



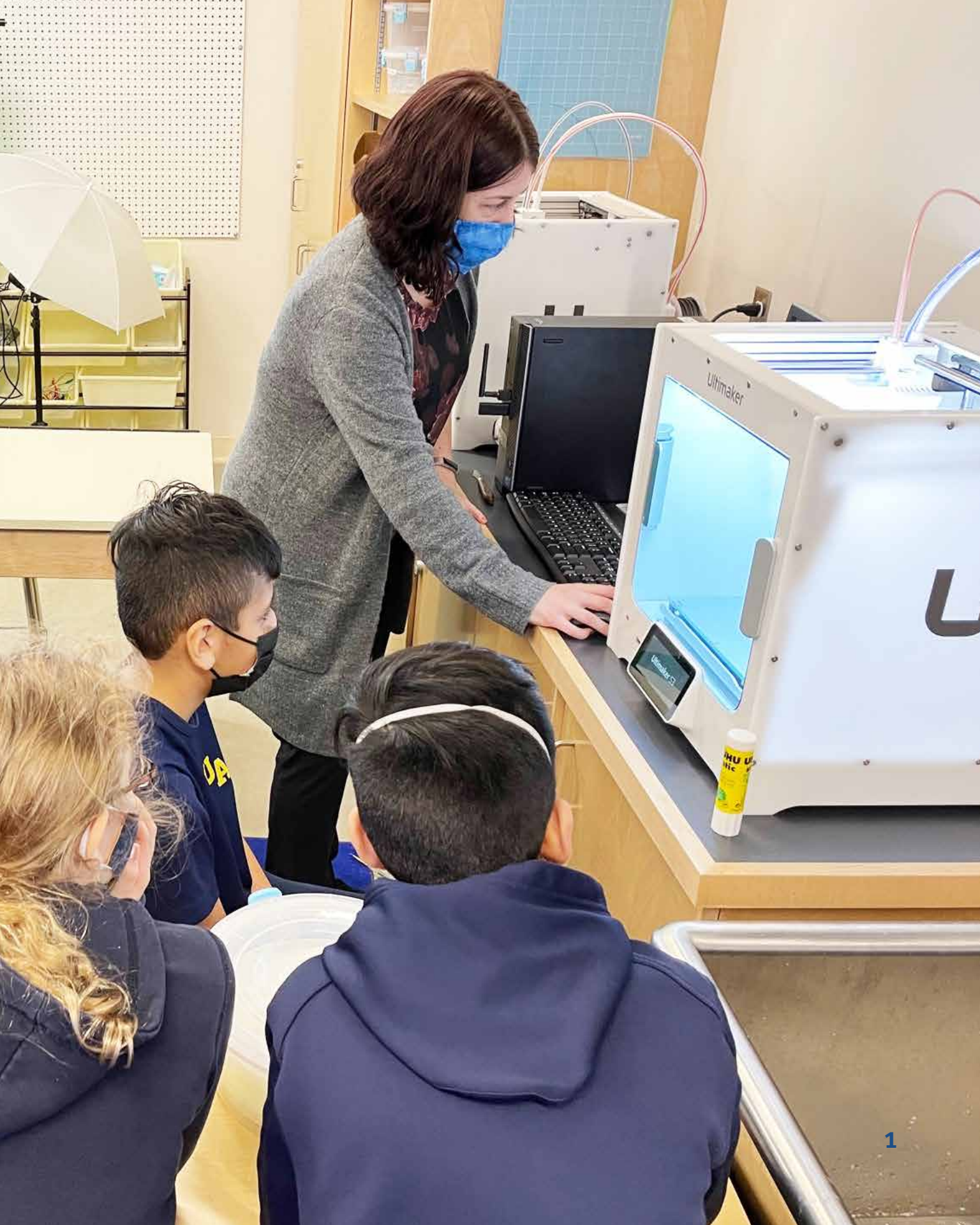
Urban
ACADEMY

We Are UA LIONS

This is our
happy place!



URBAN ACADEMY ANNUAL REPORT 2020/2021



HEAD OF SCHOOL'S REPORT

“Through it all our students and families demonstrated a willingness to work together in order to maintain a safe space for everyone.”

The past school year was a challenge for the Urban Academy community, but one that we faced with resilience, adaptability and courage. The year began with many unknowns as the protocols from the Province and the Ministry of Education continued to evolve. It was certainly eventful with the restrictions and new processes that needed to be implemented due to the pandemic. We also began a new construction project on the fifth floor, and managed changes to routines that resulted from the Wesgroup construction project in the adjacent lot to the east of the school.

Through it all our students and families demonstrated a willingness to work together in order to maintain a safe space for everyone. Students were able to take part in regular in-person learning and even took part in field study, performances, extracurricular activities and sports teams. I am thankful for our staff who worked so hard in ensuring students had as normal of a year as possible, and were able to continue the important work of teaching and growing the UA program.

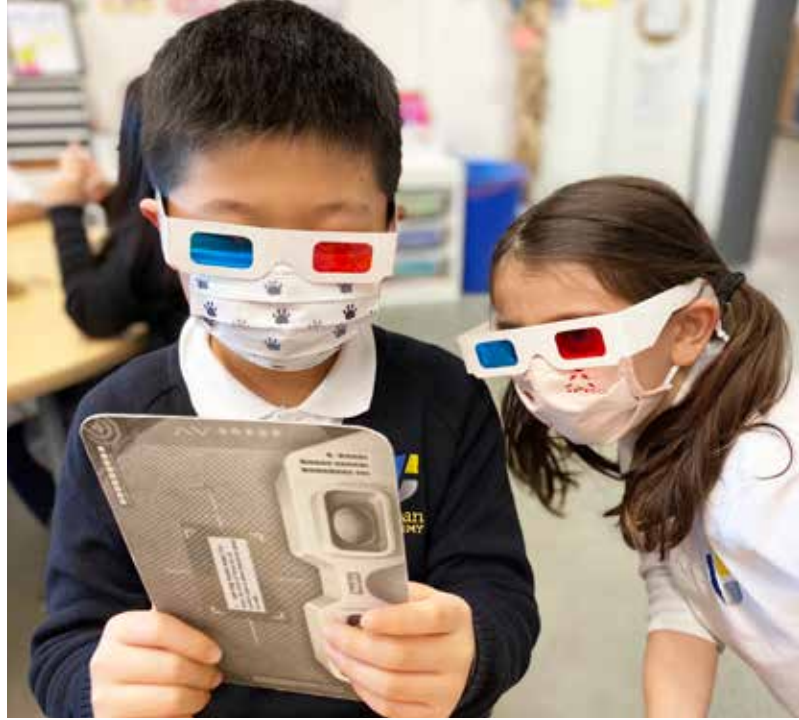
Even with all of the challenges that we faced, our UA families continued to show their support of UA with an exceptional Annual Appeal in the fall of 2020, ongoing successes of PAX and our first ever virtual Gala. This, coupled with the number of new families and staff who

joined the UA community this year, is a testament to the success and stability the school has achieved over the years.

It was a very eventful first year for me as Head of School. I feel very fortunate to have the opportunity to lead this wonderful school community. I appreciated all of the support that I received from the UA Board, staff, students and parents. Specifically, I would like to thank Ms. Suzanne MacLeod, Ms. Sonja Kennedy and Dr. Abi Shu for their dedication and commitment to UA, and for the ongoing guidance and education about all things UA as I made my transition into the Head of School role.



Mr. Mike Slinger
HEAD OF SCHOOL



CHAIR'S REPORT

There are always elements in every school year that are special. Upon reflection, the 2020/2021 school year has been one of the most memorable years in Urban Academy history.

Navigating the school through an unprecedented global pandemic was the challenge faced by Urban Academy's leadership and community at the start of the school year. I am incredibly proud of how our school community, including students, staff, parents, our Head of School, and Board of Directors responded. Through diligence and planning, students were able to return to a safe, in-person learning environment and maintain a sense of normalcy in an otherwise very different world. We have learned once again with Urban Academy's values and small class sizes, our strengths include not only really knowing each and every student, but also being dynamic, adaptable and able to respond well to changing global landscapes.





In addition, this year we welcomed our new Head of School, Mr. Mike Slinger. As a Board, we are proud of how he responded to and navigated the school through the pandemic, as well as growing and expanding our middle and senior programs. His commitment to the growth and maturity of the Urban Academy program can be seen in the 2020/2021 Planning Updates, shared over the course of the year, and the staffing of additional skilled teachers for this school year.

I am also very proud of the commitment of our Board who made some difficult decisions to help ensure a successful year. As a community early in the year, we were able to celebrate the work of Mrs. Deborah McKenzie who has served in many capacities, including Board Chair, for 10 years. Her work is a legacy that we will all enjoy. We also appreciated Mr. Ben Marsolais for his commitment to the school and sharing his expertise as the new school on Rousseau St. was constructed. We welcomed new members with skill sets necessary to serve the Board well going forward. A key focus of the Board, that was well supported by the skill sets of current and new members, was the full year's work to complete the CAIS candidate school application which is a significant step in our school's maturity.

The facility plan has also moved ahead with the start of the fifth floor expansion which will help ensure that we have the space necessary for our student population as it continues to grow. I would like to thank Mrs. Cheryle Beaumont for her dedication to this project and ongoing management of all aspects of the construction. I appreciate our community who adjusted as needed to changes in parking, drop off, and all the other requirements based on the school development and restrictions due to the pandemic.

As I reflect on the 2020/2021 school year, I wish to sincerely thank the leadership of the school including all staff members and the Board. I am also very grateful for the parent community's support that continues to propel us forward to the vision that we all share for Urban Academy. Thank you for helping keep our community and children safe, and we are all very much looking forward to the 2021/2022 school year.

Dr. Abigail Shu
CHAIR, UA BOARD OF DIRECTORS

FACILITIES REPORT

Not unlike previous years, 2020/2021 was another significant year in the further build out and development of the Urban Academy facility. It began with a significant step in the fall with the approval of the final phase of construction by New Westminster Council. Our community members were wonderful supporters and spokespeople for this initiative and we are grateful to you for your support through the public hearing process.

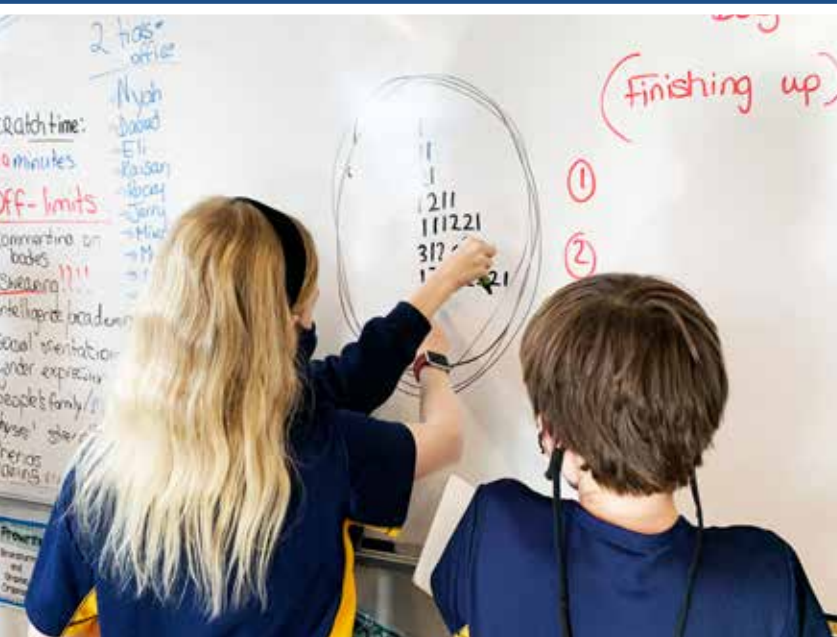
Another significant step was the approval of our financing to build the fifth floor of the building. Once the financing was approved our contractor, ProCan, was selected and hired. With all of these significant aspects in place we were able to begin construction on our final phase of build out in early 2021.

Staying with construction, Wesgroup, our next door neighbours at 100 Braid St, began construction of their project in early 2021. We have worked hard to build a positive working relationship with Wesgroup as our original partners, and have continued to work with them maintaining safety for all.

Alongside the start of the fifth floor, work was also taking place in other areas of the building. The theater completion was approved then commenced in late June and completed over the summer. This included lighting, rigging, IT equipment, a sound booth, curtains and additional storage. The completed theatre enables us to host performances and productions as well as use the space as a lecture hall, meeting space and for presentations. With the support of the Annual Appeal, we were also able to sound treat a number of rooms on the main floor and convert a practice room into a fully functional recording space.

Thank you to our community for your flexibility this year as parking lots and systems changed with the construction needs. I also wish to thank Mrs. Cheryle Beaumont for her work in moving the project forward with great determination and success. We are all very much looking forward to a complete and wonderful facility in the not too distant future.

Mr. Mike Slinger
HEAD OF SCHOOL



TREASURER'S REPORT



“It is important to note that schools depend on financial input from three sources: tuition, government grants, and the generosity of our community families.”

The 2020/2021 school year was another one for the history books. We started back at school with pandemic measures in place, and only had a very limited remote learning environment compared to the initial outbreak we saw in 2020. School Leadership managed the changing environment with remarkable adeptness and fluid communications.

We continued to evaluate the effects of Covid on our finances and our community in the past school year. The primary driver of our finances is enrollment. As such, we paid very close attention to ensuring our community would be able to continue to send their children to Urban Academy through thoughtful and compassionate work with the families. We saw enrollment increase past our original budgeted goals. Whilst we saw increased costs due to the additional cleaning and safety equipment required, this was mostly offset from additional funds from the governments to assist in keeping our students and staff safe.

The school completed the year with a surplus of \$1,802,578, a very positive result. This is something we are proud of, however, not something we need to rest our laurels on, as our growth agenda continues into the 2021/2022 school year with a number of significant financial needs ahead of us.

Our Advancement Program is made up of the Annual Appeal, PAX fundraisers, and our annual Gala event. The Annual Appeal continued to grow significantly, despite the pandemic, a greater number of families contributed, and are contributing in a greater amount than in years past. Our ‘virtual’ Gala event was also a fantastic success, with our community actively participating in the auction and the open appeal – a big shout out goes to the fantastic connectivity and inventiveness of our Gala Committee to drive this success. It is important to note that schools depend on financial input from three sources: tuition, government grants, and the generosity of our community families. Further details on the advancement initiatives of the school can be found in the Advancement Report within this publication. I am happy to report that we exceeded our goals for Advancement this past year.

As Treasurer, I would like to extend my thanks to the Finance Committee, which it is my pleasure to chair. The team reviews the financial statements, provides insightful guidance to the Board on the annual budget, fee schedules, and considers the financial inputs that govern school finance. My thanks also go to our Head of School, Mr. Mike Slinger, and our Finance Manager, Mr. Peter Thrower, for their work with the Committee.

Finally, I would like to announce that after serving as Treasurer of Urban Academy since 2017, I have stepped down from this role, and I pass the reins of Treasurer over to Mr. Steve Chen. I am committed to working closely with Steve to ensure a smooth transition of this key role for our community.

Mr. Roderick (Rory) Langran
TREASURER AND CHAIR OF FINANCE COMMITTEE

STUDENT ACHIEVEMENT REPORT

“We were able to learn more about each of our students, and adjust instruction accordingly.”

We are very proud of all that our students experienced and achieved for the 2020/2021 school year. Although it may have seemed slightly less active than previous years, for our first full pandemic year we acknowledge that successes may have looked a little bit different.

First and foremost our priority, and that of our families, was student health and safety. We are proud of how our students and families were able to weather this challenging year together and the role Urban Academy was able to play. Students were able to participate in full time, in-person learning with a full complement of courses and limited impact to their studies. They displayed resilience and commitment to their education regardless of the global challenges we all faced.

In recognition of a growing middle and senior school, as well as the importance of supporting student mental health in a pandemic, Urban Academy added a mental health Personal Counsellor mid year to focus on student mental health. The formal establishment of this department was a significant step in the positive mental health of our student body, and students took well to the resources available to them.

Urban Academy students were willing to take on new skills and try their hand at a wide variety of activities. Over the course of the year, although the competitive element may have been slightly subdued, record numbers of students took part in sports teams and clubs. Soccer, Track and Field, Cross Country, Ultimate, Basketball and Volleyball teams ran at middle and senior levels. Intramural sports were offered from Grade 3 and up, and all students were encouraged to take part in extracurricular activities. Show Choir continued to be offered, and a wide variety of clubs took place within cohorts throughout the school.

Our Band program continued to flourish, with students continuing to participate in performances, although more virtually. Students of all ages learned how to perform ‘on camera’ and became used to showcasing their talents while being filmed so that their families and the community could see all that they have accomplished. They also began taking part in far greater STEM and ADST opportunities with skilled staff facilitated by the opening of the UA Makerspace.

Field study was modified to adhere to restrictions, however UA students were still able to take part in outdoor activities local to our geographic area as well as a number of day camp, sporting and other outdoor education outings.

In addition to the global pandemic, 2020/2021 was also a year that focused on social justice and inclusion. UA students took part in many activities celebrating cultural differences, building awareness about historical and current inequities, and focused on acceptance, even leading our first ISABC GSA conference.

And finally, a significant move that impacted student learning is the expansion and deepening of assessments for students of all ages. We were able to learn more about each of our students, and adjust instruction accordingly. This is a commitment that we will continue to make to hone into best practices in instruction.

Thank you to all of our students who committed to their education over the 2020/2021 school year despite all of the adjustments and disruptions. We are incredibly proud of your resiliency and commitment to your futures.

Ms. Suzanne MacLeod

PRINCIPAL

Mr. Mike Slinger

HEAD OF SCHOOL

GOVERNANCE COMMITTEE REPORT

The role of the Governance Committee is to monitor the Board governance structures and practices including bylaws, policy, procedures and risk management. During the 2020/2021 school year, the Governance Committee spent a large portion of time reviewing these practices through the lens of Covid and a global pandemic.

Urban Academy is currently working to achieve accreditation with the Canadian Association of Independent Schools (CAIS). Members of the Governance Committee joined the school's CAIS Task Force to assist in the preparation of the candidate application in June 2021.

Dr. Abigail Shu
GOVERNANCE COMMITTEE CHAIR



BOARD DEVELOPMENT REPORT

The Board Development Committee is responsible for actively identifying individuals who both complement the needs and skills of our current Board, and support the strategic growth, vision and development of the school for the future. This process also requires constant reflection and review of policies and procedures to ensure they are current and in line with the needs and goals of the Board.

Over this past year, the Board Development Committee also engaged in delivering ongoing education alongside the Governance Committee, administered our annual Board Survey, and completed an analysis of the "Knowledge, Skills, and Abilities" of the existing Board to assist the committee in strengthening future recruitment of the Board.

Over the past year, the Board welcomed Mr. Wade Carson and Mr. Steve Chen as new Members at Large to the Board of Directors and Society. We said goodbye to two long standing members Mr. Ben Marsolais and Mrs. Deborah McKenzie, who in addition to her years of service on the Board, also served in the Chair position for eight years. We want to thank them both for their years of service, leadership, guidance, and the passion they brought to the Board and Urban Academy community. We wish them great success in their future endeavors.

Mr. Karim Merali
BOARD DEVELOPMENT COMMITTEE CHAIR

ADVANCEMENT REPORT

Advancement initiatives are key at Urban Academy in allowing us to invest in the extras that we would like to have available for our students. This year's initiatives funded a number of key items that not only supported a growing student population, but also helped UA share student learning in a challenging school year.

The Annual Appeal began in the fall, just as we were settling into the fact that our typical events and showcases would not be possible this school year. Therefore we focused the appeal on raising funds that will allow us to pivot and showcase student learning with our community. Through the generosity of our community, the Annual Appeal was a great success in raising just over \$150,000.

Our initial investment went into video and sound recording equipment as an important first step in capturing our student talent. We also invested in converting a practice room in the theatre into a small recording studio. By enhancing ventilation, installing sound treatment to walls, windows and doors, and building custom furniture, Urban Academy now has a fully functioning recording studio. Additional sound treatment was also provided for other shared teaching spaces. We were also able to add a new sound system to the gym to add a little bit more excitement to practices and games in addition to new athletic equipment. Our Makerspace and classroom technology resources were also augmented with additional tech and STEM equipment.

Our hard working PAX members, led by PAX Chair Mrs. Nav Gaday and supported by Ms. Sonya Das Gupta, spent time adjusting to the gathering restrictions and were still able to offer community building opportunities such as the online paint night over the course of the year. A highlight was the newly introduced Read-A-Thon that had students and community alike participating in the initiative which raised nearly \$20,000 to enhance our library and teaching resources. Through the Book Share and holiday drives they were also able to lead UA to activities that support deserving local community organizations. Their move to launching their own UA PAX website, getting the Lost and Found online, as well as the Used Uniform Store online were significant achievements this year.

And finally, our Gala Committee hosted their first virtual event, raising just over \$75,000 to upgrade our aging student technology and add additional devices to support our growing student population. The new iPads, Chromebooks and MacBooks will support our students on a daily basis, and the event itself was a wonderful experience that almost made us feel as if we were at an actual event together - a significant gift during this particular school year. Thank you to Gala Chair Mrs. Michel Watson who will be stepping down but has served three very unique years in this role, we appreciate all you have put into this event!

Thank you to all of our parent leaders, volunteers, donors and community members for your continuing support and spirit of generosity. Not only through your donations, but also the time, passion and talent you invest in Urban Academy is what makes the school what it is today. We appreciate you!

Ms. Sonja Kennedy
DIRECTOR OF DEVELOPMENT

Community Leaders	.....	\$10,000+
Community Innovators	.....	\$5,000-9,999
Community Builders	.....	\$2,000-4,999
Community Creators	.....	\$1,000-1,999
Community Stewards	.....	\$300-999

THANK YOU



Community Leaders:

\$10,000 +

Bobeldijk Family
Chen/Hsieh Family
Thompson/Wipp Family
Watson Family

Community Innovators:

\$5,000-\$9,999

Aitken/Hall Family
Ghataurah Family
Anonymous
Lewin Family
Liang/Yee Family
M & D Shu Family
Ngobi Family
Zhang/Liu Family

Community Builders:

\$2,000-\$4,999

Anonymous
Dhillon/Bir Family
Fletcher Family
Grant/McCartney Family
Hong/Marchand Family
Anonymous
Kanji Family
M & K Chan Family
McKenzie Family
Muller/Peana Family
Rhattigan/Parr Family
Shu Family
Ward Family
Xiao/Liang Family
Xu/Xie Family
Zhang/Sun Family

Community Creators:

\$1,000-\$1,999

Cao/Zhang Family
Carson Family
Chau/Wong Family
Cheung/Henry Family
Chiu/Nguyen Family
Danielson Family
Anonymous
Anonymous

Community Creators

Continued:

Huang/Lo Family
Huang/Ma Family
Anonymous
J & H Parmar Family
Kumar Family
Lee/Sue Family
Lehal/Mangat Family
Li/Wang Family
Li/Zhang Family
Ly/Sit Family
Manulife Financial
Merali Family
Merali/Janmohamed Family
Anonymous
Panjer/Anginer Family
Smith/Langran Family
Anonymous
Qin/Xie Family
Reynolds/Zawadiuk Family
Anonymous
Wardley Family
Yam/Ng Family
Yao/Zhang Family
Zhang/Jiang Family
Zhang/Wu Family

Community Stewards:

\$300-\$999

A & L Chan Family
Anonymous
Bains Family
Anonymous
Bhatia Family
Billard Family
Bolton/Sanderson Family
Bo/Wang Family
Bryant Family
Cepeliauskas/Rithaler Family
Cui/Mo Family
Datu Family
Dosanjh Family
Anonymous
Emelyanov Family
Anonymous
Gao/Kong Family
Gill/Gadey Family

Community Stewards

Continued:

Gill/Mahadevan Family
Anonymous
Grant Family
Guo/Wu Family
Halstead Family
Hayre Family
Iwanaka Family
Anonymous
Jia Family
Jiang/Liu Family
Jiwa Family
Jomori/Walsh Family
Jury Family
Khanmohamed/Punjani Family
Karamali/Muscatwalla Family
Kazakov Family
Kennedy Family
Kirk Family
Laga Family
Li/Lin Family
Marsolais Family
Anonymous
Nomura Family
Nowson/Gretton Family
Patel Family
Anonymous
Purewal Family
Rehlan/Madani Family
Robertson Family
Anonymous
Sara Family
Stephens/Evans Family
Terepocki Grant Family
Tiryaki Family
Anonymous
Anonymous
Wu/Huang Family
Yi/Yan Family
Yin/Zhang Family
Anonymous
Anonymous
Zhao/Zhang Family



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