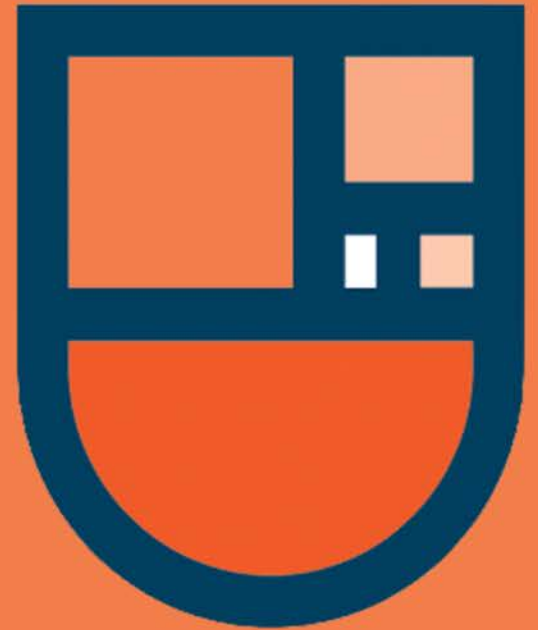


UNITY

PREPARATORY CHARTER SCHOOL OF BROOKLYN



Empowering
students to lead
fulfilling *lives.*

THREE-YEAR STRATEGIC PLAN

2026 - 2029

OUR STORY AND PURPOSE



FROM DAY ONE, UNITY SET OUT TO BE DIFFERENT.

Unity Preparatory Charter School of Brooklyn (Unity) was founded in 2013 in response to a troubling reality. **Far too many students in New York City were getting lost in large schools** that lacked the programs, relationships, and supports needed to help them reach their full potential.

From day one, Unity set out to be different. **As an intentionally small, grades 6–12 school** with a rich curriculum, strong extracurriculars, extended hours, and a dedicated team, **Unity ensures every student is known, supported, and appropriately challenged throughout their development.**

Over the past decade, Unity has made **remarkable progress in realizing this vision.** Throughout, we've remained true to our aim of serving students historically underserved by the public education system.

Among the milestones reached, we have:

- **Grown from serving a single grade in our first year to full enrollment across grades 6–12**, serving approximately 1,000 students and families since opening our doors
- **Built a strong academic, extracurricular, and organizational infrastructure** to support students from middle school to and through college
- **Established two permanent campuses in central Brooklyn** with our middle school in Bedford-Stuyvesant and high school in Williamsburg.
- **Graduated over 300 students** now pursuing college, careers, and contributing meaningfully to their communities

AS WE ENTER OUR SECOND DECADE, WE ARE **INSPIRED** AND **RESOLUTE.**

WE BELIEVE DEEPLY THAT **EVERY STUDENT** DESERVES A SCHOOL THAT **HONORS THEIR** **POTENTIAL AND** **WORKS RELENTLESSLY** TO HELP THEM ACHIEVE IT.

As a school, **we are incredibly proud of our graduates and the progress we've made over our first ten years. And yet, our work is far from finished.** In many ways, we are still a young school—just getting started compared to others that have served NYC students for generations.



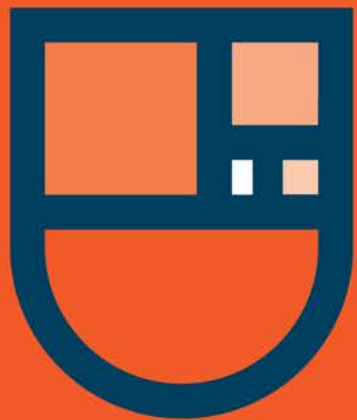
As we enter our second decade, we are inspired and resolute. **Our goal is to advance from good to great by focusing on the fundamentals of our model as a “small and mighty,” independent, public charter school.** Such fundamentals include:

- **Providing rigorous and relevant learning each and every day**
- **Cultivating a safe, welcoming, and engaging environment** that fuels personal and academic growth
- **Delivering rich exposures**—through extracurriculars, fieldwork, mentorship, and career readiness experiences—that expand students' horizons
- **Strengthening our internal systems, talent, and infrastructure** to support excellence at every level

We believe deeply that every student—regardless of background—deserves a school that honors their potential and works relentlessly to help them achieve it. That belief continues to drive us forward into our second decade and beyond.

THAT BELIEF CONTINUES TO **DRIVE US FORWARD** INTO OUR **SECOND** **DECADE AND BEYOND.**





BUILDING STRENGTH IN UNITY

OUR THREE-YEAR STRATEGIC PLAN

AS WE ENTER OUR SECOND DECADE, OUR THREE-YEAR STRATEGIC PLAN, *BUILDING STRENGTH IN UNITY*, OUTLINES OUR PRIORITIES DURING THIS PIVOTAL PERIOD OF GROWTH.



OUR AIM IS TO BECOME A LEADING OPEN-ENROLLMENT, GRADES 6–12 CHARTER SCHOOL IN NEW YORK CITY—AND TO SERVE AS A MODEL FOR STAND-ALONE SCHOOLS ACROSS THE CITY AND NATION.

THE STRATEGIES OF THIS PLAN REFLECT THE HIGHEST-LEVERAGE ACTIONS WE CAN MAKE TO ACHIEVE THE OUTCOMES WE SEEK. EACH STRATEGY ALIGNS WITH A CORE ELEMENT OF OUR EDUCATIONAL MODEL: RIGOROUS ACADEMICS, A SUPPORTIVE ENVIRONMENT, RICH EXPOSURES, AND ORGANIZATIONAL EXCELLENCE.



I. RIGOROUS AND RELEVANT LEARNING



II. SAFE, INCLUSIVE, AND ENGAGING LEARNING COMMUNITY



III. RICH EXPOSURES AND EXPERIENCES



IV. STRONG ORGANIZATIONAL SYSTEMS AND RESOURCES



I. RIGOROUS AND RELEVANT LEARNING

Ensure students experience **rigorous, relevant instruction** every day to build the skills, knowledge, and mindset needed for **long-term success**.



II. SAFE, INCLUSIVE, AND ENGAGING LEARNING COMMUNITY

Foster a school culture where **students feel safe, valued, and empowered** to grow personally and academically.



KEY ACTIONS

- **Strengthen alignment of our college-preparatory curriculum across grades 6–12**, including Regents preparation in middle school, AP courses in high school, and diverse electives in STEM, language, and the arts
- **Bolster our foundational reading and math interventions** during the school day for students below grade level, emphasizing customization and progress monitoring
- **Expand our after-school and summer tutoring programming** to provide additional time and support that ensure continued academic growth and success

TARGET OUTCOMES

- **Exceptional academic proficiency and growth with Unity students outperforming city and state averages** by at least 10 percentage points
- **Strong participation, growth, and achievement in Advanced Placement** in which 80%+ of Unity graduates complete at least one AP course; 35%+ earn college credit (vs. national average of 25%)
- **Demonstrated, accelerated growth toward grade-level proficiency** such that 75%+ of students receiving academic interventions and tutoring achieve 1.5 or more years of growth in ELA and/or math—as measured by internal assessments and/or state exams

KEY ACTIONS

- **Refine our framework for promoting a strong, vibrant school culture** through consistent expectations, positive reinforcement, restorative practices, and support for students' emotional well-being and personal growth
- **Increase opportunities for student mentorship, voice, and empowerment**, including mentoring across grade levels, peer mediation, student government, and student-led communication
- **Deepen engagement among families, alumni, and the community** through regular communication, inclusive events, volunteer and mentorship opportunities, and celebrations of student and alumni success

TARGET OUTCOMES

- **Increased well-being, confidence, and pride in one's success** as evidenced by sustaining daily punctuality and attendance levels that are higher than citywide and state averages
- **Achieve a 20% reduction in chronic absenteeism and behavior incidents** by fostering a culture of belonging, consistency, and student engagement
- **Increased family engagement, ambassadorship, and loyalty** as demonstrated by growth in the percentage of families in grades 6–12 who participate in Unity's Family Ambassadors program by at least 5 percentage points annually



III. RICH EXPOSURES AND EXPERIENCES

Provide **meaningful extracurriculars, career exploration, and real-world learning opportunities** that inspire students and expand their horizons.



KEY ACTIONS

- **Expand extracurricular programming to expand horizons and deep passions**, including increased programming in athletics, clubs, and school-wide events that showcase students' talents
- **Extend college- and career-readiness initiatives throughout grades 6-12**, including increased college tours, career workshops, credential programming, and internships during the school year with community partners
- **Broaden summer enrichment programming to provide acceleration opportunities that allow students to excel in their areas of interest**—including summer camps, out-of-state and international travel programs, and job internships—through strategic partnerships

TARGET OUTCOMES

- **Increased connections, motivation, and engagement** with more than 50% of students participate on an athletic team or club each year
- **Increased postsecondary success - admission, matriculation to college and job-training programs, and persistence** such that the percentage of students in grades 10-12 who successfully participate in an internship, fellowship, or credentialing program each year grows by at least 5 percentage points annually
- **Increased experiential learning over 12 months of the school year** with at least 60% of eligible students participating in enrichment programs—such as camps, travel experiences, or internships—through community partnerships that support academic acceleration and exploration of personal interests



IV. STRONG ORGANIZATIONAL SYSTEMS AND RESOURCES

Ensure Unity thrives through **strong talent systems, internal infrastructure, and robust partnerships**.



KEY ACTIONS

- **Implement with excellence our systems for attracting, developing, and inspiring talent**, including formal pathways for professional promotion, instructional coaching with regular feedback,, and ongoing training in alignment with each educator's goals and responsibilities
- **Refine our systems and infrastructure as a non-profit organization** with a focus on clarity, communication, and optimization
- **Increase our collaboration with funders and community partners** to provide opportunities for enrichment on par with well-resourced district schools and charter management organizations

TARGET OUTCOMES

- **Increased skills, buy-in, pride, results among staff** as evidenced by sustaining a staff retention rate of at least 80%
- **Enhanced service, quality, and efficiency** in which a net promoter score of 10 or above is earned among staff and families
- **Expanded programming, impact, and profile** whereby 3 or more three new partnerships are formally established and sustained annually with private revenues of \$1M raised annually

Join Us in This Work



By achieving the outcomes outlined in our plan, **Unity will realize transformative results over the next three years that reflect the collective power of our mission, model, and partnerships.** We will become a flagship for public education—proving that a small, mission-driven school can deliver exceptional outcomes for historically underserved students. Our graduates will thrive in college and careers, equipped with the skills, confidence, and real-world experience to lead. Our school culture will serve as a national model of excellence and belonging. **Together, we will create lasting impact—expanding opportunity and advancing the aspirations of the families we proudly serve.**

**WE SEEK PARTNERS
WHO SHARE OUR BELIEF IN THE
POWER OF HIGH EXPECTATIONS
PAIRED WITH HIGH SUPPORT.**

While we maximize every public dollar we receive, independent charter schools like Unity are underfunded compared to district schools and large charter management organizations—limiting access to the very opportunities that spark student passions and growth.

Your annual support helps us provide:

- **Beyond-the-school-day tutoring and targeted interventions**
- **High-quality extracurricular and enrichment offerings**
- **Mentorship and career readiness programming**
- **Internships and real-world learning experiences**



**WITH YOUR PARTNERSHIP,
WE CAN ENSURE EVERY
UNITY STUDENT RECEIVES
THE RICH, WELL-ROUNDED
EDUCATION THEY DESERVE.**

SCAN THE CODE TO
MAKE A GIFT OR VISIT
unityprep.org/support/donate





UNITY

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HIGH SCHOOL CAMPUS

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