MISSION STATEMENT

To provide high school youth in foster care with the opportunity, tools, and support to successfully transition to self-sufficiency through higher education or other viable pathways.

VISION STATEMENT

We envision a world where youth in foster care have equitable opportunities to acquire education and skills to achieve fulfilling and productive adult lives.
CORE VALUES

Empowerment
We believe in providing the freedom and tools that support successful progression towards individual and collective goals.

Collaboration
We build relationships to collectively work as a community to support our scholars. We know we cannot do this work alone, and therefore we depend on our partners.

Commitment
Commitment We are committed to achieving educational and early-adulthood success for youth in foster care. This is critical to inspire transformational change for our Network and scholars.

Family
It takes a village to raise a child and to that end, we embrace the backgrounds and perspectives of all the individuals within the First Star Family. We foster a welcoming environment that honors and appreciates their individual experiences, beliefs, and values.

Diversity
We strive to examine our own biases and privileges and the different voices from our community to focus on diversity, inclusivity, and equity. Every decision made with our stakeholders bears this in mind.

Accountability
We embrace and integrate accountability into everything we do, individually and collectively, to honor our commitments to all stakeholders serving youth across the country who have experienced the foster care system.
STRATEGIC GOALS:

OUR VISION IS SUPPORTED BY FOUR STRATEGIC GOALS.

1. Reach and serve more youth in foster care.

2. Enable the youth we serve to rise to their highest potential.

3. Pursue and invest in partnerships that uplift our mission, further our influence, and create value for the collective network.

4. Strengthen our fiscal position and organizational effectiveness to sustain our today and scale our tomorrow.
PRINCIPLES GUIDING OUR GROWTH

FIRST STAR’S STRATEGIC GROWTH WILL BE GUIDED BY THE FOLLOWING PRINCIPLES

• Enhance the current academy model to improve overall effectiveness and impact.

• Go deeper and increase enrollment in academies that are thriving by adding new cohorts.

• Expand the Academy model utilizing criteria such as potential impact, understanding staff time and effort, and funding cost analysis to determine if pursuing the academy is viable/practical.

• Explore and develop new opportunities to diversify our offerings and expand our reach.

• Take a phased approach to launching new ideas/developments - research, pilot, test, measure and assess.

• Be willing to let go of things that are not working well or serving our mission.
STRATEGIC GOALS & OBJECTIVES

WHAT WE WILL DO TO ACHIEVE OUR STRATEGIC GOALS...

1. **Reach and serve more youth in foster care.**
   - Raise Awareness: Raise awareness and bolster our influence among our stakeholders.
   - Diversify and Expand: Explore and develop new opportunities and diversify programming to widen our reach.

2. **Enable the youth we serve to rise to their highest potential.**
   - Strengthen our Core: Fortify our academy model by reinforcing consistency and alignment among the network to improve overall effectiveness.
   - Keep our Scholars Engaged, Motivated and Retained: Support our students through continual outreach and development of innovative practices.

3. **Pursue and invest in partnerships that uplift our mission, further our influence and create value for the collective network.**
   - Advocacy: Develop and maintain relationships with public and private partners to advocate for youth in care to ensure they have equitable opportunities to acquire education and skills to achieve fulfilling and productive adult lives.
   - Grow and Engage the Network with targeted content and approach.

4. **Strengthen our fiscal position and organizational effectiveness to sustain our today and scale our tomorrow.**
   - Be our Best: Optimize our people, processes, and systems to support strategic growth and a healthy org culture.
   - Fundraising: Grow our donor base and diversify streams of revenue to ensure lasting financial sustainability.
   - Financial Stewardship: Implement an operating budget model that includes a reserve.