EXCELLENCE & INNOVATION 2030

Upper Arlington Schools Strategic Plan



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Robert Hunt, Ph.D.



INTRODUCTION

The Excellence & Innovation 2030 Strategic Plan is a community-driven vision for the future of Upper Arlington Schools for the next five years. It reflects nearly 9,000 touch points — beginning with the 2022 superintendent search that led to the hiring of Robert Hunt, Ph.D. These efforts continued in 2023 with Dr. Hunt's districtwide UAdventure, the Listen Learn Lead community engagement sessions and a districtwide equity audit.

Throughout 2024, students, staff members, parents/guardians and community members worked together to develop this final strategic plan. More than 75 students, staff members and community volunteers were involved in Strategic Inquiry Teams and the Strategic Coordination Team, and all districtwide staff members had the opportunity to share their thoughts at various points in the process. The Teaching and Learning Team, a group of educators from across the district, was essential to this process, developing action steps for the 10 strategies under the three priority areas. As a final step to gather feedback, all community members were invited to share their thoughts at a town hall meeting in November 2024.

MISSION, VISION & VALUES

The mission, vision and values are embedded throughout the Upper Arlington Schools and even throughout the Upper Arlington community. These core beliefs carry forward into the Excellence & Innovation 2030 Strategic Plan.

OUR MISSION

CHALLENGE AND SUPPORT
EVERY STUDENT,
EVERY STEP OF THE WAY.

OUR VISION

UNIQUELY ACCOMPLISHED
STUDENTS PREPARED TO SERVE, LEAD AND SUCCEED.

OUR VALUES

START WITH HEART
STRENGTH IN TEAM
CONTAGIOUS DRIVE

PROFILE OF AN ENGAGED LEARNER

The Profile of an Engaged Learner reflects the vision for all Upper Arlington learners, at every stage and every grade. Developed with input from students and all teachers across the district and solidified by a districtwide work group of educators, the Profile of an Engaged Learner document articulates the skills and characteristics that Upper Arlington Schools believes will prepare our students to serve, lead and succeed in Upper Arlington and beyond.



We are SOLUTION SEEKERS
when we engage curiously with each other and the world by asking meaningful questions, synthesizing knowledge, thinking critically and considering diverse perspectives to generate actionable ideas.

We are CREATIVE
when we take purposeful risks to build connections that allow us to innovate beyond what currently exists.

We are SKILLED COMMUNICATORS
when we clearly, thoughtfully and ethically give language to our ideas, listen with the intent to understand, and connect respectfully with others.

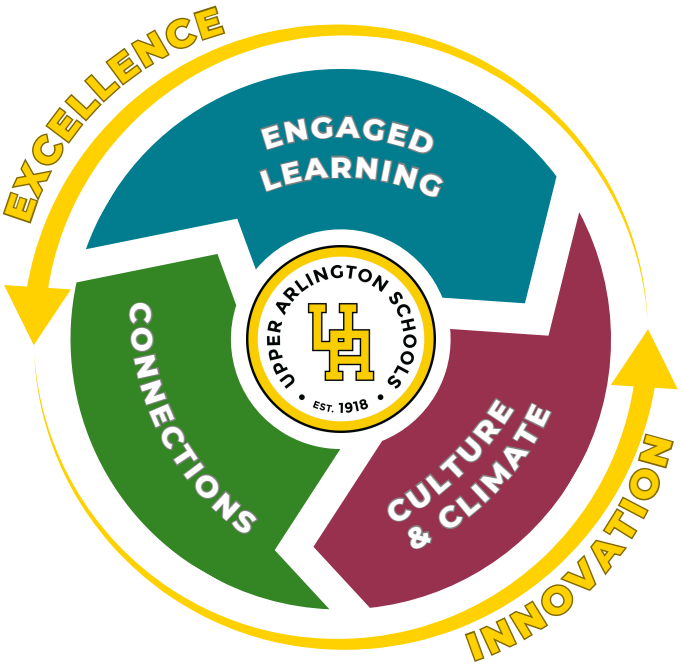
We are OPEN-MINDED and EMPATHETIC
when we listen with compassion, and seek to understand a range of perspectives different from our own and give space for all voices to be heard.

We are RESPONSIBLE and RESILIENT
when we own our actions. We take pride in our work, accept challenges, and persevere through setbacks.

We are WELL-BALANCED
when we make intentional decisions to recognize, prioritize and enjoy the academic, emotional, physical, and social aspects of our lives.

STRATEGIC PRIORITIES

The Upper Arlington Schools Excellence & Innovation 2030 Strategic Plan identifies three priority areas — **Engaged Learning**, **Culture & Climate** and **Connections**, each strengthened by a focus on continuous improvement through **Excellence** and **Innovation**. Under the three priority areas, a total of 10 strategies has been identified. Each strategy has a set of action steps that will guide the work that will be done between 2025 and 2030.



EXCELLENCE

In UA, **EXCELLENCE** is an evolving process of continuous improvement in all areas to ensure the district's mission and vision are realized.

INNOVATION

In UA, **INNOVATION** is an evolving, experimental and creative process that perpetuates growth and understanding, with an impact, at varying degrees, on individuals as well as the community.



STRATEGIC PRIORITY AREA 1

ENGAGED LEARNING

To challenge and support every student every step of the way and prepare them for their future, not the past, we will enact these strategies:

1a **Authentic Academic Experiences »** Strengthen academic excellence in foundational learning while integrating the characteristics within the Profile of an Engaged Learner by prioritizing authentic academic experiences such as service learning, real-life learning opportunities and personalized pathways.

1b **Professional Learning »** Develop, implement and evaluate a comprehensive professional learning plan (CPLP) with a team of staff that connects district goals to the needs of each school's student population.

1c **Emerging Technologies »** Evaluate, monitor and facilitate the balanced and safe use of digital landscapes and emerging technologies while supporting staff learning along the way.



STRATEGIC PRIORITY AREA 2

CULTURE & CLIMATE

To ensure our students, staff and families are safe, valued and heard, and experience belonging, equity and access, we will enact these strategies:

2a **Valuing Experiences & Perspectives »** Cultivate intentional structures and systems for authentic representation using an inclusive approach.

2b **Onboarding & Welcoming »** Design and implement consistent, evidence-based onboarding and retention approaches, including entrance and exit feedback, for new residents, students and staff.

2c **Equitable Access »** Refine policies to strategically align resources, curriculum offerings and school participation.



STRATEGIC PRIORITY AREA 3

CONNECTIONS

To engage the community and strategically leverage our resources to accomplish our collective vision of uniquely accomplished students prepared to serve, lead and succeed, we will enact these strategies:

3a **Community Engagement »** Enhance and streamline communication systems and expand opportunities for two-way community engagement with district staff and Board of Education members.

3b **Partnerships »** Strategically cultivate partnerships to support engaged learning, well-being, family school connections, and the enhancement of resources.

3c **Facilities Improvement »** Establish a process for reviewing and updating the facility master plan options, cost estimates, community desires and funding strategies.

3d **Resource Allocation »** Formalize and prioritize resource allocation that supports our strategic plan.



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www.uaschools.org/strategicplan

SERVE, LEAD, SUCCEED