

# Capital Area Intermediate Unit

## Blueprint for Building a Culture of Belonging & Dignity

### 2023-2024



<b>Vison</b>	Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. <i>#ChangingLives</i>
<b>Mission</b>	CAIU provides innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them be great. <i>#BeGreat</i>

Pillars of Practice	Indicators of Progress
<b>I. Organizational Commitments and Practices</b>	<p>Strengthening the CAIU by:</p> <ul style="list-style-type: none"> <li>• Commit to practices that reflect belonging and dignity across the organization</li> <li>• Consistent communication to support our organization commitment to work toward a culture of belonging and dignity with all staff/partners.</li> <li>• Ensuring the resources (human, financial, time, attention) necessary to build and sustain a culture of belonging and dignity are available and utilized in the intentional development of organizational and individual practices that support a culture of belonging through honoring the dignity of every individual</li> </ul>
<b>II. Equitable Access</b>	<ul style="list-style-type: none"> <li>• Ensuring equitable access for all to conditions for learning and educational opportunity as well as all necessary supports and services in order to thrive</li> <li>• Commitment to using all data to drive decision making in support of a culture of belonging and dignity</li> <li>• Ensuring that our processes honor the dignity in all human beings</li> </ul>
<b>III. Partnerships</b>	<ul style="list-style-type: none"> <li>• Engaging in collaborative partnerships, internal and external, that support belonging and dignity.</li> <li>• Engaging our families and communities to share our practices around belonging and dignity with the intention of growing the coalition of people willing to engage in the work</li> </ul>
<b>IV. Building Capacity</b>	<ul style="list-style-type: none"> <li>• Committing to individual growth through increasing our understanding and skills to ensure our practices are consistent with a culture of belonging and dignity.</li> <li>• Engaging in learning to strengthen our practice of honoring the dignity of self, others, and the greater work of the CAIU</li> </ul>

# CAIU 2023-2024 BLUEPRINT FOR BUILDING A CULTURE OF BELONGING



2023-2024 Goals “x to y, by z”	Alignment to Strategic Priorities Organizational Health Standards and Pillars of Practice	Steps to Get There/Communication Plan/Lead Measures/Training Needed	Owner(s) Person(s) Team(s) Committee(s)
<p>Growing our culture of Belonging and Dignity through: Increasing communication to and with staff on related topics, as measured by:</p> <ul style="list-style-type: none"> <li>• Increase admin visits to classrooms and programs</li> <li>• Increased articles in ALL IN</li> <li>• Creating quarterly podcasts/blogs/other communiques</li> </ul>	<p>Strategic Priorities: I, II, III, IV Pillar of Practice: I</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> <li>• Increase communication to/with staff, particularly ways in which to hear from staff                             <ul style="list-style-type: none"> <li>○ Focus groups, listening circles, classroom visits</li> <li>○ Develop a blog?</li> <li>○ Utilize existing podcast abilities</li> </ul> </li> <li>• Ongoing training for leadership to build capacity and move the work forward</li> <li>• Belonging “ambassadors” to travel to staff meetings to share encouragement and to hear ALL voices</li> <li>• Identify simple access points for all, to engage and empower staff</li> </ul> <p>Resources:</p> <ul style="list-style-type: none"> <li>• Devote financial, human and time resources to action steps</li> </ul> <p>Communication:</p> <ul style="list-style-type: none"> <li>• All In/Website; guest writers of articles related to B&amp;D</li> </ul>	<ul style="list-style-type: none"> <li>• Organizational Commitments and Practices Subcommittee</li> <li>• Teams</li> <li>• Cabinet/Directors</li> </ul>

<b>2023-2024 Goals</b> <b>“x to y, by z”</b>	<b>Alignment to Strategic Priorities &amp; Organizational Health Standards</b>	<b>Steps to Get There/Communication Plan/Lead Measures/Training Needed</b>	<b>Owner(s) Person(s) Team(s) Committee(s)</b>
<p>We will improve equitable access for students, staff, and partners, through the focusing on students and working with staff to understand beliefs and necessary actions, by June, 2024.</p>	<p>Strategic Priorities: I, II, III, IV</p> <p>Pillar of Practice: II</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> <li>• Define terms (eg, Access to education, barriers)</li> <li>• Focus on students with actions</li> <li>• Listening sessions with staff <ul style="list-style-type: none"> <li>○ Peer to peer interview regarding access <ul style="list-style-type: none"> <li>▪ Disabilities</li> <li>▪ Socio-economic status</li> <li>▪ Cultural or racial, religious or other non-heteronormative minority status</li> </ul> </li> <li>○ Collect data from interviews, review with staff to create action steps</li> <li>○ Ask Leads to contribute to interview format</li> </ul> </li> </ul> <p>Resources:</p> <ul style="list-style-type: none"> <li>• Devote financial, human and time resources to action steps</li> </ul> <p>Communication:</p> <ul style="list-style-type: none"> <li>• Sharing our stories among the CAIU and with families (cultural/personal)</li> </ul>	<ul style="list-style-type: none"> <li>• EA Task Force</li> <li>• Teams</li> <li>• Cabinet/Directors</li> </ul>

<b>2023-2024 Goals</b> <b>“x to y, by z”</b>	<b>Alignment to Strategic Priorities &amp; Organizational Health Standards</b>	<b>Steps to Get There/Communication Plan/Lead Measures/Training Needed</b>	<b>Owner(s) Person(s) Team(s) Committee(s)</b>
<p>We will increase and improve our relationships with internal and external partners to increase the following by June, 2024:</p> <ul style="list-style-type: none"> <li>• IU awareness in the community</li> <li>• Access of services (to/from)</li> <li>• Number of partnerships</li> </ul>	<p>Strategic Priorities: I, II, III, IV</p> <p>Pillar of Practice: III</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> <li>• Create a page on the website to encourage connection with community partners to: <ul style="list-style-type: none"> <li>○ Increase outreach by providing a form in which staff can to provide community organization contacts and resources</li> <li>○ Create a “contact us” section on the front page for community organizations to connect with the IU</li> <li>○ A calendar or other way to develop opportunities for staff to engage in community events as an IU representative</li> </ul> </li> <li>• Identify barriers to engagement in community service projects</li> <li>• Partnership Subcommittee to develop metrics to demonstrate progress</li> </ul> <p>Resources:</p> <ul style="list-style-type: none"> <li>• Partnership Subcommittee leads for community organizations</li> </ul> <p>Communication:</p> <ul style="list-style-type: none"> <li>• Look to increase communication about community service and connection through ALL IN and other media such as pod casts, blogs, internal “facebook” like feed, or short videos that can be shared on social media</li> <li>• Identify different ways to empower others to be seen, heard and under</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships Subcommittee</li> <li>• Teams</li> <li>• Cabinet/Directors</li> </ul>

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<p>Increase the menu of opportunities for staff to engage in personal and professional development in topics related to Belonging and Dignity as leaders and learners, as measured by:</p> <ul style="list-style-type: none"> <li>• Increased offerings and modalities</li> <li>• Increased time on topic (set baseline this year)</li> </ul>	<p>Strategic Priorities: I, II, III, IV  Pillar of Practice: IV</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> <li>• Create B&amp;D Ambassadors to lead: <ul style="list-style-type: none"> <li>○ Book clubs</li> <li>○ Empathy Conversations/Brave Space Protocol</li> <li>○ Lunch and Learn</li> <li>○ Movie Night and Discussion</li> <li>○ Creating list of “connection before content” activities</li> </ul> </li> <li>• Expand PD offerings in both content and modality</li> <li>• Recruit new committee members to participate in planning and provide PD</li> <li>• Creating a catalog of Belonging related trainings in a variety of modalities</li> <li>• Opportunities for PD offerings that support growing self-awareness (listening, deep dives into belonging and dignity, empathy, reflective sessions)</li> </ul> <p>Resources:</p> <ul style="list-style-type: none"> <li>• Belonging Resource Hub</li> <li>• Time for Ambassadors to prioritize (supplemental contract, flex, service project)</li> </ul> <p>Communication:</p> <ul style="list-style-type: none"> <li>• All In/Website</li> <li>• Better communication around the importance of Belonging</li> <li>• Follow up emails post belonging training</li> <li>• Ensure each team is receiving the same message</li> </ul>	<ul style="list-style-type: none"> <li>• Building Capacity Subcommittee</li> <li>• Teams</li> <li>• Cabinet/Directors</li> </ul>