Strategic Goals

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

Learning
- Ensure that all students – through greater personalization – have access to a high-quality instructional and educational environment that prepares them for college or a career.
- Enhance the communication, advocacy, and engagement with our students and families.
- Close achievement gaps for all learners.

Teaching
- Differentiate instruction to meet the needs of all students.
- Promote ongoing professional learning for teachers and leaders.
- Successfully implement the TLE Evaluation System and Oklahoma Academic Standards.
- Use multiple measures for student success.

Partnerships
- Expand partnerships to enhance learning opportunities for student success and for greater human and organizational capital.

Promote greater awareness and engagement among school stakeholders to enhance support and funding for public education.

Establish business and alumni partnerships in order to garner and sustain continued support for Union Public Schools.

Human Capital
- Recruit, develop, retain, and support caring, motivated, innovative professional faculty and staff.

Business/Operations
- Ensure the operating and capital budgets reflect our priorities as well as areas of focus and need.
- Promote operational safety and high-quality infrastructure to ensure effective and efficient learning and working environments.
- Maintain a technology system that promotes teaching/learning and efficiency within the operational functions of the organization.

Culture
- Foster an atmosphere of respect and effective communication.
- Promote a commitment to equity and excellence.
- Maintain a caring, professional, and ethical organization.
- Maintain a safe and secure teaching and learning environment.

Measuring Our Success

The following strategic planning framework will be used in order to guide student achievement and school improvement efforts.

School Health Indicators
- Student Health Core
- Organizational Capacity
- Instructional Capacity
- Learning Capacity
- Home and Community Capacity

Student Outcome Data
- State Assessments
- Graduation Rate
- Advanced Placement
- Concurrent Enrollment
- National Merit Recognition
- ACT

Organizational Effectiveness Measures
- Office and department performance measures
- Employee engagement survey
Kindergarten Readiness
- Early childhood emphasis
- Pre-K emphasis

Grade 3
- Provide positive learning environment
- Reading at the proficient and advanced levels

Grade 5
- Enhance Character/Civic Responsibility
- Reading and mathematics at the proficient and advanced levels in Grade 5
- Engage parents in student support

Grade 6 & 7
- Inform parents of college requirements
- Explore talents and interests
- Expand social skills
- Reading and mathematics at the proficient and advanced levels
- Build leadership skills

Grades 8 & 9
- Formulate 4-year graduation plan
- Assess interests and skills/EXPLORE Test
- Expand career awareness
- Register in OKCIS to begin college planning
- EOI Biology and Algebra I at the proficient and advanced levels
- Involve parents in HS/Career Planning

Grades 10 thru 12
- Maximize dual credit opportunities
- Earn graduation credits and pass EOIIs
- Advanced Placement 3 or higher
- National Merit Scholars
- ACT 24 or higher
- On-time graduation

Over the next five years, Union Public Schools will increase the performance targets while reducing disproportionate achievement gaps. The data will be closely monitored and disaggregated to ensure school improvement for all students.