

# Strategic Action Plan



Communities  
In Schools®

Tacoma

## Overview

**Communities In Schools of Tacoma is dedicated to empowering students to stay in school and achieve in life.** By bringing resources and support directly into schools, we work to remove barriers to success and ensure every student, regardless of their background or circumstances, has the opportunity to thrive. Our comprehensive approach addresses the academic and non-academic needs of students by providing access to essentials such as tutoring, mentoring, and community resources.

## Our Strategic Vision & Mission

Tacoma sees CIS of Tacoma as **the bridge for youth to thrive in life.**

We make **intentional daily investments** to **remove barriers, create safe spaces**, provide **resources**, and **meet students where they are** with community support and encouragement.

## Our Values & Guiding Principles

### **Pro-Equity Anti-Racism**

Intentional equal opportunity and treatment for all, regardless of race, sexual orientation, gender identity, and socioeconomic status.

### **Compassion**

Consistently leading with empathy to meet youth and each other where they are as we support their needs and goals in life.

### **Empowering Student Voice**

Creating space for student-led advocacy, with the team actively collaborating to develop sustainable, long-lasting impacts.

### **Community Engagement**

Fostering collaborative partnerships through shared values, trust, and integrity to bring resources and supports to students.

### **Celebratory**

Honoring, recognizing, and celebrating milestones with enthusiasm, and authenticity.

### **Courageous Growth**

Take bold risks, setting new trends, and pushing the boundaries of what's possible with a relentless drive.

## Priority Goal Areas 1-4

1. Prioritizing **Staff Retention**, we create an environment that champions representation of the communities we serve.

### **Outcome:**

Organizational efficacy, healthy relationships, livable wages, site coordinators with autonomy in program development, frequent and consistent insight to inform and improve future.

2. **Expand into Title 1 Tacoma Public Schools** high and middle schools, utilizing resources to best support the community.

### **Outcome:**

Foster social-emotional wellbeing and educational progress for students in partner schools.

3. **Build the FREE253 Initiative**

### **Outcome:**

Be established as a recognized youth violence prevention/intervention program in our partner schools and aids in the reduction of youth violence year after year,

4. **Build relationships** that increase intentional interaction amongst community & partners.

### **Outcome:**

Mission aligned funding, transparency and accountability in the work, strong org and community ties, increased brand awareness.