

Looking Ahead to 2025



PENCIL partners with businesses, community groups, and other organizations to bridge the resource gaps in Metro Nashville Public Schools (MNPS) that directly impact day-to-day learning.

We facilitate community mentorships, engage in-class and virtual volunteers, and collect and distribute essential school supplies so that students are ready to learn and teachers are prepared to teach.

Our impact is made possible through strategic partnerships, corporate sponsorships, hundreds of volunteer hours, and strong community investment.

2022/2023 Priorities

We've carefully chosen the following priorities based on urgent MNPS teacher and student needs.

Partnerships



MNPS Engagement and Support

Using technology to link school needs with community volunteers

PENCIL will continue training and supporting MNPS staff to understand and utilize our digital resources, facilitating successful community engagement with schools.

Top 2022-23 Goals

1. Become a key component of MNPS professional development
2. Utilization of our virtual suite of tools increases by 25% (includes virtual Job Shadows and Field Trips)
3. 50 schools will list appropriate volunteer opportunities on PENCIL Me In; community partners will fulfill 100 opportunities



Strategic Growth

Expanding the scope and availability of the resources we recruit for MNPS

PENCIL will evaluate potential growth areas and move forward on projects that will make a significant impact on student success.

Top 2022-23 Goals

1. Successfully facilitate our first multi-million dollar grant to support MNPS (impact 3,500 students through Accelerating Scholars)
2. Evaluate the DG PENCIL Box as a possible vendor for MNPS' teachers supply funds
3. Evaluate facility needs to maximize teacher access to quality supplies



Board Engagement

Building a diverse and engaged community of public education advocates

PENCIL will continue to recruit, engage, and celebrate a diverse and enthusiastic cohort of Governing Board and Emerging Leaders Board members, whose guidance we will seek in all aspects of our work.

Top 2022-23 Goals

1. Provide mentoring of new members to facilitate their connection to the group
2. Curate regular opportunities to build community and trust
3. At least 85% of board members rate themselves Highly Satisfied with their experience on our annual survey

Diversity, Equity, and Inclusion



DEI Journey

Defining and implementing an equity vision for all aspects of PENCIL

PENCIL will continue developing and implementing best practices that nurture stakeholder diversity in race, gender, sexual orientation, and socioeconomic status. These practices will foster an inclusive working environment, identify and address inequities, and boost team competency in the areas of diversity, equity, and inclusion.

Top 2022-23 Goals

1. Update core business practices with a DEI lens
2. Continue moving board demographic targets closer to MNPS student demographics
3. Provide ongoing educational opportunities for staff, board, and Partners

Financial & Operational Stability



CEO Transition

Investing in staff leadership and assuring a solid organizational infrastructure

PENCIL will create a thoughtful framework to assure organizational success at managing a planned CEO transition in June 2024.

Top 2022-23 Goals

1. Outline a timeline and key elements for a CEO search
2. Update documentation for all core business practices
3. Identify key strategies for staff development and retention



Development, Marketing, and Public Relations

Storytelling to connect donors to meaningful, innovative investments





PENCIL will continue to grow deeper and more philanthropic relationships with the community while using first person voices to share the impact of our work. We will also celebrate our 40th Anniversary year as an opportunity to assure PENCIL is a forever resource to MNPS.

Top 2022-23 Goals

1. Meet or exceed all operating revenue targets
2. Secure 5 planned gift commitments and reach \$2M in total endowment gift commitments
3. Share "40 PENCIL Stories" to give voice to students, teachers, and Partners

Looking Ahead to 2025

We've identified key areas for growth that will maximize PENCIL's impact. In the next few years, we'll be gathering support for initiatives designed to define and implement an equity vision, expand community partnerships, evolve the DG PENCIL Box, and ensure a stable future for PENCIL.

 Partnerships	FY23	FY24	FY25
Virtual Partnerships Eliminating geographic and scheduling barriers to mentorship success	■	■	■
PENCIL Me In Using technology to link school needs with community support success	■	■	■
PR Partnership Using student, teacher, and Partner voices to tell our story	■	■	■
Fundraising partner with MNPS on strategic projects	■	■	■
Staff new PENCIL communities		■	■
 DG PENCIL Box			
Satellite DG PENCIL Box Improving teacher access to crucial classroom supplies	■	■	■
Partnership with MNPS on dual use facility		■	■
Expansion of DGPB to other counties			■
DGPB as a vendor for MNPS Helping teachers maximize their limited supply budgets by providing core supplies at cost		■	■
 Diversity, Equity, and Inclusion			
DEI Journey Defining and implementing an equity vision for all aspects of PENCIL	■	■	■
Update core business practices with a DEI lens	■	■	■
 Financial Stability			
PENCIL Endowment Ensuring long-term viability for PENCIL Partnerships and Box	■	■	■
Online content library of PENCIL practices	■	■	■
CEO transition plan	■	■	■
Licensing PENCIL Me In software to other communities		■	■

