learning
- Expand involvement of K-12 family groups, increasing student engagement and mentorship
- Develop K-12 Character & Community Portfolios
- Strengthen channels of collaboration across all stakeholders
- Engage UA alumni to support school improvement
- Seek periodic input and feedback from parents on challenge (academics), character, and community service (3 C's)
- Provide avenues for parents to be active partners with UA for the success of their children
- Establish a Verified UA Volunteer Program



STRATEGIC THINKING & PLANNING COMMITTEE

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UA's strategic thinking and planning process was facilitated by Amy McVey, Vice President Professional Learning, Cognia and Sherryann Sylvestre, K-12 Dean. At various stages of the process, we garnered stakeholder input from Union Academy's Board of Directors, the UA Foundation, faculty and staff, students and parents.

