



ALLEGHENY INTERMEDIATE UNIT

Strategic Plan

Serving Every Learner



Who We Are



The Allegheny Intermediate Unit (AIU) is a regional education services agency and a crucial part of Pennsylvania's public education system.

Our caring staff of approximately 1,200 individuals provide specialized services to Allegheny County's suburban schools and about 130 programs for children, adults, and families. The AIU is one of 29 intermediate units across the state.



OUR MISSION

We advance equitable opportunities for every learner.

OUR VISION

Through equitable access,
all learners achieve their full potential.



Strategic Pillars

1. Innovate Systems and Services

Innovating services and technology to improve outcomes

Key Focus Areas:

- Redesigning Service Models: Evolving delivery methods and services to ensure maximum responsiveness and organizational effectiveness.
- Navigating Technological Transformation: Leading the responsible adoption of artificial intelligence, emerging technologies, and digital literacy with a focus on ethical governance and equitable access.
- Empowering Innovative Educators: Providing opportunities and support for internal and external stakeholders to think creatively, test new ideas, and lead innovative educational practices.



2. Grow Talent and a Dynamic Workforce

Building and sustaining the talent needed for success

Key Focus Areas:

- Accelerating Talent Pipelines: Meeting the labor demand across the educational landscape by developing new pathways for recruitment and specialized professional growth.
- Sustaining High-Quality Staff: Improving recruitment and retention through competitive compensation, professional connections, and a culture of support.
- Aligning Career Pathways for Learners: Ensuring equitable exposure to future career opportunities and expanding social capital to connect learners at the forefront of the Western PA work environment.

3. Foster Wellbeing and Supportive Environments

Creating the conditions for everyone to thrive

Key Focus Areas:

- Fostering Supportive Environments: Developing internal and external cultures that prioritize the pillars of wellness.
- Coordinating Regional Resources: Consolidating and distributing comprehensive tools and “on-ramps” that support students, families, and schools.
- Eliminating Barriers to Success: Addressing barriers that impact learning, wellness and opportunity so that every learner can thrive.



Shared Beliefs

We **advocate** –

by promoting access to the relationships, resources, and opportunities every learner needs to succeed.

We **collaborate** –

by bringing together people and diverse perspectives to solve complex challenges and improve outcomes for learners and communities.

We **connect** –

by fostering meaningful relationships that strengthen partnerships and expand opportunities.

We **innovate** –

by challenging the status quo and embracing new ideas to create solutions for an ever-changing world.

We **respond** –

by listening, adapting, and taking action to meet the evolving needs of those we serve.

We **build trust** –

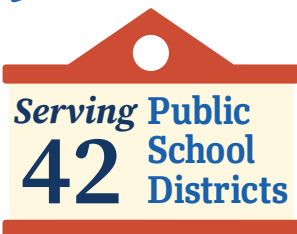
by acting with integrity, honoring our commitments, and communicating openly.



AIU by the numbers*

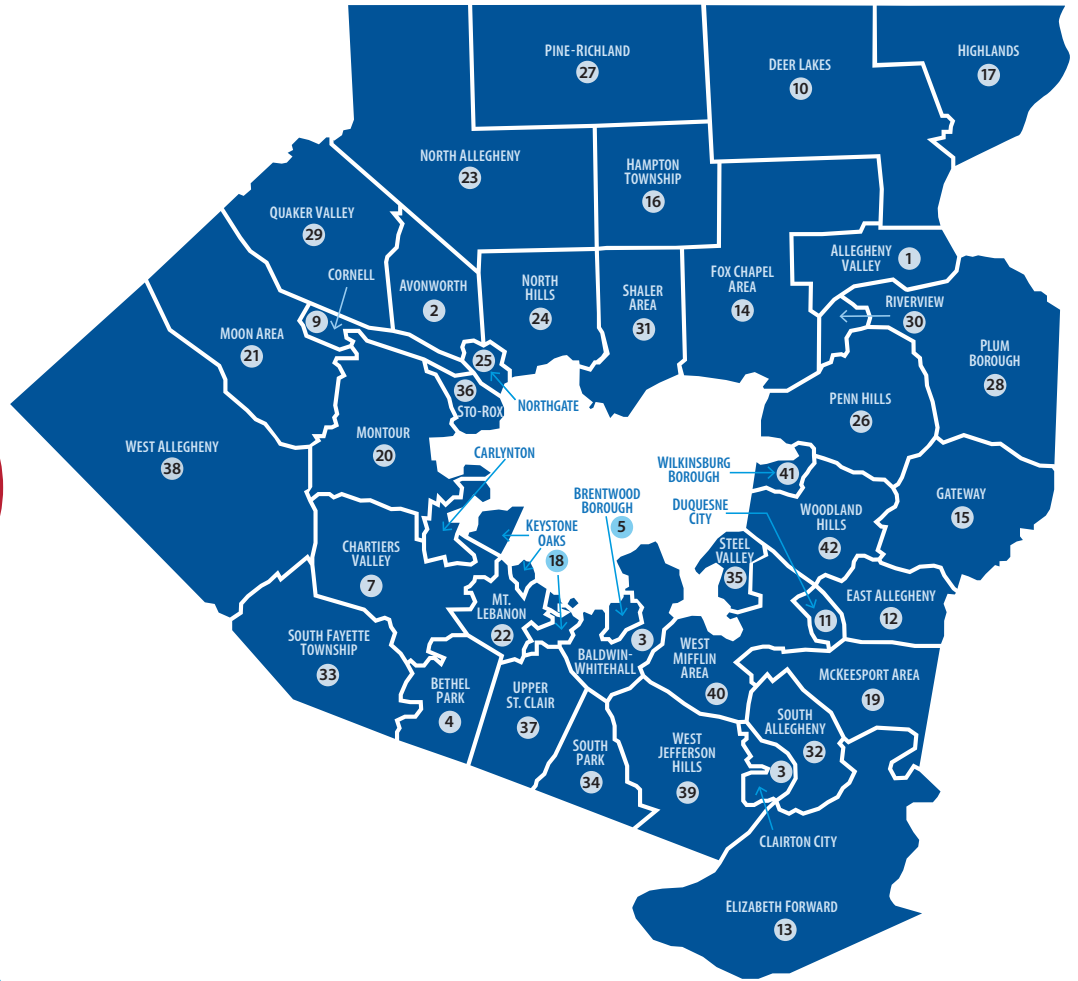


3 Special Education Schools



130 PROGRAMS
& SERVICES

*As of January 2026



The 42 Suburban School Districts of Allegheny County

- | | | |
|-----------------------|----------------------|----------------------------|
| 1. Allegheny Valley | 15. Gateway | 29. Quaker Valley |
| 2. Avonworth | 16. Hampton Township | 30. Riverview |
| 3. Baldwin-Whitehall | 17. Highlands | 31. Shaler Area |
| 4. Bethel Park | 18. Keystone Oaks | 32. South Allegheny |
| 5. Brentwood Borough | 19. McKeesport Area | 33. South Fayette Township |
| 6. Carlynton | 20. Montour | 34. South Park |
| 7. Chartiers Valley | 21. Moon Area | 35. Steel Valley |
| 8. Clairton City | 22. Mt. Lebanon | 36. Sto-Rox |
| 9. Cornell | 23. North Allegheny | 37. Upper St. Clair |
| 10. Deer Lakes | 24. North Hills | 38. West Allegheny |
| 11. Duquesne City | 25. Northgate | 39. West Jefferson Hills |
| 12. East Allegheny | 26. Penn Hills | 40. West Mifflin Area |
| 13. Elizabeth Forward | 27. Pine-Richland | 41. Wilkesburg Borough |
| 14. Fox Chapel Area | 28. Plum Borough | 42. Woodland Hills |



475 East Waterfront Drive | Homestead, PA 15120
412-394-5700 | aiu3.net