



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