

STRATEGIC PLAN

2024-2028



BELONG Partners is an education equity nonprofit that believes in a future where everyone thrives because they know they matter and belong. For 15 years, we've partnered with schools and organizations predominately in marginalized communities, across the Pacific Northwest, to build equitable communities where students have dignity, voice, and agency. Our unique approach challenges traditional practices and systems in education that rely on compliance, punishment, rewards, and exclusion. We work alongside educators, forging strong relationships over time that challenge the status quo and ignite transformative change. Our approach integrates brain science, trauma-responsive, culturally relevant, and restorative practices, with social-emotional learning (SEL) strategies. Partnering with us empowers schools and youth-serving organizations to shift adult mindsets, cultivate equitable communities where students thrive academically and socially, and shrink racial disparities.

Over the last two years we embarked on a collective journey with board, staff, and stakeholders to rebrand our organization. We have updated our organizational language and visual identity to align with the evolution of our vision, purpose, approach and values.

Vision: We believe in a future where everyone thrives because they know they matter and belong.

Purpose: We build equitable communities that center the dignity, voice, and agency of young people.

Approach: We partner with schools and organizations to transform the ways adults teach, parent, and care for youth.

In the face of prevalent issues in the education system, such as widespread exclusionary discipline and persistent disparities in academic growth, compounded by a global pandemic and a lack of appropriate funding, the need for our services has become more urgent than ever before. To address this critical need, our strategic plan positions us to expand our impact, reach a larger audience, grow internal capacity, and increase earned and contributed income.

In the next 5 years, we will prepare for and undertake an independent evaluation of our approach to achieve evidence-based designation. This status will combine with tailoring our workshops for new and diverse key target audiences, and collaborations to explore advocacy in the education equity arena. These activities will establish us as leaders in the social emotional learning field, actively shaping the future of education.

To realize this ambitious plan, we are committed to investing in our internal capacity in a way that is aligned with our values. This encompasses implementing a shared leadership model, adding new positions in program and development, expanding board membership all while centering equity in our practices, systems and policies. Simultaneously, we will expand and diversify our revenue streams, aiming for \$1 million annually in contributed revenue through various grant sources and individual donors.

As BELONG Partners evolves, our vision and purpose remain unwavering: building equitable communities that center the dignity, voice, and agency of young people, so that everyone thrives because they know they matter and belong.

Goals and Objectives

GOAL 1 Expand our impact

Objective: Partner with Education Northwest (independent evaluator) to achieve evidence-based designation to be responsive to the needs of clients and donors in order to address the heart of our vision.

Objective: Develop the BELONG Partners Network status to transition District Model to a level of partnership where schools continue the work independently.

Objective: Increase opportunities for targeted audiences to participate in BELONG Partners workshops so young people build skills and experience safety, belonging and significance.

Objective: Offer BELONG Partners work culture workshops for profit to companies outside of education, so adults have safer and healthier work environments and generate revenue to subsidize work in schools.

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GOAL 2 Raise awareness of our work

Objective: Build a culture of all staff and board as ambassadors for the organization so everyone feels comfortable building relationships and pursuing opportunities for program growth and organizational development.

Objective: Pursue a seat at the table in the education equity space to influence policy, practices, and allocation of time and funding resources aligned with our approach.

GOAL 3

Grow our internal capacity in a way that centers equity and aligns with our values

Objective: Develop and implement a shared leadership structure that aligns with our values and allows multiple perspectives of people connected to the work to steward the vision of our organization which will increase shared responsibility, staff buy-in and morale.

Objective: Establish a culture where equity centered, anti-racist tools and practices are integrated into our staff and board systems to be more liberatory.

Objective: Scale our internal capacity to be able to deliver our approach to 50 local model schools and 8 district model schools to deliver service to conduct an evidence-based study.

Objective: Grow and maintain an engaged Board of Directors for long-term robust support of BELONG Partners.

GOAL 4

Expand contributed income to support sustainable scaling

Objective: Increase fundraising and development staff to reach our funding goals.

- FY24 Research needs, define job description for full-time Development Role.
- FY 25 Increase development staff by adding an additional 1.0 FTE.

Objective: Increase total contributed income to approximately \$1 million annually by 2028