



Capital Area Intermediate Unit

## Strategic Plan 2021-2022

### *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



# Values

*everyday we...*

-  **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.

*Changing lives and helping others to be great!*

# Strategic Plan Priorities *and* Strategies through 2022

## Priority 1

**Provide Innovative, Quality Services to Schools, Families, and Communities**

- Develop a cybersecurity strategy for CAIU and member districts
- Research and implement a new certification program at Loysville Youth Development Center
- Focus development of positive behavior supports at the Preschool Early Intervention level
- Redefine the emotional support continuum of services offered at CAIU

## Priority 2

**Attract, Support, and Develop our Employees to Thrive Professionally and Personally**

- Personalize professional development for staff groups at CAIU
- Focus on making it easier to do business with us (internally and externally)
- Align organization-wide, goal-setting process to the CAIU Strategic Plan (alignment)

## Priority 3

**Model Strong Stewardship of all Resources**

- Develop Early Intervention referral efficiencies to provide evaluations to children up to 5 times faster
- Design a process to analyze and share the overall organizational health of the CAIU and its programs
- Define and execute annual trainings to improve organizational capacity

## Priority 4

**Communicate the Value and Impact of CAIU's People, Processes, and Programs**

- Design a process to provide quarterly strategic updates to the CAIU and Board of Directors on the "State of the IU"
- Develop a fidelity checklist for use in Autism and MDS programs
- Develop various scorecards to demonstrate the impact of CAIU's Strategic Plan efforts



*Living our mission.  
Communicating our vision.*

**YOU  
make us  
GREAT.**  
Learn more at  
[www.caiu.org](http://www.caiu.org)