

# Communities In Schools of South Central Texas

## Strategic Planning 2019-22 – revised February 23, 2021

### VISION Statement:

Communities where children have all they need to be happy and achieve their goals and dreams.

### OVERARCHING Goal:

To join other preeminent leaders for change, transforming students' lives for generations to come.

### GUIDING PRINCIPLES:

1. We believe relationship development is essential to our success.
2. We will always maintain a professional presence with trust and reliability.
3. We will maintain a high moral character based on sound ethical practices.
4. We believe every student has the potential to be successful in school and in life.
5. We will not sacrifice quality when facing difficult choices.
6. We will seek opportunities to reach beyond what is expected of us.

### EMERGING PRIORITIES:

1. **Remain Relevant** by effectively demonstrating in practice and in reporting, the significant impact our services have on students, their families and the community especially in challenging situations. A new documentation system may be required to achieve this priority.
2. **Raise more funds** by developing a network of relationships among influential community members to reach out to donors, corporations, other nonprofits, and government partners to financially support the goals of CIS. By cultivating new funders who are continual/annual, sustainable, supportive, and dependable, CIS will acquire additional funds to serve more students and increase the efficiency and productivity of staff through improved technology.
3. **Retain Staff** through providing a work environment in which they feel valued, supported, rewarded and secure.
4. **Cultivate Relationships** and communication to develop networks of support in under-resourced areas of Guadalupe, Caldwell and Gonzales counties. Proactively maintain and nurture relationships with all district administrations, focusing especially where those relationships could benefit from strengthening.
5. **Create Leadership Sustainability** through evaluation of staff roles & responsibilities and potential restructuring to achieve maximum efficiency and sustainability. As an important part of this work, revise succession plan to include all key leadership positions in the organization.
6. **Diversity, Equity & Inclusion** is central to our work at CIS. We must recognize and celebrate diverse backgrounds, help create equitable outcomes, and provide an inclusive environment in order for our students to thrive and succeed. When we raise our individual consciousness, we naturally become more creative and inclusive about how to solve systemic problems in education.