Goal 1: Develop talents and skills of Gustavus student volunteers and coordinators by providing educational opportunities for volunteers, incorporating reflection into volunteer and coordinator experience, and by developing the talents of study buddies coordinators.

Objective 1.1: Provide educational opportunities for Study Buddies Volunteers to equip them for challenges and build their current skills and talents

  Initiative 1.1.1: Develop site specific orientations in order to individualize volunteer orientation experience.

  Initiative 1.1.2: Create database of best practices for working with student in the classroom for volunteers to reference.

Objective 1.2: Incorporate Reflection into Study Buddies volunteer and coordinator experience in order to make their experience more valuable and to help them recognize the impact their work has in the community.

  Initiative 1.2.1: Create semester-long plan to integrate reflection into face-to-face time with volunteers and coordinators.

  Initiative 1.2.2: Include reflection questions into bi-weekly communications with volunteers in order to encourage private reflections.

  Initiative 1.2.3: Collaborate with CVR and CSC to generate database of reflection resources and strategies.

  Initiative 1.2.4: Hold once a semester “office hours” for all volunteers to check in and reflect on their experiences thus far.

Goal 2: Enable student potential in the St. Peter Community by promoting active involvement of volunteers and expanding volunteer knowledge and understanding of unique student needs.

Objective 2.1: Promote active involvement of volunteers in classrooms and with St. Peter students so volunteers and program participants take charge of their volunteer experience and make it meaningful to themselves.

  Initiative 2.1.1: Provide St. Peter teachers with information about their Study Buddies interests, talents, motivations, and goals.

  Initiative 2.1.2: Create a second tier of volunteers who be advocates for education at a larger level. This group will facilitate connections to the larger Gustavus community by partnering with like organizations to raise money for and raise awareness of inequalities in education.

Objective 2.2: Expand knowledge and understanding of unique student needs so that our volunteers are able to assist teachers in enabling the potential of students.

  Initiative 2.2.1: Assess the student demographics of requests that come in on a yearly basis and plan for a semester-long supplemental education component to Study Buddies training.
Initiative 2.2.2: Incorporate breakout sessions led by SEA or KDP in orientation that focus on differentiation in learning, diverse cultures of students, and working with students with disabilities.

**Goal 3: Build and enhance strong partnerships between St. Peter schools and educators with Study Buddies program by focusing on partnership, expanding program awareness, and creating a system which promotes strong communication.**

**Objective 3.1: Focus on partnership between St. Peter educational sites and the Study Buddy Program**

- **Initiative 3.1.1:** Create a form and process to document meeting with school officials
- **Initiative 3.1.2:** Incorporate school feedback in our strategic plan on a yearly basis by examining how well the schools feel we met our goals of our strategic plan.

**Objective 3.2: Expand program awareness in the St. Peter and Gustavus Community in order to open future doors to new partnerships within the St. Peter Community and Gustavus**

- **Initiative 3.2.1:** Create Study Buddies of the Month position and develop a publicity plan for the award.
- **Initiative 3.2.2:** Go to schools to publicize the program to parents by setting up a table at parent teacher conferences.
- **Initiative 3.2.3:** Develop Study Buddies style guide and implement Study Buddies Brand in all outgoing communications.

**Objective 3.3: Create a system which promotes strong communication between coordinators, volunteers, and educators**

- **Initiative 3.3.1:** Establish a teacher “rep.” in each site who will be our go-to person for concerns and feedback about the program in order to increase communication between the coordinators and educators.
- **Initiative 3.3.2:** Increase visibility of site coordinators in schools by holding one a month office hours in the schools.
- **Initiative 3.3.3:** Develop set of “volunteer expectations” which is developed by a coalition of educators, volunteers, and coordinators.