

GRIMM FAMILY EDUCATION FOUNDATION

Healthy Communities through Wellness and Edible Education

STRATEGIC PLAN 2018-2021



Grimmway Farms has always believed that the education of our children is the future of our communities and has supported educational programs in Kern County since 1981. The Grimm Family Education Foundation, in collaboration with the public Buena Vista-Union School District, opened the first edible schoolyard in Kern County in 2011. As a model for future school development, the Foundation funded and opened Grimmway Academy, an independent charter school in Arvin, California in August 2011 and Grimmway Academy in Shafter, California in August 2017. The Academies' unique, blended school model includes block schedules, a computer-based learning lab and an Edible Schoolyard fully integrated into the campus and the curriculum. Our students'

experiential learning, in conjunction with the Academies' wellness initiative and healthy foods program, gives them the knowledge and values to build a healthy, humane and sustainable future.

“...our charter school model is both achievable and replicable...”

Our successes in record student achievement and sustainable wellness behaviors have not only affirmed our founding concepts, but also our belief that our charter school model is both achievable and replicable, with the potential to change the futures of students in rural communities.

The Grimm Family Education Foundation (GFEF) is committed to helping raise educational expectations and outcomes for students throughout Kern County through the support and funding of our unique model of charter schools and Edible Schoolyards. With the belief that every child can be a successful student, we influence and support rigorous and sustainable educational programs that are “closing the achievement gap” for children and families in underserved, rural areas in Kern County. Leveraging the growth and success of Grimmway Academy Arvin and Grimmway Academy Shafter, we are supporting the expansion of schools in additional communities within Kern County, focusing on student achievement, improved wellness and returning economic impact to the communities. Success with our model influences new thinking in public education policy.



VISION

To expand education and wellness across Kern County so that all will thrive and be successful in school and in life and to promote and support the Grimmway Schools' mission to offer a choice in educational opportunities.

MISSION

Helping make vibrant communities in Kern County with our charter schools and Edible Schoolyard programs by closing the achievement gap, improving the health of students and families and creating economic growth in the communities that we serve. By being fiscally responsible and innovative, we will broaden community impact through our programs, partnerships, research, fund development and community outreach.

OUR VALUES

1. Our communities come first.
2. We are committed to our students, educational outcomes and to healthier life styles.
3. We're innovative.
4. We are effective and rigorous about meeting timelines and delivering outcomes, and we ensure high quality in all our efforts.
5. We seek, hire and develop passionate people with grit.

OUR FOUNDATION IS BUILT ON:

1. Being respectful of others

We need each other to do our jobs well and achieve our mission. Two minds are better than one and we each offer different perspectives. The most successful people, teams and organizations are known by the depth and width of their personal relationships.

2. Taking the initiative to make things better

To continuously improve our relationships and working environment we need to initiate. It takes courage and humility to initiate...practice makes permanent.

3. Valuing our differences

If we all thought, interpreted and responded the same way, we would be limited as a team. It is our different ways of thinking, different experiences and differences in general that can make a team very powerful in the context of good alignment.

4. Being humble and teachable

Regardless of position, title or experience, we can all learn from anyone if we are humble.

5. Leading by example

The best way to influence behavior is to model it often, consistently and sincerely. Be the change you wish to see.

Wellness/Edible Schoolyard

Three Healthy Meals per Day –
Breakfast, Lunch, Snack

Physical Education for
All Students

Twelve Lessons in the Edible
Schoolyard Nutrition Classes

Environmental Stewardship

Family Cooking and Nutrition
Classes, 6 times per year



OUR GUIDING STRATEGIES

- 1. Growth through excellence** and the Grimmway Values.
- 2. Strategic talent management** – we are committed to acquiring, developing and retaining our human capital.
- 3. Fiscally responsible**, scalable and sustainable.
- 4. Create high expectations** for academic achievement through innovative and replicable educational and healthy food programs for children and families in underserved rural areas through charter schools and Edible Schoolyards.

1

Through our ESY KC programs and outreach, increase wellness and healthy eating in communities in Kern County.

Performance Goal Statement

By 2020 we will have successfully raised \$200K for the Schwab matching grant; increase fundraising by 30+%; receive six grant awards totaling \$200K; and secure sponsorship revenues of \$100K.

2

Broaden ESY KC instructional and community based programs, outreach and impact.

Performance Goal Statement

By 2021 we will have broadened the Edible Schoolyard Kern County's impact by expanding community outreach through educational instruction (workshops, camps and events) and through continuous support of Grimmway Schools.

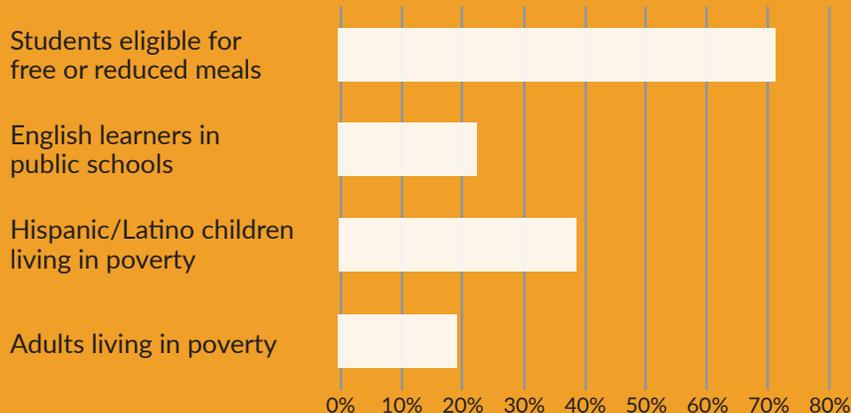
3

Implement and sustain credible and validating wellness research activities and partnerships that demonstrate impact from our wellness and edible education activities.

Performance Goal Statement

By 2021 we will have developed a successful research and analytics relationship with Cal State University Northridge (CSUN) to assess and validate our nutritional impacts on student and community health. We will have been awarded several partner grants and been instrumental in the award of a major multi-year grant to CSUN to fund the research.

Kern County Facts





1,240

Number of students enrolled on two campuses in grades K-8 with waitlists in multiple grade levels



4

Develop and leverage meaningful partnerships with organizations that align with and expand impact for our wellness and healthy eating goals and objectives.

Performance Goal Statement

By 2021 we will have developed meaningful partnerships with likeminded organizations and become an asset in the health and wellness community.

5

Invest and build out new ventures

Performance Goal Statement

By 2018 we will have completed the due diligence and business modeling to determine a “go/no-go” for a central kitchen project. If this project is greenlighted, by 2020 we will launch a profitable business that provides net margin revenue to the Foundation to support operations and funding priorities.

“...knowledge and values to build a healthy, humane and sustainable future...”

Grimmway Academy Outcomes

GA Arvin, K-8
792
Students

GA Shafter, K-4
426
Students



98%+
Parent involvement in all parent-teacher conferences



60%
Percentage of students who are more likely to make healthy food choices



97%
Average daily attendance rate during the 2016-17 school year

Surveys conducted during the 2012-13 school year compared to the 2016-17 school year