

2014 STRATEGIC PLAN GOAL ACHIEVEMENT STRATEGIES

GOAL 1: Drive Alignment & Culture

U Prep Schools will enthusiastically implement our core values, communication structures, policies and procedures with consistency and transparency.

- Objective 1: Provide a guide for successful demonstration of core values for each stakeholder (student, teacher, parent, organization)
- Objective 2: Embed core values in all relevant communication, documents and practices
- Objective 3: Implement a communication framework that effectively reaches all stakeholders
- Objective 4: Update, communicate and enforce policies and procedures

STRATEGIES—2015

- Develop a rubric to be used to train stakeholders
- Develop a work plan
- Specific student behaviors and expectations will be defined
- 100 percent of parent leaders will be trained
- Develop a rubric to be used to train stakeholders
- Create a video that captures the core values in action
- 100 percent of relevant communication will include the core values
- Incorporate core values into the interview, evaluation, recognition and termination process
- Establish and implement a communication cadence with all internal stakeholders
- Add a communication dimension to the existing organizational chart
- Establish and implement a communication cadence with all external stakeholders
- Conduct a governance day for all junior and senior leadership staff
- Conduct a district-wide governance day
- Bi-annually review and update policies and procedures manual
- Determine consequences for violation of policy and procedures

GOAL 2: Develop Academic Model & Ensure Student Success

U Prep Schools will implement an academic model that promotes positive culture, provides high-level experiences and exposure, coupled with high parent engagement to drive student success.

- Objective 1: Develop and/or adopt a written curriculum, create an explicit assessment cycle and strengthen instructional practice
- Objective 2: Create a culture that produces student success
- Objective 3: Establish a framework for parent engagement that will drive student achievement
- Objective 4: Provide the access, opportunity and experience that will give students broad-based exposure to college and career options

STRATEGIES—2015

- Adopt a K-12 ELA curriculum
- Adopt a math curriculum
- Implement instructional coach model to strengthen instructional practices across the system
- Implement Expeditionary Learning (EL) core practices

- Implement coordinated student calendar
- Create programming evaluation process
- Revise, communicate and enforce student code of conduct across the system
- Implement a “crew” model
- Create a plan that addresses student retention in grades 8-9 and repurpose that plan for grades 5-6
- Hire a director of parent engagement
- Create a parent advisory board (PAB)
- The PAB will set and communicate parent expectations
- The PAB will institute a parent leadership structure in all schools
- Systemize the college tour throughout the system

GOAL 3: Be a Recognized Leader

U Prep Schools will position itself as a preferred recipient of private and public funds. U Prep Schools will work to become the most influential educational institution in the city. We will remain committed to our families and will make a strong and compelling case for support from community leaders, policymakers and media.

- Objective 1: Raise 110 percent of budgeted fundraising target
- Objective 2: Promote the “U” brand
- Objective 3: Establish meaningful, sustainable and focused community partnerships that support the strategic priorities

STRATEGIES—2015

- The development team will have established a targeted approach for 2015-2016 funding
- Create a “request for funding” procedure
- 10 hits annually in any combination of national, professional or local media beginning July 2014
- Establish a baseline to determine metrics and goals for electronic brand awareness
- Hold system-wide training of stakeholders to build enthusiasm and system spirit
- Develop a system store for the marketing, sale and standards around spirit wear
- Perform an audit to determine all current partnerships system-wide
- Institute processes and procedures for creating and maintaining partnerships