

# STATEMENT OF INTENT 2023-24

## Sustain Community

Building Community remains our mission. The sense of community must be sustained by a culture of community. Culture is “how we do things.” Community is stabilized by repetition and consistency. Diversity, Equity, and Inclusion considerations are to be constant in our thinking. Established patterns must include broad perspectives, including ones with which we disagree.

Rhythms and patterns of collaboration must be re-established in partnership with everyone at the building, district, community, and county levels. Youth and family voice are to be woven into the fabric of our community culture. The Collaboration ARCH and tiered thinking and Community Schools Essentials provide operational conceptualizations with shared understanding internally and externally. Cross-sector training reinforces shared frameworks, data, systems, and practices.

Easing our search for innovation, we must intensify an earnest mindset for improvement through better current practice and renewal of promising initiatives that are languishing before seeking new start-ups—areas to bolster efforts include health and mentoring initiatives, and more cohesive data collection is an area of attention. We must consolidate before we take on new challenges. Outside perspectives and guidance from national and regional experts are to reinforce aspects of our shared services model and offer strategies for solidification. “How to” toolkits replicate what works.

Core competencies create regular and predictable responses from our team. No matter who we are and no matter what role we serve, how we treat people matters. Using trainings like Mental Health First Aid and PBIS, we construct understandings shared across our team.

Consolidation, stability, and clarity are our aims. Organized communication patterns and channels for team and cross-sector communications are to cascade key messages and unify approaches. Purposeful messaging to broader audiences with social media channels and well-placed print resources is designed to build momentum and invite support. Branding guidelines create cohesion.

Transient success is avoided through strong operations. Operational vulnerabilities are to be identified and reduced. We will balance our team. Where we lack procedures, we will write them, field test them, and replicate functional procedures. We recognize that uncertainty is a persistent point of vulnerability addressed by clarity, communication, and training. Each job description will be refined, and lists of tasks that can always be completed will be available to make sure we are always pushing forward. Each job type will have a set of training to complete or lead for the team, and we will share those training sets with those we work alongside in schools and communities to create shared language and shared operational skills.

Consolidating practices smooths operations, organizes demands on data, and unifies systems to make programs predictable and replicable. Yet we know that we serve a population that needs us to remain nimble and responsive. We remember that “easy and safe” will result in disaster for those we are called to serve—for those we are called to love. We will remain ready to abandon patterns and improvise to meet needs when required, especially if our patterns are revealed to exclude rather than include the people we intend to guard and nourish.

We will know and maintain the rhythms and patterns of collaboration that hold us all together. With care and intentionality, we will Build Community, and we will sustain Community.