

Reading Results Equity Lens

- Is this (policy, decision, material, interaction) racist, non-racist, or antiracist?
- How might this (policy, decision, material, interaction) increase, decrease, or ignore equity?

Who does this center? Who does this ignore?

(Inclusion/Representation)

Who is not included in this work?
What could contribute to this exclusion?
Is shared information accessible to all?
How can I be sure?

Where might I be ignorant in this situation? What are my assumptions?

(Assumptions)

Where am I getting my background information from?
Are those sources rooted in antiracism?
How are we verifying if data is reliable?
Is data disaggregated to encompass wide range of diversity?

Am I soliciting input of the most excluded/most impacted by systemic racism?

(Process/Communication)

Is the language used accessible and inclusive for diverse audiences?

What efforts will be made to ensure systemically excluded voices are heard and listened to?

Why is this necessary? Is my reasoning rooted in antiracism?

(Purpose)

What is my ultimate goal? Does this goal increase, decrease, or ignore equity?

When this is over, who benefits? Who doesn't?

(Impact & Outcome)

How will the end product/goal be evaluated?

What feedback will be solicited to determine if the outcome is equitable? Does this feedback come from a diverse group?

MISSION STATEMENT REVIEW (6/22/2023)

Mission:

This is the 'what' or 'how' we do our work. Changing requires changing Articles of Incorporation, it's time to do so.

CURRENT: Reading Results partners with schools serving low-income students to provide a proven reading intervention program.

For Consideration:

A.

Reading Results partners with schools to increase access for students from systemically excluded communities with an effective, individualized, culturally-responsive reading intervention program.

B.

Reading Results partners with schools to support students from systemically excluded communities in becoming successful readers. We believe that literacy is a basic human right, and we work to increase access and break down barriers through supporting students with an effective, individualized, culturally-responsive reading intervention program.

FYI (not currently up for discussion)

Vision:

This is our VISION of the future – what the world looks like when we're 'done' with our work. We don't need to really use it in print, it's clarity around WHY we do our work. We envision a future where all students read, succeed and have unlimited access to pursue their dreams.

Tagline:

Marketing lingo, this works wonderfully in our printed materials. Because ALL students have the right to read and succeed.

Reading Results 2023-2026 Strategic Plan



Foundation

Our Mission

Reading Results partners with schools to serve students from systemically excluded communities using an individualized, culturally-responsive, effective literacy acceleration program.

Our Core Values

- Our **students**, who each bring their own individualized set of assets to their learning. We believe every child has the ability to learn and deserves a bright future
- Our **community** and the rich diversity of our students, schools, our team and our neighbors
- Our **racial equity** pledge, our responsibility to be a part of a bigger solution, increasing access for ALL and closing the opportunity gap for the students and communities we serve
- Our **school and school district partners**, we honor everyone's work in fostering student success
- Our **funding partners, supporters and donors**, we seek out partners who hold shared values
- Our **team**, we hold ourselves and our students to high standards
- Our **results**, we operate in a continuous improvement model and have measurable outcomes and make positive impact

Strategic Goals and Objectives

Anti-Bias/Anti-Racist Work

- Continue ongoing ABAR work for staff and board, including yearly professional development across the organization
- Continue working toward the makeup of staff and board reflecting the students and communities we serve

Program Development

- Continue refining continuous improvement practices to accelerate outcomes for students - maintain metrics, including no disparities between student groups
- Access and conduct deeper dive into student outcomes data; assess need and method for external evaluation of student outcomes

Expansion / Growth

- Increase students served by 5% - 10% each year
- Expand into new schools and school districts
- Continue to develop and strengthen existing relationship with school partners by fully meeting need for 'zone' students at each school served

Partnerships

- Continue to partner with agencies to promote collective efforts in improving statewide reading proficiency
- Develop relationships with school communities and civic organizations to strengthen community ties and recruit board and staff members
- Explore feasibility and develop innovative service partnerships

Resource Development

- Work toward increasing school/partnership share of funding (school, district, government)
- Continue toward increasing corporate partnerships; explore corporate sponsorship of individual schools
- Increase individual, corporate and event revenue streams

Marketing / Promotion

- Define the WHY for marketing initiatives
- Create committee to lead marketing initiative(s), define audience and work to get organization in front of decision-makers

Future

Vision

All children have the right to read and succeed

Key Performance Indicators

- Student outcomes: on average, students served taking standard assessments
 - (a) move up an intervention level and/or
 - (b) make at least 1.5 years gain in reading
- Service: increase number of students served each year by 5% - 10%
- Revenue: Increase Fee for Service share of leveraged funds each year

Implementation / Strategies

- Provide student-centered, data-driven, culturally-responsive, individualized literacy support based on current methodology and practice
- Provide outstanding partnership and support to schools and districts
- Continue ABAR/Equity Lens work across the organization and ensure equitable outcomes and experiences for students and staff
- Strengthen revenue development

Go Big ?!?!?

Plan for opportunity for rapid, significant expansion