



Strategic Plan

2023-2024

Our *Mission*

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. #BeGreat

Our *Vision*

Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. #ChangingLives

Our *Values*



Dedication

Commit to the well-being of students, peers, teams, and organizations.



Partnership

Establish trusting relationships and respect the perspectives of others.



Expertise

Develop knowledge and skills. Cross-train and collaborate to build capacity.



Innovation

Propose creative solutions, explore new ideas, and think beyond business as usual.



Leadership

Commit to support, discuss differences, and resolve conflicts. Take ownership of the process and outcomes.



Service

Make a difference in the lives of others by being responsive, positive, empathetic, and respectful.

Priorities *and* Strategies

Priority 1

Provide Innovative Services to Schools, Families & Communities



- Engaging in meaningful feedback with customers on quality of service
- Growing the quality and quantity of our services
- Nimble problem solving for our customers and teams

Priority 2

Attract, Support, & Develop Our Employees to Thrive Professionally & Personally



- A personalized professional development plan for individual employees, based on need
- A balanced and engaged complement of staff
- A culture where staff maintain high levels of dignity and belonging

Priority 3

Model Strong Stewardship of All Resources



- Sound business logic applied to new, innovative ideas and programs
- Bi-annual check-ups regarding “The State of the Unit”- CAIU progress and celebration of goals
- Finding ways to financially support good ideas until they become sustainable

Priority 4

Communicate the Value & Impact of CAIU’s People, Processes, & Programs



- Bringing voice to the CAIU values in qualitative and quantitative ways
- Align communications around the CAIUs vision, mission, and values
- Making it easier to do business with us, both internally and externally



Living Our
Mission

Communicating
Our *Vision*

Learn More at
www.caiu.org