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.

1 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.

2 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.

**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.