Schools Where All Students Thrive

ImmSchools 2024-2029 Strategy
Introduction

With support from the Robin Hood Foundation, ImmSchools engaged in a comprehensive strategic planning process spanning several months. Through group sessions, individual conversations, and surveys, we engaged a broad coalition of our stakeholders, including our board, staff, and partners in school, community, research, and funding. Additionally, we engaged with peer organizations operating at the fringes of our work.

During the process, we reflected on our mission, vision, and impact over our first five years and explored approaches to advance our work through benchmarking, data analysis, and research. As a result, we developed priorities, goals, strategies, and key performance indicators that will guide our work for the next five years.

Our 2024-2029 strategy codifies transformative strategies across advocacy and programming that ImmSchools will implement to work alongside our partners in developing affirming, safe, and welcoming schools where all students thrive, regardless of immigration status.
Our Vision

ImmSchools envisions our public schools as affirming, safe, and welcoming spaces for all students, parents, and caregivers, regardless of immigration status.

Our vision hinges on our commitment to four key areas:
1. Cultivating educator preparedness to ensure teachers are well-equipped to support immigrant and mixed-status students;
2. Boosting student engagement to promote active learning;
3. Enhancing family engagement for a stronger support network; and
4. Driving administrative action for systemic, lasting changes.

Ultimately, we believe that every student, regardless of their immigration status, should experience school as a sanctuary and receive support that provides them equal chances for success with their peers.
Our Mission

ImmSchools supports teachers and school leaders in creating positive school cultures and climates for all students, parents, and caregivers, regardless of immigration status.

Our team is dedicated to preparing educators to better understand and support immigrant and multilingual students, fostering engagement to ensure active participation in their learning journey and promoting family engagement to create a robust support system.

We initiate administrative action to implement systemic change in schools and collaborate with educators and community partners, advocating for and empowering all students, regardless of their immigration status, to thrive within an inclusive educational environment.
Our Theory of Action

**If ImmSchools...**
1. Creates and codifies professional development and other school-based interventions for cultivating a positive school culture and climate for immigrant students.
2. Convenes school, system, and community partners to unearth promising practices for cultivating a positive school culture and climate for immigrant students.
3. Engages local, state, and national leaders in strategic advocacy to ensure optimal conditions for schools to cultivate a positive culture and climate for immigrant students.

**Then ImmSchools’ school and system partners will be able to...**
1. Cultivate or strengthen classroom and school environments to ensure all students, regardless of their immigration status, feel a sense of belonging.
2. Cultivate or strengthen family engagement and empowerment practices to ensure all parents and caregivers feel safe and welcome to support their children in school regardless of immigrant status.
3. Realize the academic and social-emotional growth students experience when they feel a sense of belonging at school.

**So that all schools...**
Are affirming, safe, and welcoming spaces for all students, parents, and caregivers to thrive, regardless of immigration status.

www.immschools.org
Our Strategic Priorities

1. **Promote Safe and Welcoming Schools for Immigrants**
   Influence state and national leaders to champion the positive impact of welcoming school cultures and climates for immigrant students and their families.

2. **Support Our School and System Partners**
   Support a thriving network of school and system partners by providing professional development and resources that foster and sustain strong school cultures and climates and family engagement practices.

3. **Elevate Our Expertise**
   Lead the education sector in defining the components, conditions, and impact of immigrant-friendly school cultures and climates through research, data collection, curricula, and strategic partnerships.

4. **Structure for Impact and Growth**
   Align our organizational structure and operations with our strategic priorities, diversify sources of revenue and partnerships, and promote strong staff effectiveness, commitment, and satisfaction to sustain us as we grow.
Our Co-founders

Viridiana Carrizales
Co-founder & Chief Executive Officer

Born in Michoacán, Mexico, Viridiana Carrizales immigrated to the United States when she was 11. Her family settled in Texas, where she became a citizen after 14 years.

For more than 12 years, Viridiana has been a staunch advocate for immigrants. She led the DACA corps member strategy at Teach For America before founding ImmSchools. She received honors from the Austin Chamber of Commerce and the League of United Latin American Citizens for her leadership and dedication to the immigrant community.

Viridiana is a graduate of the University of Texas at Austin, a Pahara Fellow, and an Aspen Global Leadership Network member. She lives in San Antonio with her husband and two young children.

Dra. Lorena Tule-Roma
Co-founder & Chief Impact Officer

Lorena Tule-Romain has lived in the United States for 21 years. At nine, she immigrated from Mexico, where, soon after, her journey as an undocumented student activist began.

Before joining the staff at ImmSchools, Lorena served as a founding board member and supported over 240 DACA teachers nationwide as a managing director at Teach For America. Early in her career, Lorena was an educator in Bogota, Colombia.

Lore holds a bachelor's degree from the University of Texas at Austin and master's and doctorate degrees in education from Southern Methodist University. She lives in Dallas, TX, with her husband and three school-aged children.

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Our Team

Board of Directors

Ivy Teng Lei, Chair
Chief Digital Strategy Officer
State of California

Dr. Nancy Adossi
Senior Liaison Officer
International Organization for Migration, United Nations

Viridiana Carrizales
Co-founder & Chief Executive Officer
ImmSchools

Greisa Martinez Rosas
Executive Director
United We Dream

Yllka Seseri
Partner
Davidson & Seseri

Staff

Viridiana Carrizales
Co-founder & Chief Executive Officer

Jose Fernandez
Program Associate – New Jersey and Pennsylvania

Brenda Gonzalez
Associate Director of Programs – Texas

Vindhyaa Pasupuleti
Senior Development Associate

Christina Rivera
Director of Finance

Maria Rocha
Senior Program Associate – New York

Astou Thiane
Director of Policy

Dra. Lorena Tule-Romain
Co-founder & Chief Impact Officer

Kimberly Valle
Associate Director of Programs – New Jersey and Pennsylvania
Our Supporters

We are grateful to our funding partners for their generous support of our strategy.*

*This slide does not include donors who wish to remain anonymous.