

Capital Area Intermediate Unit: 2026 - 2027 STRATEGIC PLAN



Vision	Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. <i>#ChangingLives</i>	
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. <i>#BeGreat</i>	
Values	Dedication: Engage with your work and others; Commit to the well-being of ALL. Be passionate about achieving our Vision. Take care of yourself so that you can give to others.	Partnership: Establish trusting relationships; Model accountability. Respect and value diversity. Honor the perspectives and respond to the needs of others.
	Service: Commit to serving others; Be responsive and present. Create positive experiences; Connect with empathy, dignity, and respect; Make a difference in the lives of others; Live our Mission.	Leadership: Take ownership of the process and outcomes; Shine in whatever you do. Commit to support and coach one another. Be bold & courageous, discuss differences, and resolve conflicts.
	Innovation: Be flexible and nimble; Propose creative solutions. Embrace curiosity. Explore new ideas. Think beyond business as usual. Identify possibilities.	Expertise: Develop knowledge and skills; Cross train and collaborate to build capacity; Commit to learning and sharing best practices. Ask questions. Get better. Be great.
Strategic Priority		Indicators of Success
I. Provide Innovative Services to Schools, Families & Communities		- Engaged in meaningful feedback both internally to the organization and externally - Growing the quality and quantity of our services - Nimble problem solvers for our customers and teams
II. Attract, Support, and Develop Our Employees to Thrive Professionally and Personally		- A personalized professional learning plan for individual employees, based on need - A balanced and engaged complement of staff - A culture where staff maintain high levels of workplace wellbeing
III. 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 celebration of goals - Finding ways to financially support good ideas until they become sustainable
IV. Communicate the Value & Impact of CAIU's People, Processes, and Programs		- Bring voice to the CAIU values in qualitative and quantitative ways - Align communications around the CAIU's vision, mission and values - Make it easier to do business with us, both internally and externally

CAIU 2026 - 2027 STRATEGIC PLAN



2026 – 2027 Goals	Steps to Get There/Communication Plan/Lead Measures/Training Needed
<u>CAIU Organizational Goal #1:</u> The CAIU will continuously improve our systems, services, and partnerships to better serve our students, employees, schools, families, and communities, as demonstrated by evidence outlined in goals* June 30, 2027. Evidence will be reflected in: • Team goals* • Program goals* • Individual goals*	<u>Strategic Action:</u> • <i><u>Advance feedback-informed continuous improvement:</u></i> Strengthen a feedback and improvement framework that gathers, analyzes, and acts on input from internal and external partners to continuously improve services, relationships, and organizational impact. • <i><u>Expand and enhance organizational programs and services:</u></i> Strengthen the CAIU's capacity to meet changing stakeholder needs by developing and advancing innovative, high-quality programs, services, and collaborative partnerships. • <i><u>Lead the strategic and responsible implementation of artificial intelligence:</u></i> Provide leadership that advances the ethical, secure, and innovative use of AI across the CAIU and with partner organizations while building capacity, improving decision making, and enhancing services. • <i><u>Enhance professional learning for staff and partners:</u></i> Design and deliver responsive professional learning that builds capacity, supports organizational priorities, and fosters continuous growth for staff and partners. • <i><u>Strengthen workforce development partnerships:</u></i> Expand partnerships with schools, higher education, employers, and community organizations to strengthen career pathways and address regional workforce needs. <u>Engagement and Communication:</u> • Feedback processes, themes, and improvement updates • AI initiatives, guidance, and implementation updates • New programs, services, and partnership highlights • Professional learning opportunities and impact stories • Workforce partnership updates and success stories • Stakeholder engagement and collaboration opportunities <u>Engagement and Communication Platforms:</u> • Leadership Team Meetings / Focus Team Meetings • Professional Learning • All In • Job Alike Groups • Goals Meetings • Board of Directors Updates

2026 – 2027 Goals	Steps to Get There/Communication Plan/Lead Measures/Training Needed
<u>CAIU Organizational Goal #2:</u> The CAIU will become an employer of choice by creating a culture that attracts outstanding talent, invests in employee growth, celebrates contributions, and encourages long-term commitment, as demonstrated by evidence outlined in goals, by June 30, 2027. Evidence will be reflected in: • Team goals* • Program goals* • Individual goals*	<u>Strategic Action:</u> • <u><i>Strengthen strategic talent pipelines:</i></u> Expand partnerships with schools, higher education, and workforce organizations to cultivate future educators and professionals while strengthening long-term talent pipelines. • <u><i>Standardize hiring practices:</i></u> Establish consistent hiring practices that promote equitable, efficient, transparent, and high-quality recruitment across the organization. • <u><i>Coordinate and align talent systems:</i></u> Integrate recruitment, hiring, onboarding, induction, and employee support into a cohesive talent development framework that strengthens organizational culture and supports long-term employee success. • <u><i>Strengthen the CAIU employer brand:</i></u> Promote the CAIU as an employer of choice by communicating its mission, culture, impact, and employee experience to attract and retain exceptional talent. • <u><i>Expand Personalized Professional Growth:</i></u> Create individualized growth pathways that leverage each employee's strengths, needs, and aspirations to maximize their potential. Support growth through clear expectations, meaningful feedback, coaching, and targeted learning opportunities. <u>Engagement and Communication:</u> • Talent pipeline partnerships and workforce updates • CAIU employer brand and culture messaging • Recruitment opportunities and career pathway communication • Hiring process updates and shared expectations • Employee growth opportunities and development resources • Success stories highlighting employee experiences <u>Engagement and Communication Platforms:</u> • Leadership Team Meetings / Focus Team Meetings • Professional Learning • All In • Job Alike Groups • Goals Meetings • Board of Directors Updates

2026 – 2027 Goals	Steps to Get There/Communication Plan/Lead Measures/Training Needed
<u>CAIU Organizational Goal #3:</u> The CAIU will strengthen the core elements of-workplace wellbeing through its commitment to its staff, students, and partners by June 30, 2027. Evidence will be reflected in: • Team goals* • Program goals* • Individual goals*	<u>Strategic Actions:</u> • <u>Enhance organizational safety and preparedness through collaborative engagement:</u> Strengthen organizational safety and preparedness through training, clear protocols, effective communication, and continuous staff engagement to foster a safe and responsive environment. • <u>Advance accessibility and inclusive practices:</u> Advance accessibility and inclusive practices by ensuring equitable access to information, technology, services, learning, and environments for employees, students, families, and partners. • <u>Develop future leaders through intentional leadership pathways:</u> Develop future leaders by providing intentional leadership pathways that build capacity, prepare employees for future opportunities, and strengthen organizational leadership. • <u>Strengthen organizational capacity through aligned learning experiences:</u> Design aligned learning experiences that build leadership capacity, strengthen organizational culture, and foster collaboration across the CAIU and partner organizations, guided by the Portrait of a Leader. <u>Engagement and Communication:</u> • Regular strategic progress updates and organizational reporting • Employee feedback opportunities and engagement conversations • Sharing success stories, growth, and organizational impact • Leadership team communication and implementation pathways • Accessible resources and information-sharing platforms • Board and partner progress updates <u>Engagement and Communication Platforms:</u> • Leadership Team Meetings / Focus Team Meetings • Professional Learning • All In • Job Alike Groups • Goals Meetings • Board of Directors Updates