

## BPLP Strategic Plan

### **BPLP Mission Statement**

To build stronger ties between the St. Peter Community and Gustavus Adolphus College by having the leaders of today mentor the leaders of tomorrow through a one-on-one relationship.

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**Goal 1: To facilitate mentoring relationships through the provision of one-on-one relationships, monthly events, and program orientation.**

**Objective 1.1:** Provide the initial foundation and year-long support for one-on-one mentoring relationships between volunteers and Little Partners to foster meaningful pairings.

#### **Initiatives:**

- 1.1.1** Facilitate the initial interaction between Big Partners and families to focus conversations on mentorship goals and lay the foundation for a meaningful relationship.
- 1.1.2** Provide year-long support for Big Partners to maintain strong relationships.
- 1.1.3** Develop minimum standards for mentorship within the BPLP program which are clearly communicated to Big Partners during volunteer training.
- 1.1.4** Develop an ongoing Big Partner training system which emphasizes the mentoring process, including making mentorship development materials available throughout the year.
- 1.1.5** Utilize Team Leaders as mentors for the Big Partners to create an infrastructure of strong, effective mentorships.

**Objective 1.2:** Provide a mentoring environment outside the one-on-one relationship to strengthen the connection between Big Partners and Little Partners.

#### **Initiatives:**

- 1.2.1** Provide large-group events which facilitate team building between Big Partners and Little Partners.
- 1.2.2** Find partners in the community (i.e. Bowlero Lanes, St. Peter Cinema) that will provide deals or discounts to BPLP participants for activities held off the Gustavus campus.

**Objective 1.3:** Provide a comprehensive orientation to volunteers, Little Partners, and families for a better understanding of the goals and methods of the BPLP program.

#### **Initiatives:**

- 1.3.1** Create a more engaging orientation process that offers perspective from both volunteer, little partner, and families.
- 1.3.2** Focus on developing leadership skills during Big Partner training through verbal, visual, experiential, and written methods.

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**Goal 2: To have a lasting impact on youth and volunteers by creating meaning through reflection activities, the establishment of learning outcomes, and a focus on commitment.**

**Objective 2.1:** Provide opportunities for reflection activities to give meaning to the actions of all program participants.

**Initiatives:**

- 2.1.1** Create a “LP Alumni” network which allows for program evaluation and self reflection at a later age.
- 2.1.2** Create a formalized system of continuous evaluation for Big Partners, Little Partners, and families to provide opportunities for personal reflection and realization of accomplishments throughout their entire time in the program.
- 2.1.3** Provide team leaders with the leadership skills, various materials, and confidence to facilitate activities that promote reflection and growth amongst their team members.

**Objective 2.2:** Practice outcomes-driven actions, in terms of mentoring relationships, events, orientation, and reflection, to encourage the personal development of Little Partners.

**Initiatives:**

- 2.2.1** Prior to the Matching Meeting, have parents/guardians better define the reason for participation and inclusion into the BPLP program, as well as define expectation and goals of the child’s personal growth.
- 2.2.2** Facilitate learning at Big Partner training through the interpretation of “personal development scenarios” which will help Big Partners to plan activities to encourage the personal development of a Little Partner.
- 2.2.3** Provide opportunities for Big Partners to identify changes of regarding growth they have noticed in their meetings with their Little Partners.

**Objective 2.3:** Promote engaged, year-long commitment from volunteers, participants, families, and coordinators to get the maximum benefit out of each mentoring relationship.

**Initiatives:**

- 2.3.1** Develop minimum standards for participation within the BPLP program, discuss these expectations with all potential Big Partners during interviews, and formally evaluate each applicant’s commitment to the program.
- 2.3.2** Develop a new system for mid-year check-ins that move away from an interview format to more of an informative, motivational, and reflection event.
- 2.3.3** Provide a “check-up” system to evaluate commitment among both parents and Big Partners through regular correspondence to ensure accurate Big Partner reporting’s.
- 2.3.4** Provide parents with more background about our program, training, and focus on opportunities for child growth on Little Partner applications.
- 2.3.5** Create a monthly or bi-monthly reward system for Big Partners to thank them for their commitment.
- 2.3.6** Specifically identify expectations and responsibilities of Big Partners to increase Big Partner accountability and commitment.

**3 Goal 3: To foster a reciprocal, supportive relationship with the St. Peter and greater Gustavus communities through open communications and positive interactions.**

**Objective 3.1:** Interact, recruit, and advertise in a manner which will create a positive perception of the BPLP program in the St. Peter and Gustavus communities.

**Initiatives:**

- 3.1.1** Develop minimum standards for communication with faculty teaching Spanish, First Term Seminars, and courses with community service requirements to establish continuity.
- 3.1.2** Participate in activities which will enhance the visibility of the program within the St. Peter community.
- 3.1.3** Partner with the St. Peter United Way to expand our advertising capabilities.
- 3.1.4** Develop a system to improve communication with St. Peter/Mankato media to advertise or highlight the program.

**Objective 3.2:** Provide open communication channels between coordinators, volunteers, participants, families, and the greater communities to foster reciprocal and supportive relationships.

**Initiatives:**

- 3.2.1** Develop minimum standards for communication within the program to which coordinators will be held accountable.
- 3.2.2** Develop minimum standards for interaction with staff at St. Peter schools to increase advertising capabilities and recruitment opportunities.
- 3.2.3** Establish a web-based communication system to better interact with program participants.
- 3.2.4** Develop a BPLP Program Handbook containing, but not limited to, training materials, a resource list, coordinator contact information and position descriptions, and a concrete overview of the program and its goals.