



Strategic Plan

2024-2025

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.

Organizational Goals

Organizational Goal 1



Making It Easier to Do Business With Us



- Define a process, tools, and timeline for gathering feedback on the CAIU services and support (internally and externally) and structure the process to reflect a continuous improvement cycle, better enabling the CAIU to consistently meet our partners' needs.
- Establish and develop a clarity around the articulation of the CAIU's core business.
- Carry organizational goals across multiple years to provide for continuity and articulation of goals throughout the organization.

Organizational Goal 2



Improving Staff Retention, Recruitment, and Recognition



- Utilize recruitment, induction, and new employee orientation as key processes to support organizational development and as a mechanism to enhance our capacity.
- Utilize the Focus Team structure to collaboratively define and implement staffing retention strategies across the concepts of recognition, comprehensive professional learning, comprehensive mentoring, induction, recruitment, and onboarding where metrics are utilized to determine effect.
- Develop a process / protocol for the analysis of all current and potential vacancies to determine how best to utilize the resource of the position.

Organizational Goal 3



Fostering a Culture of Dignity and Belonging



- Define a framework for belonging that supports the analysis of existing programs or the development of future programs to incorporate belonging.
- Utilize the framework to support the integration of efforts to foster a culture of belonging and dignity in other goal areas and throughout the organization.
- Revise goal processes to ensure a connection of organizational goals to department goals, program goals, and individual goals to support both a clear articulation of those goals throughout the organization, as well as personal connection to the organizational goals.

Living Our
Mission

Communicating
Our *Vision*

Learn More at
www.caiu.org