



*Together We Learn,  
United We Lead*



# United Schools of Indianapolis

## Strategic Plan

2025 - 2031



Dear USI Families,

We are excited to share the 2025–2030 United Schools of Indianapolis Strategic Plan—a guiding vision for the next five years that reflects our deep commitment to every student we serve. This plan is rooted in our mission to provide a high-quality, equitable education and shaped by a vision of ensuring every student reaches their full potential. As we look ahead, we are more focused than ever on creating schools where students thrive academically, socially, and emotionally.

Developing this plan was a true community effort. We are grateful for the voices of our families, staff, students, and community members who contributed valuable insight and ideas throughout the process. By listening closely to our stakeholders, we crafted a plan that not only reflects shared values, but also charts a clear path toward excellence and growth.

Our Strategic Plan outlines our top priorities for serving students across our network—emphasizing academic achievement, strong school cultures, empowered educators, and meaningful family partnerships. We are eager to move forward together, united in purpose and inspired by what we can accomplish in the years ahead.

Warm regards,

A handwritten signature in black ink that reads "Darius Adamson". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

**Darius Adamson, Sr.**

Executive Director  
United Schools of Indianapolis

# Our Process by the Numbers

As a network of schools, we believe a strategic plan provides a clear roadmap for progress, alignment, and accountability for our schools and scholars. Our strategic plan enables us to turn bold aspirations into measurable actions that have direct impact on students, staff, and community impact. With shared pillars and intentional success indicators, we ensure every decision moves us closer to our collective vision of equity, relationships, growth mindset and integrity.

426

Students, parents/guardians, community members, teachers, staff members, administrators, and board members completed the survey.



65

Constituents participated in focus groups to provide in-depth responses to questions aligned to the community feedback survey.



10

Focus groups were conducted.

24

Steering team members, including teachers and staff, counselors, and administrators, collaborated throughout the year to analyze community feedback and develop the strategic plan.

4

Full-day sessions over the course of the school year were used to develop the strategic plan.





## Vision Statement

Through rigorous academics, strong family partnerships, and a commitment to equity, we prepare learners to exceed expectations and embrace their futures in college and careers with purpose and resilience.



## Our Values

### Equity

Providing each student with support and resources ensuring fairness and addressing individual needs.

### Relationships

We build and maintain trusting relationships by respecting and valuing differences.

### Growth Mindset

All stakeholders are committed to continuous improvement to ensure we effectively support diverse learners.

### Integrity

We consistently do what is right for all stakeholders, even when it is difficult.





# Our Pillars



## High Quality Instruction

We will empower educators through continuous learning and collaboration to deliver impactful, equitable instruction. Professional learning will be purposeful, data-driven, and connect curriculum to real-world relevance for students.

## Student Agency and Well-Being

We will create a consistent, inclusive student experience that prioritizes well-being, belonging, and student voice, while equipping families with resources to support learners.



## Clear Communication and Systems

We will build clear, accessible communication systems that foster trust, meet diverse needs, and strengthen community connections through transparency and collaboration.





## Pillar 1

# High Quality Instruction

We will empower educators to deliver equitable, engaging, and impactful instruction by fostering a culture of continuous learning and community collaboration. We will ensure that professional learning is purposeful, data-informed, and focused on connecting the curriculum to the real world so that students understand the relevance and application of what and how they learn to their lives and futures.

## Success Indicators:

- Teachers will receive regular, actionable feedback that improves instructional practices and student outcomes.
- Instruction will be differentiated and culturally responsive, ensuring diverse learners have equitable access to rigorous and engaging learning opportunities.
- Educators will effectively differentiate the curriculum to align with student's needs while maintaining high standards.
- Students will actively engage in lessons that integrate real-world applications and foster critical thinking and problem-solving.
- There will be an increase in families and community members reporting a clear understanding of and support for instructional goals and priorities.

## Initiatives

- **Professional Development:** We will provide continuous professional development focused on strategies for diverse learners.
- **Student Learning Styles:** We will provide resources on connecting curriculum to Student Learning Styles and Strategies.
- **Student Choice:** We will develop and provide clear opportunities and resources that promote student choice.





## Pillar 2

# Student Agency and Well-Being

We will create a consistent, inclusive, and empowering student experience across all schools, ensuring that every student feels valued, supported, and connected. We will establish systems to address the physical, emotional, and mental well-being of all learners, including equipping families with resources to support students. By prioritizing social skills, self-advocacy, belonging, and student voice, we will foster a strong sense of community.

## Success Indicators:

- Students will exhibit problem solving skills and communicate their emotional and mental health needs consistently.
- There will be an increase in students reporting a strong sense of belonging and connection at their schools.
- Students will actively participate in decision-making processes, contributing their voices to shape school practices and policies.
- Families will report feeling informed and empowered to support their children, with access to resources and tools that strengthen the home-school connection.
- Programs and strategies will enhance students' social skills, self-advocacy, emotional resilience, and sense of community, as demonstrated through measurable growth in social-emotional learning outcomes.

## Initiatives

- **SEL Professional Development:** We will use a relatable curriculum, training staff with curriculum and strategies, and ensuring curriculum and strategies are being implemented.
- **Collaborating with Families:** We will build relationships with families in order to support student emotional and mental health.
- **Family Resources:** We will build relationships with our families in order to support parents with the social and emotional needs of their children.
- **Student Leadership and Voice:** We will create platforms in which students can have ownership and voice in the decision-making process.







## Pillar 3

# Clear Communication and Systems

We will establish clear, consistent, and accessible communication systems that ensure students, staff, families, and community members know what is expected, how to access information, and who to contact for support. By fostering transparency and collaboration, we will create a culture of trust and efficiency. Our communication will meet the diverse needs of our community, including multilingual families, and celebrate successes to strengthen connections.

## Success Indicators:

- People can easily access information about processes, roles, and expectations at the school and network level.
- Families and staff members engage in two-way communication, with systems in place to gather feedback and respond to their needs and concerns.
- Achievements of our community members (staff, families, and students) will be celebrated and communicated regularly.
- Communication is accessible to multilingual families, translated into multiple languages, and delivered through diverse channels.

## Initiatives

- **Two-Way Messaging:** We will select, train, and implement a two-way messenger communication tool for staff and families to dialogue.
- **Translation Services:** We will select, train, and implement translation services for diverse modes of communication.
- **Communications Plan:** We will develop and publish communication plans for staff, students, and families.
- **Celebrations:** We will develop and implement network-level and school-based plans to regularly celebrate and communicate the achievements of our community members.





# Thank You!

Thank you to the Steering Committee, our staff, and our parents for your invaluable guidance, dedication, and thoughtful contributions throughout the development of this strategic plan. Your leadership and collaboration were essential in shaping a clear and forward-looking vision for our organization's future.



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Communication is accessible to multilingual families, translated into multiple languages, and delivered through diverse channels.

## Steering Committee name list:

**Darius Adamson**

USI Executive Director

**Felicia Glinsey-Butler**

VAR Parent

**Carvis Herron**

USI Director of Operations

**Kelly Herron**

Former USI Executive Director

**Aunye Hockett**

AMA Principal

**McKinley Jones**

AMA Dean of Culture

**Rob Johnson**

AMMS Resource Teacher

**Bilen Mulugeta**

VAR MS Principal

**Mariela Otano**

VAR Teacher

**Kandis Pearson**

USI Director of Academics

**Ross Ridge**

USI Board Member

**Janie Seivers**

USI Director of Business

**Kristen Stratton**

USI Director of Student Services

**Alycia Villecco**

VAR EL Principal



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