



## 2024-2027 CAIU Comprehensive Plan *Executive Summary*

**Overview:** Three strategic priorities have been selected as areas of focus for the upcoming three-year comprehensive plan. These areas were determined based on strengths and challenges identified in the Comprehensive Plan Needs Assessment.

This plan reflects a closer alignment between the Pennsylvania Department of Education (PDE) required Comprehensive Plan and the CAIU Strategic Plan.

**Priorities:**

<u>Priority 1:</u>	Recruitment and retention of staff.
<u>Priority 2:</u>	Comprehensive and personalized professional learning.
<u>Priority 3:</u>	Leadership capacity building opportunities.

### **Overview of Priorities:**

- Priority 1: By evaluating, refining / enhancing, and measuring the effects of CAIU recruitment and retention efforts, the CAIU will positively impact recruiting and retention.
  - Goals:
    - Evaluate and revise the comprehensive mentoring program for the organization.
    - Complete a cyclical audit of recruiting and retention systems and procedures.
    - Evaluate the established onboarding and orientation process for new employees.
- Priority 2: By creating comprehensive professional development opportunities for stakeholders, we will better support the overall growth of the organization, our educational partners, and the individual growth of each participant.
  - Goals:
    - Leverage technology to personalize learning, provide on-demand access to resources, and coordinate relevant and engaging learning opportunities for all staff members.
    - Establish and execute a plan to coordinate and deliver required / mandated trainings. The plan will address the coordination of the training topics, the tracking of completion, and a method to continue to update staff members and educational partners on their progress.

- CAIU staff members will align individualized goals with the organization's needs and priorities to ensure learning directly impacts professional growth, student achievement, and positive relationships with our educational partners in the region and beyond.
- Priority 3: By providing meaningful opportunities for administrators to build their own capacity, there would be a positive impact on instruction, a culture of belonging and dignity, and overall leadership.
  - Goals:
    - By utilizing meaningful and informative feedback channels, the CAIU will enhance its current process to build leadership capacity in staff.
    - Through a comprehensive analysis of existing supervision and evaluation practices and procedures, the CAIU will enhance its current practices to ensure that these processes improve instruction, employee growth and proficiency, and overall student success.
    - By leveraging role specific collaborative meeting times, the CAIU will enhance the leadership capacity in those individuals that are internal to the organization and are external partners.

**Timeline:**

- February 22, 2024
  - Comprehensive Plan is an information item on the board agenda and the 30-day public review period commences.
- March 28, 2024
  - Board vote on the Comprehensive Plan
- March 31, 2024
  - With approval, CAIU will submit the Comprehensive Plan to the Pennsylvania Department of Education