



# URBAN THRIVES 2030

## URBAN SCHOOL STRATEGIC PLAN

Welcome to *Urban Thrives 2030*, Urban School's new strategic plan. Recently approved by the Board of Trustees, the plan is the culmination of many months of analysis and discussion. *Urban Thrives 2030* identifies fundamental priorities, and is both a guide for the school's continued evolution and a living, breathing document, open to revision to meet changing times and priorities.



Urban Thrives 2030 | Urban Includes

## URBAN INCLUDES

### STRATEGIC COMMITMENT:

Urban is strengthened and enriched by the diversity of perspectives and identities that comprise our community, including those that have been historically underrepresented in independent schools. We work to build a truly inclusive, nurturing, equitable, community – one where each individual can thrive.

- » Continue to advance the recruitment, support, and retention of a diverse range of students, faculty, staff, administrators, and trustees across a broad spectrum of identities.
- » Provide tuition and non-tuition assistance to 30% or more of the student body while maintaining an average tuition award of 67% and support across a range of demonstrated need.
- » Continue to evaluate evolving non-tuition expenses for students receiving financial assistance and streamline/reinforce distribution processes.
- » Enhance regular and ongoing equity-focused professional development for faculty, staff, administrators, and trustees.
- » Evaluate and enrich the integration of culturally responsive curriculum and pedagogy across disciplines and grade levels.
- » Reinforce and increase familiarity with existing core values, policies, and practices related to Diversity, Equity, Inclusion, and Belonging (DEIB) through strategic communication to all school constituencies.
- » Develop and integrate transformative justice practices and responses to address moments of exclusion and cultural insensitivity.
- » Develop and deploy regular, formative tools for assessing the efficacy of our DEIB-focused programming and policies across all constituent groups.
- » Regularly assess budgetary needs to support DEIB-related programming and goals.



Urban Thrives 2030 | Urban Inspires

## URBAN INSPIRES

### STRATEGIC COMMITMENT:

Urban's approach to teaching and learning cultivates creative and flexible problem-solving, independent thinking, effective collaboration, and communication, and an understanding of one's own learning process. We work to instill a lifelong appetite for learning and an investment in the world beyond our doors.

- » Evaluate the efficacy and efficiency of the four- and five-day academic schedule including instructional time, pacing, homework load, and opportunities for community gathering and advisory periods.
- » Develop multidisciplinary electives that challenge departmental silos and foster experiential learning within and beyond the traditional classroom.
- » Evaluate and enhance academic and co-curricular programming to best support the transition of new students academically and socially.
- » Assess and reimagine the optimal role of internal committee and meeting structures to further curricular vision and implementation.
- » Develop a comprehensive curriculum mapping system to evaluate scope and sequences within and across departments.
- » Cultivate and model for students the ability to consider and empathize with differing viewpoints, individually and collectively.
- » Seek further opportunities and means to cultivate and sustain students' sense of agency and engagement in broader social issues, within and beyond the Service Learning curriculum.
- » Assess and enhance existing programming and curriculum that supports the emotional and social well-being of students.
- » Further boost community spirit and engagement through tradition-building and school-wide celebrations.
- » Assess and integrate AI as a tool to support existing institutional and pedagogical priorities.



Urban Thrives 2030 | Urban Invests

## URBAN INVESTS

### STRATEGIC COMMITMENT:

Urban's attention to strategic marketing, enrollment analysis, facilities development, and fundraising will continue to serve a broad and rich program while ensuring access and support for a talented, diverse faculty, staff, and student community, now and into the future.

- » Design and initiate an endowment campaign to support the school's mission-driven priorities, particularly financial assistance and employee compensation.
- » Develop a consistent benchmarking mechanism to evaluate and support staff and administration compensation while sustaining competitive faculty compensation relative to peer schools.
- » Elevate alumni participation and engagement in the school's fundraising initiatives, including the creation of a planned giving program.
- » Evaluate and complete relocation/repurposing of available space to include additional classrooms, offices, and a fitness center.
- » Assess demographic trends, marketplace perceptions, and potential marketing strategies through regular use of independent, external consulting.
- » Deepen/develop Urban's institutional relationships with local non-profits and neighborhood organizations.
- » Explore expansion of summer programming for both marketing purposes and non-tuition revenue.