

LEARNING, THRIVING, BELONGING.



2025-26 STRATEGIC PLAN



STUDENT LEARNING



DISTRICT GOAL:

Ensure high achievement and unique learning opportunities for each and every United student.

ACTION STEPS:

1

Behavior

A systematic behavior management system—including CHAMPS in the classroom, an office referral system, and a Tier 2 team—will be implemented, with data collected and reviewed quarterly to guide adjustments.

2

Reading

The Writing Rope will be implemented in literacy instruction in alignment with the science of reading, with ongoing professional development and collaboration built in.

3

Math

The Flexibility Formula will be implemented in math instruction in alignment with the Math Counts Act, with teachers supported through coaching cycles and data team discussions.

4

Instructional Growth

Classroom feedback and coaching opportunities will be available through structured observation cycles and peer collaboration.

5

Extension/ Enrichment

(possible addition)

Unique learning opportunities (STEM, fine arts, project-based learning, enrichment, and intervention supports) will be expanded to meet diverse student needs and interests.

INDICATORS OF SUCCESS



Behavior:

A baseline for office referral data will be set in 2025–26.



Reading:

By the spring of 2026, 80+% of United Community 3rd–6th grade students will be proficient or advanced on the ISASP English Language Arts test. Additionally, progress monitoring will show at least 70% of students on track for each FAST screening period.



Math:

By the spring of 2026, 80+% of United Community 3rd–6th grade students will be proficient or advanced on the ISASP Mathematics test. Additionally, progress monitoring will show at least 70% of students on track for each FAST screening period.



SCHOOL DISTRICT CULTURE



DISTRICT GOAL:

Maintain a positive and high quality school district environment that attracts and retains students, staff, and families for years to come.

ACTION STEPS:

1

Shared Culture

Staff will pursue a building- and/or department-selected Top 20 Training goal focused on: (1) Helping Others Succeed, (2) Communicating “You Matter,” (3) Honoring the Absent, and (4) Seeing and Owning the Problem.

2

Staff Well-Being

Staff well-being will be prioritized through Top 20 Training, reflective practices, and intentional opportunities for connection and recognition.

3

Professional Growth

Staff will be supported in the continuous improvement process through structured reflection, goal-setting, coaching, and evaluation.

4

Board Development

The Board will engage in ongoing learning around their governance role and commit to working together positively, collaboratively, and in alignment with district values.

INDICATORS OF SUCCESS



Staff Retention:

From 2025-2026 to 2026-2027, the district will retain 80% of new-to-district teachers (defined as teachers with less than 5 years experience at United by the end of 2025-2026).



District Enrollment:

Certified and served enrollment will increase from October 2025 to October 2026.



Job Satisfaction:

A baseline for a district-wide job satisfaction survey will be set in 2025–26.



Board Self-Assessment:

The Board will demonstrate growth on the self-assessment from August of 2025 to summer of 2026 in the areas identified.

RESOURCE MANAGEMENT



DISTRICT GOAL:

Handle all district funds equitably, efficiently, transparently, and responsibly in order to provide students with high-quality, safe learning experiences.

ACTION STEPS:

1

School Safety

Fully implement the Emergency Response Plan, including at least one student lockdown drill and one staff evacuation drill annually, with ongoing training and reflection.

2

Facilities

Review and update the long-term facilities and grounds plan annually to ensure safe, modern, and well-maintained learning environments.

3

Technology

Review and update the long-term technology plan annually to ensure access to reliable, up-to-date tools that support instruction and operations.

4

Financial Stewardship

Monitor financial indicators quarterly to maintain stability while aligning expenditures with district priorities, and communicate the district's financial health and stability transparently with stakeholders

INDICATORS OF SUCCESS



Finance:

By the end of FY26, the district will maintain an Unspent Authorized Budget (UAB) of 10–15% and a solvency ratio of at least 15%.



Facilities/Technology:

By the end of FY26, the board will have reviewed and updated long-term facilities and technology plans annually, with documented progress on priority projects.



School Safety:

By the end of FY26, 100% of required emergency drills will be completed, recorded, and reviewed for continuous improvement.