



**The Education Foundation of Collier County – Champions For Learning
Strategic Roadmap
January 2026 – June 2027
Draft, 12/12/25**

Mission:

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

Goals and Strategies:

1. Students are educated and empowered to choose and navigate their own path to success.

a. Increase the number of students applying to and admitted to student programs.

Baseline

- **FY23 to FY25:** Admitted an average of 32 grade 8 students and 27 grade 10 students to student programs for an average total of 59 admitted students.

KPIs

- **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 at least 32 grade eight students and, pending available funds, admit 70 grade eight students; admit at least 27 grade ten students, and pending available funds, admit 40 grade 10 students; Admit a total of at least 59 grade eight and grade ten students, and pending available funding, admit a total of at least 110 students.

b. Increase the number of students and parents participating in college access support.

KPIs

- **FY26 College Access Support:** Support 300 students and 150 parents with college access support activities focused on specific topics such as the Free Application for Federal Student Aid (FAFSA) application and college scholarship applications.
- **FY27 College Access Support:** Support 500 students and 250 parents with college access support focused on specific topics such as the Free Application for Federal Student Aid (FAFSA) application and college scholarship applications.

2. Educators have support and resources to experience professional success.

a. Strengthen the value and impact of our recognition programs for educators.

Baseline

- **FY17 to FY25:** Zero Thank-A-Teacher Nomination Cards submitted

- **FY26:** 5716 Thank-A-Teacher Nomination Cards submitted relating to 1486 educators.

KPIs

- **FY27 Thank-A-Teacher Nomination Cards:** 5700 or more Thank-A-Teacher Nomination Cards will be submitted relating to 1500 or more educators.
- **FY27 Appreciation of Teachers of Distinction:** At least 75% of responding Teachers of Distinction report that they agree or strongly agree with the statement that “My experience this school year with the Golden Apple Teacher Recognition Program makes me feel more appreciated as a teacher.”

b. Increase the grant awards for educators.

Baseline

- **FY20 to FY22:** An average of \$107,494 of classroom grants were funded, with an average of x amount funded directly by Champions For Learning. No schoolwide innovation grants were funded.
- **FY23 to FY25:** An average of \$x of classroom grants were funded, with an average of x amount funded directly by Champions For Learning. No schoolwide innovation grants were funded.
- **FY26** As of 12/5/25, \$202,640 of classroom grants were funded, with \$154,851 funded directly by Champions For Learning. No schoolwide innovation grants were awarded.

KPIs

- **FY27 Classroom Grants Awarded:** At least \$200,000 of classroom grants will be funded.
- **FY27 Schoolwide Innovation Grant Fundraising:** Funding will be sought for at least \$450,000 of Schoolwide Innovation Grants to fund three-year grants of \$50,000 annually to 3 schools.

3. Engage volunteers and donors as champions for learning, helping fulfill their passions and interests.
 - a. Sustain, expand, and improve volunteer recruitment, engagement, support, and recognition.
 - b. Refine and implement community outreach and engagement strategies to secure volunteers.

Baseline

- **FY25 Volunteer Satisfaction Rate:** x% of respondents reported in a December 2025 survey that they were satisfied or highly satisfied with their volunteer experience in FY25.

KPIs

- **FY26 Learning Sessions/Connection Events:** Host a minimum of 23 learning sessions/connection events reaching 350 or more volunteers across all programs (student, educator, entrepreneurship).
- **FY27 Learning Sessions/Connection Events:** Host a minimum of 23 learning sessions/connection events reaching 650 or more volunteers across all programs.

- **FY26 New Volunteer Acquisition Data Collection:** Accurately track new volunteers during FY26 to inform the creation of an FY27 KPI relating to volunteer acquisition.
 - **FY27 Volunteer Retention Rate:** Maintain a volunteer retention rate of at least 60% among volunteers who volunteered at least three hours in FY26.
 - **FY27 Volunteer Satisfaction Rate:** At least x% of respondents will report that they are satisfied or highly satisfied with their volunteer experience on an end of year survey.
- c. Build a more balanced donor pipeline by implementing a systematic approach to donor acquisition, qualification, cultivation, solicitation, and stewardship.
- d. Cultivate and steward donors through authentic, donor-centered relationships that honor their passions and celebrate the impact of their giving.
- e. Generate sustainable revenue, aligning donor partnerships with organizational priorities.
- *KPIs relating to fundraising to be added*