



# The Education Foundation of Collier County – Champions For Learning

Strategic Roadmap

**January 2026 – June 2027**

Draft: January 14, 2026

---

## Mission

Serve as a catalyst for educational success by investing in Collier's students and educators.

---

## Goal 1: Students Are Educated and Empowered to Choose and Navigate Their Own Path to Success

Strategy 1.1: Increase the Number of Students Applying to and Admitted to Student Programs

### Baseline

- *FY23–FY25:* An average of 32 grade eight students and 27 grade ten students were admitted annually for an average total of 59 admitted students.

### Key Performance Indicators

- *FY26 Admitted Students:* Admit 68 grade eight students, 40 grade ten students, and 10 grade eleven students to student programs for a total of 118 admitted students.
- *FY27 Admitted Students:* Admit 70 grade eight students and 40 grade ten students for a total of 110 students.

Strategy 1.2: Increase the number of students and parents participating in college and career access support

### Key Performance Indicators

- *FY26 College and Career Access Support:* Support 300 students and 150 parents through college and career access activities focused on topics such as FAFSA completion and scholarship applications.
  - *FY27 College and Career Access Support:* Support 500 students and 250 parents through college and career access activities focused on topics such as FAFSA completion and scholarship applications.
-

## Goal 2: Educators Have Support and Resources to Experience Professional Success

### Strategy 2.1: Strengthen the Value and Impact of Our Recognition Programs for Educators

#### Baseline

- *FY17–FY25*: Zero Thank-A-Teacher Nomination Cards submitted.
- *FY26*: 5,716 Thank-A-Teacher Nomination Cards submitted, recognizing 1,486 educators.

#### Key Performance Indicators

- *FY27 Thank-A-Teacher Nomination Cards*: 5,700 or more nomination cards will be submitted, recognizing 1,500 or more educators.
- *FY27 Appreciation of Teachers of Distinction*: At least 75% of responding Teachers of Distinction agree or strongly agree with the statement: "My experience this school year with the Golden Apple Teacher Recognition Program makes me feel more appreciated as a teacher."

### Strategy 2.2: Increase Grant Awards for Educators

#### Baseline

- *FY20–FY22*: An average of \$107,494 in classroom grants were funded annually; no schoolwide innovation grants awarded
- *FY23–FY25*: An average of \$175,967 of classroom grants were funded (excluding grants funded with disaster relief dollars), with an average of \$128,535 funded directly by Champions For Learning; no schoolwide innovation grants were funded
- *FY26*: As of 12/22/25, \$202,640 of classroom grants were funded (no grants funded with disaster relief dollars), with \$148,567 funded directly by Champions For Learning; no schoolwide innovation grants were awarded

#### Key Performance Indicators

- *FY27 Classroom Grants Awarded*: Fund at least \$200,000 in classroom grants
- *FY27 Schoolwide Innovation Grants Awarded*: Approximately \$150,000 of Schoolwide Innovation Grants will be awarded (approximately \$50,000 to each of 3 schools) as the first phase of a three-year commitment

---

## Goal 3: Volunteers and Donors Are Engaged as Champions for Learning

### Strategy 3.1: Sustain, Expand, and Improve Volunteer Recruitment, Engagement, Support, and Recognition

## Strategy 3.2: Refine and implement community outreach and engagement strategies to secure volunteers

### Baseline

- *FY26 Volunteer Satisfaction Rate:* 97% of respondents reported in a December 2025 survey that they are satisfied or highly satisfied with their volunteer experience; 43% reported they are highly satisfied

### Key Performance Indicators

- *FY26 Learning Sessions and Connection Events:* Host at least 23 sessions/events reaching 350 or more volunteers across student, educator, and entrepreneurship programs
- *FY27 Learning Sessions and Connection Events:* Host at least 23 sessions/events reaching 650 or more volunteers across student, educator, and entrepreneurship programs.
- *FY27 Volunteer Retention Rate:* Maintain a retention rate of at least 60% among volunteers who volunteered at least three hours in FY26
- *FY27 Volunteer Satisfaction Rate:* At least 95% of respondents report being satisfied or highly satisfied with their volunteer experience; At least 48% of respondents report being highly satisfied

## Strategy 3.3: Build a Balanced and Sustainable Donor Pipeline

Strategy 3.4: Cultivate and steward donors through authentic, donor-centered relationships that honor their passions and celebrate the impact of their giving

Strategy 3.5: Generate sustainable revenue, aligning donor partnerships with organizational priorities

### Baseline

- *FY25 Total Dollars Raised:* \$3,286,913 of income classified as Foundation Revenue/Grants, Governmental Grants, Individual Contributions/Family Foundations, and Corporate/Organizational Revenue
- *CY21–CY25 Average Number of Donors:* Gifts up to \$499: 289 donors; gifts between \$500 and \$999: 50 donors; and gifts between \$1,000 and \$249,999: 191 donors
- *CY21–CY25 Average Gift Size:* Gifts up to \$499: \$142; gifts between \$500 and \$999: \$579; and gifts between \$1,000 and \$249,999: \$10,216

### Key Performance Indicators

- *FY26 Total Dollars Raised:* Raise at least \$3,445,000 of income classified as Foundation Revenue/Grants, Governmental Grants, Individual Contributions/Family Foundations, and Corporate/Organizational Revenue, as assumed in the FY26 budget
- *CY26 Number of Donors:* Increase the number of donors by 4% per level above CY21–CY25 averages to 300 donors (up to \$499); 52 donors (\$500–\$999); and 199 donors (\$1,000–\$249,999)
- *CY26 Average Gift Size:* Increase the average gift per level by 4% above CY21–CY25 averages to \$148 (up to \$499); \$602 (\$500–\$999); and \$10,625 (\$1,000–\$249,999)