



Strategic Plan

2025-2026

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



- Foster aligned and collaborative leadership
- Advance feedback-informed continuous improvement
- Strengthen goal alignment
- Enhance organizational safety and preparedness

Organizational Goal 2



Improving Staff Retention, Recruitment, and Recognition



- Coordinate and align the recruitment, onboarding, orientation, and integration/induction processes
- Establish strategic partnerships to support talent pipelines
- Enhance onboarding through clear role expectations
- Advance technology professional learning and staff proficiency
- Expand personalized learning plans and professional growth

Organizational Goal 3



Strengthening the Core Elements of Workplace Wellbeing



- Promote learning and development in wellbeing practices
- Facilitate on-going dialogue around workplace wellbeing
- Enhance safety through program-level engagement
- Evaluate the impact of workplace wellbeing strategies
- Leverage feedback regarding workplace wellbeing to drive improvement

Living Our
Mission

Communicating
Our *Vision*

Learn More at
www.caiu.org