



UNION PUBLIC SCHOOLS
**STRATEGIC
PLAN**
2023-2028



**REACHING
ENGAGING
INSPIRING**



MESSAGE FROM THE SUPERINTENDENT

Dear Union Community:

It is with great pride that we present to you this Strategic Plan for the next five years, 2023-2028. We are extremely grateful to everyone who participated in this strategic planning process. It was especially important that we gather the thoughts of our students, parents, teachers, staff, and community, having met the challenges of the last five years. There were many events we could never have anticipated, but we met them head on, "the Union Way."


The basics of our previous plan have not changed. Our vision, "REACHING — ENGAGING — INSPIRING," remains the same. We believe that every student has the right to a high-quality public education, and we are committed to our mission of "100% Graduation, College and Career-Ready." Our core strengths in early childhood, community schools, STEM (Science, Technology, Engineering and Math), and college and career readiness will continue to power us forward into the future. We have made some minor adjustments to our district's instructional philosophy, including hope, engagement, relevance, and critical thinking.

Union continues to adapt to the changing needs of our community and students. The transformation of our 6th and 7th Grade Center, the centerpiece of our recent \$152 million bond campaign, is well underway. Investments we have made in safety, technology, and new programming — including the expansion of our Construction Academy, a new Aerospace Academy, and the genesis of a Medical Academy — are providing our students with even more pathways to success.

I am truly honored to serve beside a talented and highly committed staff. We received confirmation of that excellence by having one of our own, Rebecka Peterson, named the 2023 National Teacher of the Year. Our dedicated Board of Education remains unwavering in our mission and in the success of your child. We place a high value on the trust and support of our families and the Union community. We appreciate you!




Superintendent John Federline


John Federline, Ed.D.
Superintendent


Joey Reyes


Dr. Chris McNeil


Heather McAdams


Stacey Roerman


Steve Nguyen



MISSION:

TO GRADUATE 100% OF OUR STUDENTS
COLLEGE AND CAREER-READY

CORE VALUES

These core values serve to guide our strategic focus and actions in accomplishing our mission.

Commitment to Excellence

Pursue the highest measure of quality in all that we do.



Inclusiveness

Cultivate an organizational culture of accepting children, families, and employees for who they are rather than categorizing them by income, ethnicity, or ability.

Collegiality

Demonstrate respect and an ability to work as team members.



Empowerment

Help people reach their full potential.

Honesty, Integrity, Transparency

Do what's right and aboveboard.



Accountability

Accept responsibility for achieving results.

Innovation

Embrace new, effective thinking and programs.



Thoughtful Planning

Use data and district values in planning and decision-making.



GUIDING PRINCIPLES

The following principles, along with our Core Values, will be used to guide our district's planning and decision-making.

- Each student is entitled to an excellent education that maximizes his or her individual potential.
- Literacy is the foundation to learning and an essential life skill.
- Our diversity is a strength that creates adaptable, resilient, creative, and innovative citizens.
- Quality early childhood education is vital to school readiness and future school success.
- High expectations inspire high performance.
- All decisions must be student-focused and data-driven.
- Fiscal stability strengthens our schools, organization, and community.
- Education is a partnership involving students, parents, and the community.
- All students deserve educational experiences in science, technology, engineering, and math (STEM).
- Student engagement and success increase through maximum participation opportunities in fine arts, athletics, and other activities.
- Our community schools philosophy enhances the educational support and opportunities for all students.



STRATEGIC PURSUITS

The strategic pursuits in the following focus areas provide guidance for leadership policy decisions as well as the development of initiatives, programs, and strategies to achieve our mission.



TEACHING/LEARNING

- Ensure that all students have access to a high-quality instructional and supportive learning environment.
- Remain at the forefront of educational innovation in the design and delivery of curriculum, instruction, technology, and assessment with a focus on content rigor, student engagement, and relevance.
- Close achievement gaps in the context of continuous academic improvement for all learners.



PARTNERSHIPS

- Promote greater awareness, partnerships, and engagement among school stakeholders to enhance support of our mission and increase human and organizational capital.



HUMAN CAPITAL

- Enhance student and organizational performance by attracting, supporting, and developing a world-class workforce.



BUSINESS/OPERATIONS

- Provide quality technology and business services to optimize operations, communications, and academic results.
- Ensure the operating and capital budgets reflect our priorities as well as areas of focus to improve student achievement and fiscal responsibility.
- Promote operational/organizational safety and high-quality infrastructure to ensure effective and efficient learning and working environments.



CULTURE

- Provide a physically and emotionally safe learning and work environment in support of continuous student improvement.
- Maintain a caring, professional, and ethical organization in which all students and staff can thrive.
- Foster an atmosphere of respect and effective communication.

MEASURING OUR PROGRESS

SCHOOL HEALTH INDICATORS

- Student health core
- Organizational capacity
- Instructional capacity
- Learning capacity
- Family and school connectedness

ORGANIZATIONAL HEALTH INDICATORS

- Leadership capacity
- Office and department performance measures
- Employee engagement

STUDENT OUTCOMES ELEMENTARY

- Kindergarten readiness
- Attendance
- Reading on grade level
- Proficiency on state assessments
- Children's hope scale
- Family engagement

SECONDARY

- Attendance
- College readiness course completion
- Proficiency on state assessments
- ACT/SAT
- Hope scale
- Student Engagement
- Graduation rate
- College and career-related matriculation rates



LEARNING

The instructional philosophy at Union
can be characterized by these essential aspects.



RELEVANCE

Connecting learning to the
present context and future
opportunities



ENGAGEMENT

Creating a learning environment
that is interesting, challenging,
and enjoyable



HOPE

Fostering pathways of
opportunity and developing
student potential and purpose
for pursuing goals



CRITICAL THINKING

Developing the ability to solve
problems, evaluate ideas, and
communicate effectively



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"Postal Customer"

Non-Profit Org
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ECRWSS

BY THE NUMBERS

39.6% HISPANIC

24.1% WHITE

15% AFRICAN AMERICAN

10.2% MULTI-RACIAL

7.3% ASIAN/PACIFIC ISLANDER

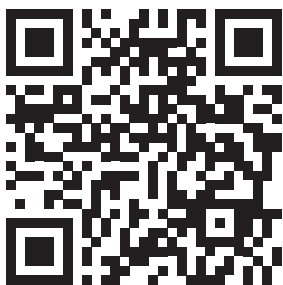
3.8% NATIVE AMERICAN

19
School Sites

14,890
Student Enrollment

2,386
Students Involved in Athletics

10,973
Students Involved in the Arts



UNION IN THE SPOTLIGHT

Union Public Schools was recently featured in the book *Disrupting Disruption: The Steady Work of Transforming Schools* by David Kirp, Marjorie Wechsler, Madelyn Gardner and Titilayo Tinubu Ali (Oxford University Press, 2022). To read about other notable accomplishments in the national news, click the QR code using the camera on your smart phone.

