



Lighting the Way

BRIYA STRATEGY 2026-2032



Dear Briya Community,

We are pleased to share Lighting the Way: Briya Strategy 2026-2032. This plan builds on Briya's belief that education is a fundamental human right and that parents are children's first and most important teachers. Through nearly 40 years of educational partnership with families, we've experienced firsthand that investing in both parents and their young children paves the way to a strong future.

This plan outlines Briya's vision for continued growth as a trusted ally with families and communities. Our strategic priorities are:

- ▶ **Champion inclusive educational practices:** Expand capacity so every student thrives in a learning environment designed for their success.
- ▶ **Cultivate leadership at every level:** Enhance pathways for students and staff to lead with purpose, empowering every voice to advance Briya's mission.
- ▶ **Build enduring systems:** Strengthen structures and processes to ensure our impact endures for generations to come.

Briya has navigated many changes in the past decades, and every challenge has led to growth. Despite uncertainty outside our buildings, we will continue to be a haven where diversity is strength and high-quality education is a right for all. This plan shows how Briya will light the way forward.

Sincerely,



Doris Garay
Chair, Board of Trustees



Christie McKay
Executive Director

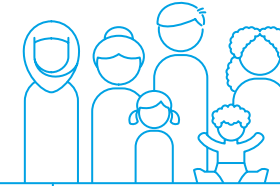


“Briya’s foundation is built upon human respect and value. That is the most powerful aspect of the school.” — Briya staff member

Lighting the Way

BRIYA STRATEGY 2026-2032

Four Decades of Multicultural Community



1989

Briya is founded as a federal family literacy demonstration project serving the Washington, DC, immigrant community.

1998

Briya partners with Mary's Center, a Federally Qualified Health Center, to create a shared social change model that combines education, healthcare, and social services.

2006

Briya becomes a DC public charter school.

2011

Briya is first accredited by the Middle States Association.

2025

Briya serves over 900 students across four campuses. Students and staff represent more than 60 countries and speak 25 different languages.



OUR MISSION: To strengthen families through culturally responsive two-generation education.

OUR VALUES:



Learner-Centeredness



Inclusiveness



Trust



Collaboration



Equity



Process and Philosophy

STAKEHOLDER ENGAGEMENT CHARTS THE FUTURE

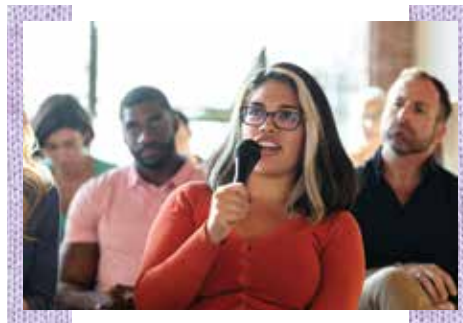
Briya undertook an eighteen-month process of listening to students, staff, and board members as part of re-accreditation through the Middle States Association Commissions on Elementary and Secondary Schools. Feedback from more than 700 stakeholders clearly envisioned the future for Briya.

The roadmap that grew out of this process is captured in academic and organizational goals for the period 2026-2032 and reflected in this strategic plan. Briya's academic objectives align with the DC Public Charter School Board's accountability framework and help ensure continuation of exceptional student performance.

RESPONSIVE STRATEGIC PLANNING SUPPORTS CREATIVE APPROACHES TO FULFILLING OUR MISSION

A real-time planning model allows Briya to respond swiftly to changing resources and shifting local and national priorities while remaining rooted in our founding beliefs.

This plan's specific objectives exist within a broader framework that leverages Briya's agility in adapting to the current reality—we can seize emerging opportunities while remaining focused on optimal learner outcomes.



STRATEGY IN ACTION

***Briya Voices for All:** Advocacy group Briya Voices for All channels students' strengths into action by equipping learners to become active community leaders and powerful catalysts for change. Students have successfully advocated for improved transportation options, better healthcare access for immigrants, and increased adult education funding.*

Strategic Priorities 2026-2032

CHAMPION INCLUSIVE EDUCATIONAL PRACTICES

- ▶ Enhance career-building pathways—work-based learning, credentialing opportunities, and on-ramps to higher education—that strengthen the student-to-staff pipeline and foster economic mobility.
- ▶ Increase Briya’s capacity to meet diverse student needs by leveraging multidisciplinary collaboration, enhanced screening and assessment, and expert consultation.
- ▶ Prioritize wellness and mental health by increasing access, knowledge, and resources.

CULTIVATE LEADERSHIP AT EVERY LEVEL

- ▶ Expand opportunities for student leadership and advocacy in the classroom, school governance, and the community.
- ▶ Launch schoolwide leadership programming to grow and retain diverse staff leaders.
- ▶ Amplify Briya’s role and expertise in two-generation education to positively impact more communities.

BUILD ENDURING SYSTEMS

- ▶ Promote sustainability, transparency, and growth through values-driven financial stewardship and diversified funding.
- ▶ Continually refine curricula, policies, and resources to reflect best practices, promote equity, and ensure alignment across programs and sites.

LEARN MORE: Explore student outcomes and annual work plans on our [website](#).



STRATEGY IN ACTION

Nature-Based Learning: Briya drew on our extensive experience with nature-based curricula to create outdoor learning spaces where early childhood students could continue to learn during the pandemic. As children thrived in these immersive environments, Briya strengthened our commitment to nature-based learning, creating permanent forest classrooms where children joyfully cultivate their innate curiosity today.



“Briya’s dedication to serving entire families through its unique two-generation model is inspiring and transformative. Briya created a place where learning is not confined to just a classroom, but extends to homes and communities, and especially to the hearts of your students. ...Your vision for the future is bold and bright. Briya is certainly lighting the way.”

— Dr. Wanda Alderman, Accreditation Team Lead, Middle States Association



BRIYA.ORG 202-232-7777



STRATEGY IN ACTION

Partnerships For Career Paths: In collaboration with Mary’s Center, Briya developed a Medical Assistant Program that has trained and placed hundreds of culturally responsive professionals across the region. The program recently incorporated a two-generation section and a medical interpreter credential. Briya also worked with the University of the District of Columbia to create the first-ever bilingual associate degree in early childhood education, whose graduates provide expert care to the area’s youngest learners.

