



## MOUNDS PARK ACADEMY STRATEGIC PLAN 2021-2024

### **PRIORITY 1 Empower students to live, learn, and thrive in our increasingly complex and globalized society.**

Create customized pathways of learning for students through curricular innovation and leveraging advances in educational technology.

1. Drive curricular innovation to enhance the student experience and increase mastery, ensuring every student has a competitive advantage in our globalized society.
2. Provide integrated whole-child support services that enhance each student's academic, emotional, mental, and physical well-being.
3. Establish partnerships with higher education institutions, alumni, and business/industry to enhance student experience and learning.

### **PRIORITY 2 Ensure an equitable and inclusive community.**

Deepen our commitment to diversity, equity, and belonging and ensure it is reflected in our policies, programs, and practices and in the life and culture of the MPA community.

1. Establish a Board of Trustees Equity and Belonging committee comprised of both trustees and constituent representation.
2. Create a multi-year comprehensive action plan with quantitative metrics.
3. Expand diversity throughout the MPA community including in our leadership, governance, faculty, staff, and student body.
4. Enhance the capacity of faculty and staff to address instances of individual and institutional racism.

### **PRIORITY 3 Affirm and inspire our exceptional and dedicated faculty and staff through competitive compensation.**

Recruit, retain, and reward exceptional faculty and staff.

1. Increase competitive compensation for faculty and staff to align better with state and national benchmarks.
2. Address workload inequities.
3. Review and improve the hiring process to attract high quality teachers and staff, particularly BIPOC employees.

### **PRIORITY 4 Enhance institutional capacity by continuing to strengthen financial sustainability.**

Develop a long-range financial plan to grow revenue that is aligned with strategic priorities.

1. Increase financial stability through building the endowment and optimizing enrollment.
2. Adopt a strategic approach to grow revenue and allocate funds that align with key priorities.