

**Institute for Humane Education
Strategic Plan
2021 - 2026**

Our Vision: A just, healthy, and humane world for all people, animals, and the environment.

Our Mission: To educate people to create a world in which all humans, animals, and nature can thrive.

Our Theory of Action: IHE is founded on the premise that education is the one system that can change all other systems. Any lasting and successful shift in our response to the many societal and environmental challenges we are facing in our world rests with young people and the ways they will think and act in the decades ahead. For that reason, we are dedicated to helping educators and institutions prepare those young people with the knowledge, skills, and motivation to be solutionaries and the next caretakers of our planet.

Our Goals and Strategies:

Make Solutionary Framework Foundational	Increase Graduate Student Number and Diversity	Promote Social and Racial Justice	Increase Demand for IHE's Offerings and Solutionary Approach	Grow Staff and Funding to Support Goals
Goal 1: To enhance the impact of solutionary thinking and action by making the Solutionary Framework foundational to an increasing number and diversity of schools, colleges, institutions, and	Goal 2: To expand the leadership of the humane education movement by increasing the number and diversity of students enrolling in our graduate programs.	Goal 3: To contribute meaningfully to social and racial justice by ensuring that our organization is inclusive and in the service of and with diverse communities and those most affected by injustice.	Goal 4: To increase demand for IHE's mission, programs, resources, and solutionary approach	Goal 5: To ensure the staffing and the funding to sustain the expansion of our work and the achievement of our goals.

communities both nationally and worldwide.				
<p>Strategies</p> <ol style="list-style-type: none"> 1. Develop mechanisms for gathering data on the number and diversity of institutions using the solutionary approach. 2. Expand marketing beyond teachers to include school and district decision-makers. 3. Connect marketing of framework with the Problem- or Project-based Learning already used in schools. 4. Connect framework to power standards used by states 5. Work with our institutional partners to connect students and classrooms across the globe to learn from and/or collaborate on global problems 	<p>Strategies</p> <ol style="list-style-type: none"> 1. Develop/review current baseline data regarding numbers and diversity (race, culture, gender, gender identity, physical and neuro ability) in each program. 2. Review and revise curriculum to ensure it is as fully inclusive and intersectional as possible, and that students a) see themselves represented, and b) develop the content base, skills and sensitivities to teach diverse learners. 3. Explore opportunities to advocate for and fulfill teacher certification requirements for competency 	<p>Strategies</p> <ol style="list-style-type: none"> 1. Train staff, faculty, and Board members on antiracist practices for educational organizations and identify specific actions for implementation. 2. Identify, develop, and analyze key metrics of diversity/inclusion, and take action to address disparities. 3. Facilitate and curate resources within the context of Humane Education to further advance teaching about equity and racial justice as well as competency in teaching diverse learners. 4. Establish partnerships with schools and institutions serving communities most impacted by injustice with the intention of a) 	<p>Strategies</p> <ol style="list-style-type: none"> 1. Develop marketing plan based on research. 2. Work to make <u>The World Becomes What We Teach</u> a bestselling book. 3. Increase widespread understanding of the terms “solutionary” and “Solutionary Framework.” 4. Develop reciprocal partnerships with nationally known educational organizations and leaders. 5. Identify and support organizations beyond K-12 schools in using the solutionary 	<p>Strategies</p> <ol style="list-style-type: none"> 1. Continue to create, fund, and staff new positions to support implementation of the strategic plan. 2. Develop and launch a fundraising campaign based on strategic planning goals. 3. Secure grants from foundations and corporations to support strategic planning goals.

<p>in ways that promote meaningful solutions, respectful relationships, and greater understanding across cultures. (Consider UN Sustainable Development Goals as a starting point.)</p> <p>6. Develop coaching resources for teachers who are implementing the solutionary framework.</p> <p>7. Create an electronic forum on our website where educators can share questions/ideas.</p> <p>8. Create an online planning tool linking each step of the Solutionary Framework to essential questions, curriculum standards, exemplar lessons, and suggested activities and</p>	<p>in working with diverse learners.</p> <p>4. Work with schools of education to offer a course providing an overview of Humane Education as an online elective or to accept it as a transfer credit.</p> <p>5. Coordinate with school districts, funders and organizations to support grants for students needing financial assistance.</p> <p>6. Develop marketing plan for graduate programs. (See Goal 4.1)</p>	<p>increasing diversity within the field of humane education and b) equipping more students with the knowledge and skill to solve the problems they see in the world.</p> <p>5. Explore the feasibility of using the solutionary framework as the structure to a series of forums or web-based meetings co-sponsored by IHE in which educators and policy-makers come together to design solutions to systemic racism in schools.</p> <p>6. Develop a <i>Racial Equity Impact Assessment</i> to be followed as a process when considering new programs and resources. (Incorporate our own MOGO language of who benefits and who might be harmed)</p>	<p>approach to benefit the students they serve.</p> <p>6. Highlight on our website and other places the way the Solutionary Framework is being applied in schools and in the world.</p> <p>7. Highlight our programs and resources, including our graduate school, on webinars and interviews we are sharing with the public.</p>	
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<p>resources categorized by grade and subject.</p> <p>9. Implement a Solutionary Semester that would bring students and educators together to learn and implement the Solutionary Framework.</p> <p>10. Consider implementation of a Summer Solutionary Training Week for educators.</p>				
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