



FLAMBOYAN
FOUNDATION

STRATEGIC PLAN 2030





WE'VE GOT BIG PLANS.

At Flamboyant Foundation, we believe all children deserve the opportunity to thrive. Unfortunately, our society doesn't always deliver on that opportunity – whether because of unforeseen natural disasters, a global pandemic, or a longstanding history of silencing the contributions and wisdom of Black and Brown communities, leading to broken trust.

We're working to change that.

Our vision by 2030 is to work alongside community partners to write new futures for children most impacted by inequity. We work in Puerto Rico, Washington, DC, and across the country to transform the lives of children – especially those in communities that have long been silenced or ignored.

In Puerto Rico, this means ensuring every student can read by third grade and continuing to develop the island's rich arts communities. In DC and nationally, this means cultivating authentic, trusting partnerships between families and educators to drive student success.

By motivating mindsets, supporting skill-building, and deeply listening, we will ensure that all students have what they need to succeed in school and beyond.



PUERTO RICO

FOCUS ONE

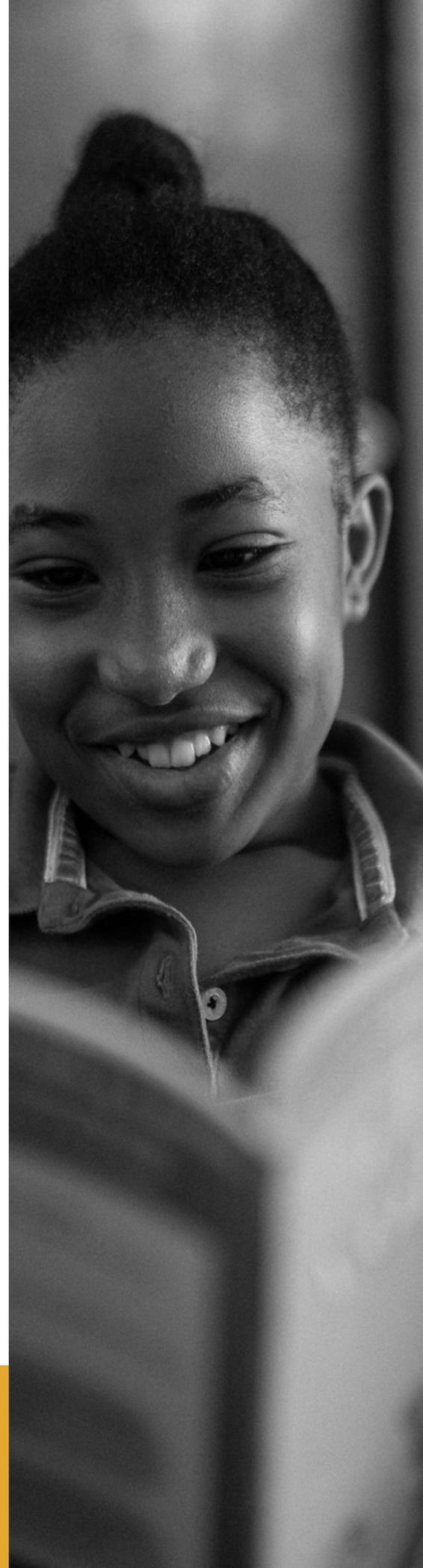
STRENGTHENING K-3 READING IN PUERTO RICO

GOAL: *By 2030, island-wide efforts result in K-3 students reading in Spanish at grade level.*

Children must be able to read to lead a rich and fulfilling life.

In Puerto Rico, students have experienced more than six years of interrupted school due to multiple natural disasters and a global pandemic, accelerating the existing literacy achievement gap. Children have not had the opportunity to master basic skills like reading critically, and we know that reading is an essential building block to success in school and in life. Further, the island's economic and societal progress depends on children becoming active and knowledgeable citizens who will help the island grow and thrive. All students can and must become active, engaged readers for themselves and for the island.

By 2030, Flamboyan will work to ensure that all students in Puerto Rico are joyfully reading on grade level by the end of third grade. By joining together with government, business, and community partners to build student literacy, we will create a Puerto Rico in which all children can imagine big futures and make those dreams a reality.





WHAT WE WANT TO ACHIEVE

At the **Educator Level**

Teachers are demonstrating the *Essential Practices* for Reading and Writing in Puerto Rico in their mindsets and practices.

At the **Educational System Level**

Public schools have adopted the *Essential Practices* as the foundation of their K-3 reading program and are actively building support for implementation.

At the **Educational Ecosystem Level**

Professional development providers' trainings for K-3 teachers are aligned with the *Essential Practices*.

In the **Broader Ecosystem**

Key influencers are invested in supporting students to excel in literacy.





HOW WE **WILL KNOW**

EDUCATOR LEVEL | Teachers are demonstrating the *Essential Practices* in their mindsets and practices.

- Most K-3 teachers in public schools can name and describe at least three of the *Essential Practices*.
- K-3 teachers in public schools report they use the *Essential Practices* in their day-to-day instruction.
- K-3 teachers in public schools agree they have the support needed to use the *Essential Practices* in their classrooms.

EDUCATION SYSTEM LEVEL | Public schools have adopted the *Essential Practices* as the foundation of their K-3 reading program and are actively building the support for implementation.

- Schools share a commitment to the *Essential Practices* as the framework for K-3 literacy instruction.
- Flamboyant's top policy recommendations are adopted by government partners.

EDUCATIONAL ECOSYSTEM LEVEL | Professional development providers' trainings for K-3 teachers are aligned with the *Essential Practices*.

- The *Essential Practices* are a core component of the trainings of professional development providers supporting public schools in Puerto Rico.
- Educators receiving literacy training by Flamboyant partner professional development providers agree they know how to use the *Essential Practices* in their classroom.

HOW WE **WILL KNOW** (CONT.)

BROADER ECOSYSTEM | Key influencers are invested in supporting students to excel in literacy.

- Cross-sector organizations are implementing best practices in literacy instruction.
- Flamboyan's investments support nonprofit organizations working to strengthen K-3 reading in alignment with the *Essential Practices*.



FOCUS TWO

PRESERVING ARTS + CULTURE IN PUERTO RICO

GOAL: *By 2030, arts, culture, and education are embedded in the revitalization of Puerto Rico, preserving its heritage while building the future.*

Arts and culture are vital for a flourishing society.

The Flamboyant Arts Fund, born from a partnership between the Foundation, the family of Lin-Manuel Miranda, and the Broadway musical *Hamilton*, sees a vibrant arts community as a key piece of the rebuilding of Puerto Rico. **By the close of the Fund in 2026, artists will continue to have opportunities to sustain creative projects, transformative arts experiences, and community connections.**

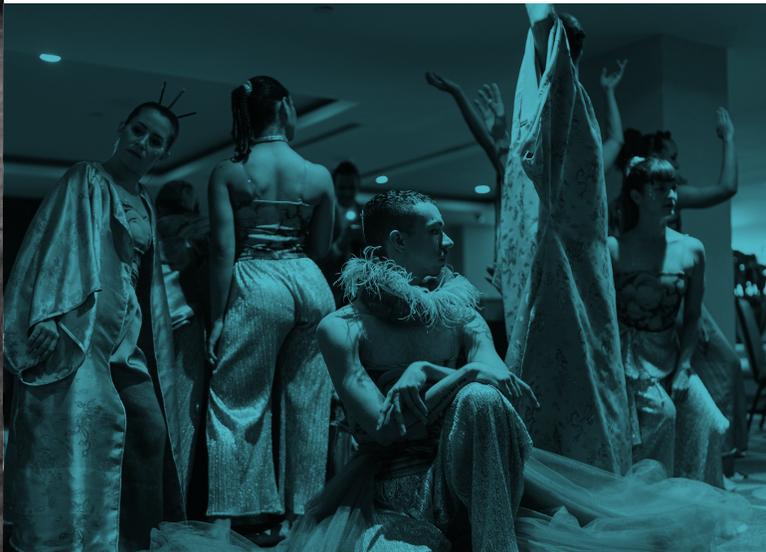
By continuing to amplify and preserve arts organizations, Puerto Ricans can maintain their rich cultural heritage and artists will be equipped with the support they need to continue creating and innovating.

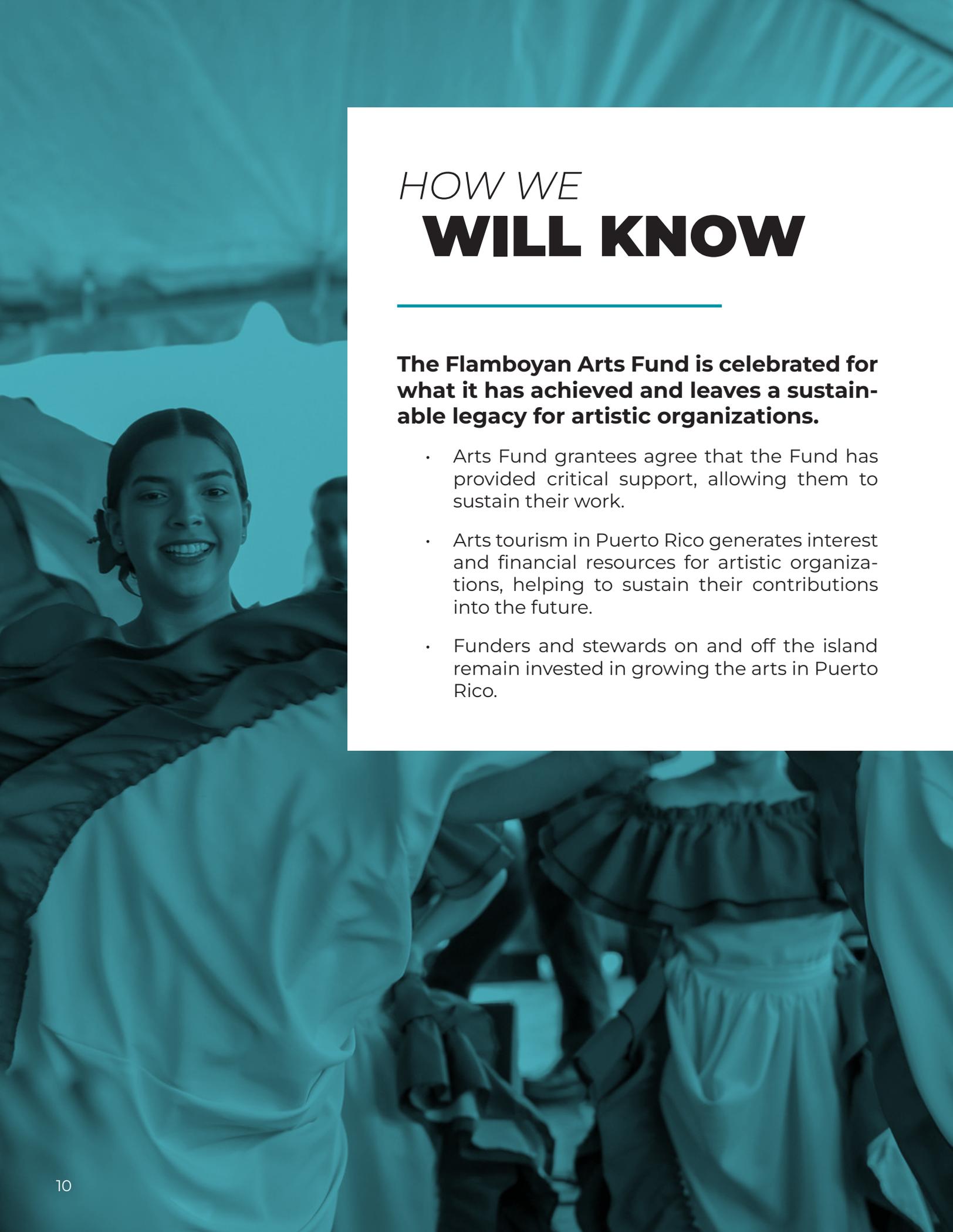




WHAT WE WANT **TO ACHIEVE**

The Flamboyant Arts Fund is celebrated for what it has achieved and leaves a sustainable legacy for artistic organizations.

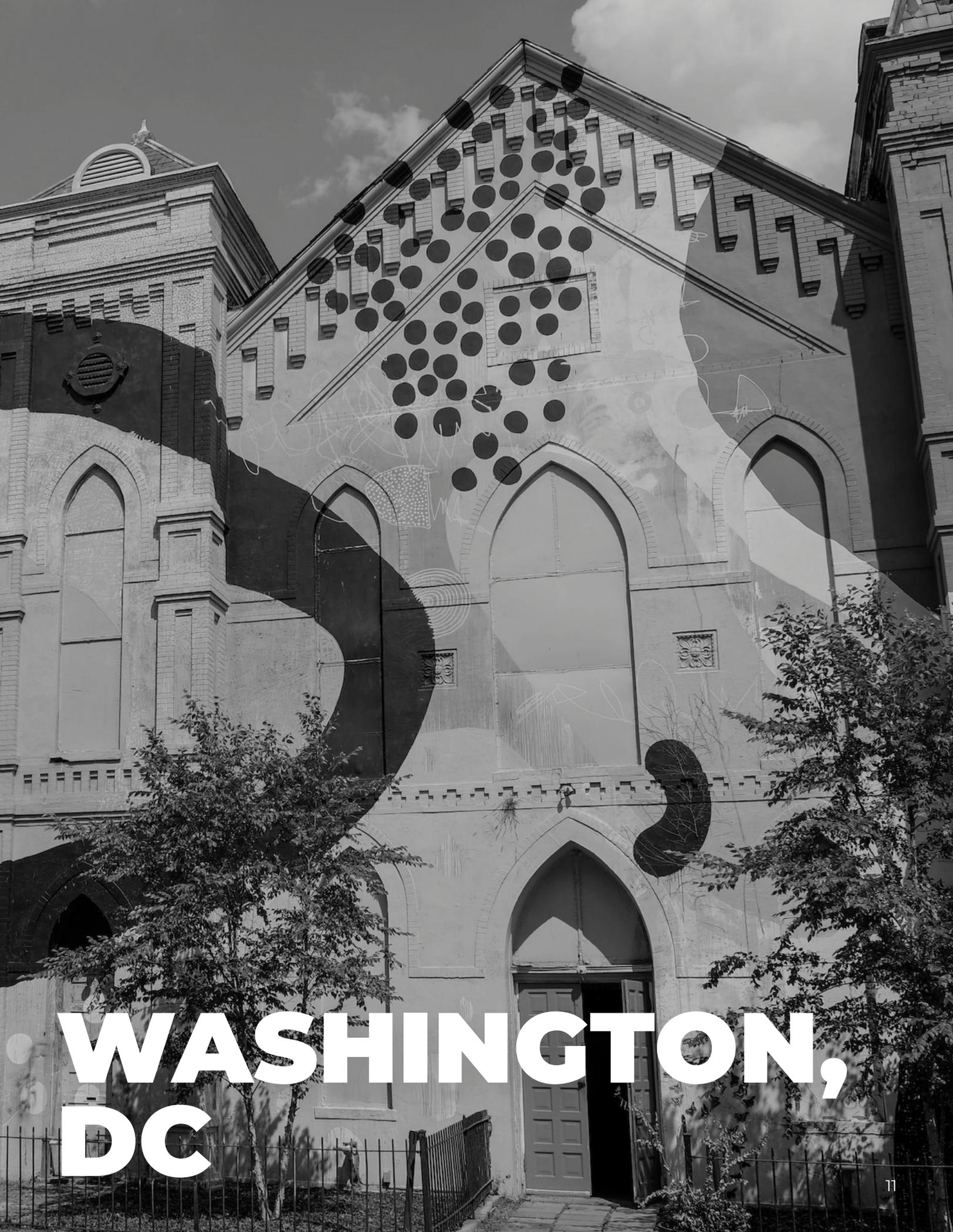




HOW WE **WILL KNOW**

The Flamboyant Arts Fund is celebrated for what it has achieved and leaves a sustainable legacy for artistic organizations.

- Arts Fund grantees agree that the Fund has provided critical support, allowing them to sustain their work.
- Arts tourism in Puerto Rico generates interest and financial resources for artistic organizations, helping to sustain their contributions into the future.
- Funders and stewards on and off the island remain invested in growing the arts in Puerto Rico.



WASHINGTON, DC

FOCUS THREE

CATALYZING + SUSTAINING REAL FAMILY ENGAGEMENT

GOAL: By 2030, REAL Family Engagement is sustained in DC and catalyzed across the country to promote success for students.

Strong relationships between families and educators are fundamental for student success.

Yet for generations, trust between educators and families has been broken. Without relationships built on mutual power, families often cannot access the information and relationships they need to play a crucial role in their child's education. Research shows that families play five essential roles in their children's education: 1) communicate high expectations; 2) monitor performance; 3) support learning at home; 4) guide their path; and 5) advocate for their needs. All families deserve to have the information and connections with educators that they need to play these roles well.

By 2030, the essential components of REAL Family Engagement – Relationships, Equitable Experiences, Academic Partnerships, and Leadership – will be recognized as fundamental to a high-quality education.

Every public school family in Washington, DC will feel seen and valued in their school community, and educational leaders across the country will have access to the tools they need to embed and sustain REAL Family Engagement in their communities. By ensuring educators are equipped with the mindsets and practices to embed REAL Family Engagement in every classroom, we will both advance learning and foster student well-being nationwide.





WHAT WE WANT **TO ACHIEVE**

At the Classroom Level

Families are able to play the Five Roles because educators have the behaviors, mindsets, and beliefs needed to foster trusting relationships and build academic partnerships.

At the School Level

Families are able to play the Five Roles because schools create and sustain the conditions for educators to foster trusting relationships and build academic partnerships.

At the System Level

DC's public schools sustain, champion, protect, prioritize, and support REAL Family Engagement.

Nationally

Flamboyant catalyzes REAL Family Engagement across the country.



HOW WE WILL KNOW



CLASSROOM LEVEL | Families are able to play the Five Roles because educators have the behaviors, mindsets, and beliefs needed to foster trusting relationships and build academic partnerships.

- Teachers working in Flamboyant partner schools receive REAL Family Engagement coaching, training, and tools to support relationship-building with families, leading to trusting relationships and academic partnerships.
- Families with students attending Flamboyant partner schools agree that they have the partnerships and information to support their child's success.
- Educators in DC widely believe that family engagement has an impact on student success.
- In DC and nationally, educators are using Flamboyant's premier Family Engagement Assessment Tool and other Flamboyant resources, and agree it has improved their family engagement practice.



SCHOOL LEVEL | Families are able to play the Five Roles because schools create and sustain the conditions for educators to foster trusting relationships and build academic partnerships.

- Flamboyant partner schools sustain REAL Family Engagement practices after transitioning from formal partnership with Flamboyant.
- School leaders in Flamboyant partner schools believe that family engagement has an impact on student success, and that their leadership spurs relationships and academic partnerships with families.
- The majority of families in Flamboyant partner schools agree they feel a sense of belonging at their child's school.
- In DC and nationally, school leaders are using Flamboyant's flagship Family Engagement Assessment Tool and other Flamboyant resources to identify their schools' progress in implementing REAL Family Engagement practices.

SYSTEM LEVEL | DC schools sustain, champion, protect, prioritize, and support REAL Family Engagement.

- Family engagement is embedded in the strategic plans and budgets of DC's public schools, supporting the growth of REAL Family Engagement practices.
- School district leaders agree that they are prepared to grow and strengthen REAL Family Engagement.
- Flamboyant partner organizations independently sustain REAL Family Engagement.

NATIONALLY | Flamboyant catalyzes REAL Family Engagement nationally.

- Nationally, partner organizations and school districts have embedded REAL Family Engagement into their programmatic work and approach to building relationships with families.



**FAMILY
ENGAGEMENT**
@ DC Public Schools

We will achieve our goals with the support of **two high-impact, equity-driving pillars across the organization:**

PILLAR ONE

Organizational Excellence: Flamboyan is a visionary, values-driven, high-functioning organization with effective operations and programs.

1 Flamboyan's organization-wide systems are standardized, efficient, responsive, accessible, and stable and they are equitably implemented across regions.

3 Flamboyan has a culture that promotes engagement, inclusion, excellence, trust, and accountability, internally and externally.



PILLAR TWO

External Influence: Flamboyan is a highly regarded and catalytic organization that influences and mobilizes others.

Learn more at

www.flamboyanfoundation.org/vision2030



2 Flamboyant has created the conditions that support diverse team members to contribute and thrive.

4 Everyone at Flamboyant responsibly stewards the organization's time, property, and money.



1 Flamboyant partners with like-minded external stakeholders to achieve our goals.

2 Flamboyant staff and close partners are effective ambassadors of Flamboyant's work to ensure sustainable impact.

3 Local and national organizations effectively address the "root causes" of educational challenges in Puerto Rico and Washington, DC.



“We listen deeply, think creatively, and collaborate strategically to catalyze systemic change. We intentionally focus on racial equity – individually, organizationally, and externally – because we believe that our individual liberation is tied to one another, our partners, and, most importantly, students.”

–Kristin Ehrgood, Founder + CEO

OUR VISION 2030



FOCUS ONE

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