



2019-2024 Strategic Plan



Our Mission

To lead our community in acting collectively to support, strengthen, and advance public education and student achievement in Greenville County Schools.

Our mission is based on five **core beliefs**:

- Public education is fundamental to a democratic, civil, and prosperous society.
- Public schools are critical institutions for breaking the cycle of poverty and redressing social inequities.
- Public education is a critical lever for community prosperity and vitality.
- Education reform must be systemic and engage multiple stakeholders to be effective.
- Public engagement, community support and adequate resources—especially highly qualified teachers—are essential to the success of public education.

Our Vision

A Greenville County that shines as a model for how collective community engagement yields educational equity and success for all students in public education.

Our Values

- **Collaboration:** We seek out and nurture deep relationships with organizations working toward a common vision for students in Greenville County Schools (GCS), and focus our work through ongoing engagement with the District itself.
- **Equity:** We center the needs of students and families who have been most impacted by systemic inequities in all aspects of our decision-making.
- **Research:** We ground our intentions and action by researching, aggregating, and synthesizing the best available data and evidence-based strategies.
- **Continuous Learning:** We apply insights from on-the-ground activity to inform future planning and policy priorities in an iterative cycle of assessment, reflection, and action.
- **Independence:** We work closely with Greenville County Schools while honoring our status as a separate organization that can serve as a catalyst for change.



Elevate Teachers

Because research shows that having excellent teachers in classrooms is the most critical lever for student achievement, we will support teacher recruitment, retention, and morale, and position Greenville as a community

Authentic relationships with teachers shape programs and policy priorities, and help teachers become more informed and confident advocates for themselves and their students.

Direct connections between teachers and the community help people better understand the realities and needs of educators in the schools.

Empower Advocates

Because much of what happens in our classrooms is determined by policies enacted at the local, state, and federal level, we will pursue an advocacy agenda that supports our mission and builds a space for supporters to learn, engage, and lift their voices in support of public education.

Engage Communities

Because public education impacts every aspect of our social fabric, we will serve as a convener, innovator, and thought partner at a systems level to connect people and ideas in improving educational attainment and community outcomes.

Robust cross-sector networks provide perspective on policy priorities and expands the universe of public education champions.



Elevate Teachers: Goals & Strategies

Foster and facilitate entry into and growth in the profession by:

- Offering professional learning opportunities responsive to the needs of GCS that support quality teaching
- Developing sustainable innovations for recruitment and investment in the success of new teachers
- Supporting quality mentoring

Identify and invest in evidence-based retention strategies for teachers at all stages of their careers by:

- Providing classroom and school resources that support innovation and strategic priorities within GCS
- Leadership pathways within the profession
- Peer-to-peer and community networking opportunities
- Teacher wellness resources

Increase the value and social status of the profession by centering teachers voices through:

- Community celebrations
- Awareness campaigns and amplification of GCS recognition of quality teaching
- Educator awards and recognition



Empower Advocates: Goals & Strategies

Develop capacity and resources to credibly influence policy and practice by:

- Establishing a formal public policy agenda/platform
- Leveraging InformEdsc as a knowledge-building tool to support policy and advocacy

Elevate our influence at the state and local level by:

- Building relationships with elected officials
- Partnering with Greenville County Schools and other organizational allies to accomplish common goals

Increase the ability of the community to be effective advocates by:

- Creating opportunities for people to learn about effective advocacy and critical issues
- Engaging and mobilizing communities to take action to build and/or leverage political capital
- Amplifying teacher voice, informed by an understanding of policy and the education system



Engage Communities: Goals & Strategies

Align with collaborative initiatives in local and regional community development, economic mobility, and equity

- Identify and engage with strategic community partners committed to collective impact
- Lend institutional capacity to convene and facilitate joint action

Deepen understanding of and direct support for public education, schools, and students

- Activate community resources (volunteers, organizations) in response to GCS, community, and student needs
- Leverage engagement for learning and investment in systems change

Provide expertise and thought leadership in the K-12 space

- Provide strategic consulting to scale/replicate innovative PEP initiatives (i.e. Make Summer Count, Greenville Community Read)
- Provide research and planning support for new strategic and collaborative initiatives in K-12 ecosystem



Internal Organizational Capacity

To ensure that Public Education Partners is strongly positioned to pursue these Strategic Intentions, we will:

- Nurture an open, collaborative, and mutually beneficial partnership with Greenville County Schools as the foundational element of our work.
- Expand the knowledge, expertise, and capabilities of our Staff and Board. This includes an explicit commitment to building diversity in representation among the Staff and Board.
- Foster an inclusive and welcoming environment that centers positive communications internally and externally.
- Invest in critical technology and other infrastructure to support best-in-class convening and execution of our work.
- Prioritize building the capacity and amplifying the impact of excellent programs of aligned partners over development of new initiatives whenever possible.



Commitment to Diversity, Equity and Inclusion

At Public Education Partners, we believe that centering diversity, equity, and inclusion (DEI) is essential to our ability to fulfill our mission, lead progress to our vision, and build a community where everyone thrives. Ultimately, our work tackles institutional barriers and inequitable access rooted in systems and policies.

We define Educational Equity as ensuring every child gets what they need in our schools in order to learn and thrive regardless of who they are. It offers inclusive and safe school environments, and emphasizes needs, experiences, and outcomes that are adaptive to and reflective of each student.

We recognize:

- The historic and systemic nature of racism in the United States and how it has manifested in our public school system;
- That marginalized groups are harmed by impacts from both historic oppression and current discrimination;
- That public education has a critical role to play in creating a more just society, but has yet to live up to that promise.

We commit to:

- Grounding our work using diversity, equity, and inclusion as the primary filter for decision-making and prioritizing target constituencies and actions to create conditions for education equity;
- Centering the voices and lived experience of those who have been impacted by inequitable systems, through intentional outreach and engagement;
- Building a diverse and inclusive environment for employees, Board members, and community partners that fosters a culture of belonging;
- Continuous learning in the DEI space that invites others to join us on the journey.



Contact Us

Public Education Partners Greenville County

225 South Pleasantburg Drive, Suite E6
Greenville, SC 29607

Phone: (864) 233-4133

Social Media: @PEPGreenville