

**Urban Academy Charter School**  
**2024-2029 Strategic Plan**



The School Board of Urban Academy held a planning retreat in Brainerd, Minnesota on August 2, 2024 to discuss strategic directions for guiding the growth and continuous improvement of the school. Specific outcomes include the following:

A. Strategic Assessment: Celebration

*Assess the current state of Urban Academy including the current and/or potential advantages, challenges, threats and opportunities – internal and external.*

- a. Past....
- b. Venture....
- c. Organizing....
- d. Making It....

B. Strategic Assessment: The Future

*Identify clear and compelling long-term vision and growth goals.*

- a. Venture....
- b. Making It....
- c. Organizing....

# Strategic Assessment: Celebration

Where are we now? What success has been achieved to position UA for the future?

## Phase 1: PAST

- ✓ Moved the school from downtown St. Paul to Highland Park for green space and facility expansion.
- ✓ Facility: Added a new front office, cafeteria/kitchen and gymnasium
- ✓ Facility: Renovated the “old” cafeteria into middle school classrooms for math, science, social studies, and literacy.
- ✓ Multiple Finance Awards from MDE

## Phase 2: VENTURE

- ✓ Grades expansion with PreK and 7<sup>th</sup> and 8<sup>th</sup> grade
- ✓ Get a 4 STAR rating for PreK by MDE
- ✓ Curriculum revisions and implementation for math, science, social studies and literacy.
- ✓ Build Leadership capacity for the future to enhance Administration support for the school.
- ✓ Continue to receive 5 year reauthorization with Novation Education Opportunities (NEO).

## Phase 3: Organizing

- ✓ Reorganizing of Administration support with the addition of a School Principal, Academic Director, Literacy Coach/Coordinator, and Dean of Students.
- ✓ Redoing the website to enhance public information about UA.
- ✓ Implementing a new strategy to increase student enrollment by on-line applications via website and massive mailers to the community as well as by word of mouth from our current and past families.

#### Phase 4: MAKING IT

- ✓ Athletics for middle school students (competing against other charters).
- ✓ Special Education Sensory room and equipment
- ✓ Enhance student academic achievement growth
- ✓ 2 time award winner from MDE for the “Expansion Grant” in 2022 and 2024.

## Strategic Assessment: **The Future**

Where are we now? What success has been achieved to position UA for the future?

#### Phase 1: VENTURE

- ✓ Inviting the community to open house/visitations on campus
- ✓ Enhance mental health support and training
- ✓ Tracking past students’ achievements and progress
- ✓ Update and ask for “google” reviews from students, staff and community.
- ✓ Expanding the program

#### Phase 2: MAKING IT

- ✓ Revisiting the “Vision and Mission” of UA. Does it reflect what is happening now and the future of UA?

#### Phase 3: Organizing

- ✓ Succession planning ~ What happens to UA without Dr. Ly?
- ✓ Leadership positions / planning