Strategic Plan:

Goal #1: Increase Program Structure

Objective 1.1: Ensure Continuity & Flow during Program Time.
  1.1.1: Formulate a routine to follow.
  1.1.2: Improve volunteer logistics.
  1.1.3: Establish policies & procedures.

Objective 1.2: Verify Volunteer Confidence During Program Time.
  1.2.1: Improve communication between coordinators & volunteers.
  1.2.2: Clearly define volunteer objectives & roles.
  1.2.3: Provide volunteers with the necessary support.

Objective 1.3: Foster the Personal Growth of Volunteers.
  1.3.1: Ensure orientation causes higher thinking (critical, analytical & reflective) by volunteers.
  1.3.2: Ensure that volunteers enjoy their program time.

Objective 1.4: Guarantee Children Benefit from Program.
  1.4.1: Verify that volunteers are forming personal bonds w/ kids.
  1.4.2: Design reflective activities to engage children.
  1.4.3: Recognize students' perceptions and evolve program based on their input.

Goal #2: Maintain Program Knowledge

Objective 2.1: Maintain a Standard of Quality in the Amigos Program.
  2.1.1: Capture & archive best practices.
  2.1.2: Ensure the outstanding character of volunteer recruits.
  2.1.3: Create informative on-campus events.

Objective 2.2: Promote Coordinator Growth from Year to Year.
  2.2.1: Keep new coordinators up-to-date with past practices.
  2.2.2: Implement dedicated time to reflect on program successes & failures.

Objective 2.3: Create the Optimal Reputation/Perception of Amigos on Campus.
  2.3.1: Open positive dialogue with gustavus faculty & staff.
  2.3.2: Start a public relations campaign on campus.

Goal #3: Expand Ties with Community Partners (Participants, Teachers, ESL instructors, Social Workers, Schools & Immigrant Communities)

Objective 3.1: Increase Number of Participants in Amigos.
  3.1.1: Enhance communication with all teachers at North Intermediate.
  3.1.2: Take advantage of community networking to recruit family and friends of current participants.

Objective 3.2: Advance Communication with Immigrant Populations in St. Peter.
  3.2.1: Incorporate Amigos translations when needed.
  3.2.2: Create semesterly events on campus that target Latino community.

Objective 3.3: Guarantee That Community Partners Benefit from Program.
  3.3.1: Design effective evaluation procedures & plans.
  3.3.2: Enlist a third party to evaluate role of Amigos in community.

Objective 3.4: Ensure Volunteers Feel Pride in the Program.
  3.4.1: Keep volunteers up to date on strategic planning processes.
3.4.2: Create bonding opportunities for volunteer team outside of program time.