

# VinE Strategic Plan



Our Vision	As a result of our work, community members will know they have a place in the school. Community volunteerism will increase to help students become confident <i>and</i> successful in their education.
Our Mission	Volunteers in Education engages the community in the education of its students, supporting their growth and preparing them for productive citizenship.
Our Beliefs	We Believe... <ul style="list-style-type: none"> <li>● Every child can learn</li> <li>● Tutors make a difference</li> <li>● Vibrant schools result from engaged communities</li> <li>● Communities are stronger when students perform better</li> </ul>
Who we serve	VinE is a nonprofit organization based in Northern Minnesota, serving school districts on the Iron Range.
Our Program	VinE provides a Preservice Tutor Education program, to community volunteer tutors. Tutors provide individual and small group academic support to help students needing additional support as identified by teachers in the schools we serve. Tutors support student success and personal growth through their relationships with the students. This improves the tutoring process and increases student learning.
Our Goals	<ol style="list-style-type: none"> <li>1. VinE is guided by a fully functioning board of directors.</li> <li>2. VinE is a model program for helping students succeed.</li> <li>3. VinE builds strong school-community connections to support success.</li> </ol>

## Goal 1: VinE is guided by a representative board of directors.

The VinE Board of Directors sets the organization's mission, vision, and strategic direction, provides financial and staff oversight, and represents the communities served.

### *Strategies:*

1. Board operations, recruitment, and committee operations:
  - a. Review Board Handbook and Policies annually
  - b. Hold periodic board training on topics selected by the board, e.g., finances, ACES, grant management
  - c. Increase the number of board members not to exceed 11 (Bylaws), ensuring geographic representation of all VinE communities
    - i. Upon reaching the maximum board size, review the committee structure
    - ii. Work as a committee of the whole until the board determines independent committees are more efficient

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## **Goal 2: VinE is a model program for helping students succeed.**

VinE provides a robust tutor program that demonstrates increased student achievement and is replicable.

### *Strategies:*

1. Program Growth:
  - a. Expand geographically with conscious sustainability.
    - i. New service areas require quality funding, recruitment, and Coordinator suggestions from the District.
  - b. Expand to engage VinE tutors in after-school programs
  - c. Strengthen program relationships with teachers and teacher commitment to tutor support for students
  - d. Best practices in volunteer tutor recruitment, training, and recognition, including tutor training in reading and math instruction
  - e. Annual reporting to funders and the public
  - f. Use a tracking system to report monthly activity by schools and aggregated volunteers, volunteer hours/month, number of students served, student contact hours/month
  - g. Refine instruments and policies for gathering data on student growth to include data from Coordinators, Tutors, Students, and Teachers
  - h. Annually evaluate mechanisms for teacher feedback on volunteer performance and growth and teacher program feedback and recommendations
  - i. Gather stories of student growth
  - j. Apply best practices in Site Coordinator recruitment, training, and site oversight

## **Goal 3: VinE builds strong school-community connections to support student success.**

Increase community members awareness of VinE to the point where they know:

- VinE schools welcome community volunteers
- Students need them
- How to be involved at the school through VinE
- How to support VinE financially

### *Strategies:*

1. Increase VinE communication with the communities it serves; Increase funder commitment to VinE operations
  - a. Continue to monitor and report on community metrics connected to student achievement in all schools in our service area
  - b. Promote VinE in VinE communities to recruit tutors and solicit donations
  - c. Create an annual report to include evaluation reports and finances for external audiences
  - d. Host annual meet-and-greet social with VinE board and stakeholders
  - e. Annually share evaluation results/annual report with VinE existing funders and school boards; do so in person where feasible
  - f. Create strong public/media relations programs in each VinE community
  - g. Utilize MDE data to report on student achievement regularly in all schools in our service area
  - h. Monitor and report on school-community metrics
  - i. Identify ways to strengthen families in the communities we serve