

Northwest Outward Bound School

Strategic Framework 2021 - 2023

MISSION: To change lives through challenge and discovery

VISION: A more just and connected society that we shape by using outdoor education to cultivate personal resilience and community engagement

AMBITION: To build a school that is deeply connected with the communities we serve, provides culturally relevant programming, and takes bold and authentic actions on equity, inclusion, and diversity -- all in support of creating exceptional outcomes for every NWOBS student

Compassion | Integrity



Inclusion | Excellence

▶ INVEST IN EXCEPTIONAL STUDENT OUTCOMES

- Inspire bold futures by providing opportunities for today's students to pursue a life of purpose, impact, and compassion
- Center our programming in the science of learning and development, adapting program delivery based on measurable outcomes and structured feedback
- Deploy sustainable models of employment, retaining exceptional staff by addressing both structural and compensation-related inadequacies
- Unify and deepen staff culture of safety, feedback, empowerment, and workplace well-being

▶ BUILD COMMUNITY AND PARTNERSHIPS

- Invest in values-aligned partnerships that honor our local communities
- Provide avenues for students and staff to integrate their experiences and growth into their communities, transferring and amplifying impact
- Prioritize program development and expansion with local schools and organizations
- Create an active alumni community to reconnect, drive continued impact, and inspire engagement

▶ BE BOLD & AUTHENTIC IN OUR EQUITY, INCLUSION, AND DIVERSITY ACTIONS

- Evaluate and restructure program delivery and messaging to ensure cultural relevance to student populations
- Integrate equity and inclusion into every aspect of organizational culture and infrastructure
- Cultivate strong, mutually beneficial, accountable, and equitable partnerships with diverse organizations and leaders
- Create equitable pathways to industry employment and career development

▶ DEVELOP A RESILIENT OPERATIONAL MODEL

- Broaden operational model to ensure profitability and robust financial reserves
- Establish a long-range facility strategy to ensure programmatic continuity
- Cultivate a culture of inspired philanthropy, connecting community resources to meet organizational needs
- Strengthen infrastructure that supports safety, efficiency, and growth