



Strategic Plan

2026-2027

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



Continuously improve our systems, services, and partnerships to better serve our students, employees, schools, families, and communities.



- Advance feedback-informed continuous improvement.
- Expand and enhance organizational programs and services.
- Lead the strategic and responsible implementation of artificial intelligence.
- Enhance professional learning for staff and partners.
- Strengthen workforce development partnerships.

Organizational Goal 2



Become an employer of choice by creating a culture that attracts outstanding talent, invests in employee growth, celebrates contributions, and encourages long-term commitment.



- Strengthen strategic talent pipelines.
- Standardize hiring practices.
- Coordinate and align talent systems.
- Strengthen the CAIU employer brand.
- Expand Personalized Professional Growth.

Organizational Goal 3



Strengthen the core elements of workplace wellbeing through its commitment to its staff, students, and partners.



- Enhance organizational safety and preparedness through collaborative engagement.
- Advance accessibility and inclusive practices.
- Develop future leaders through intentional leadership pathways.
- Strengthen organizational capacity through aligned learning experiences.

Living Our
Mission

Communicating
Our *Vision*

Learn More at
www.caiu.org