



Engagement. Voice. Success.

The Relationship Between the Host Site and the Alliance

The Alliance works to provide support to both the Promise Fellow and the Host Site in a variety of ways. The Alliance provides training, weekly communication via email, mentoring, etc. Sites provide the day to day supervision of Promise Fellows and provide additional training and evaluation support.

Recruitment and Selection

Fellows will be recruited both by their host organization/school and the staff of the Alliance with Youth. School-Community Partnerships teams are expected to recruit aggressively through their networks and local media. Applicants will be screened and interviewed by both the host site supervisors and the Alliance staff. Please see the Attachments for details regarding recruitment and selection.

Supervision

An important part of each Promise Fellow's year of service is the opportunity to grow and develop new skills. Each School-Community Partnership must appoint one responsible Promise Fellow supervisor. **Supervisors have a very strong influence on the success of the Promise Fellow's year.** The supervisor in most cases must be a fulltime employee with available time to effectively supervise and mentor the Promise Fellow. The supervisor should be a professional with supervision experience and a sincere desire to make the Promise Fellow's year successful. Once a supervisor has been identified at each host organization, a meeting will take place to orient all supervisors to the new program and review expectations. Supervisors will be involved in approximately four additional meetings/events during the year where they will meet together with the Fellows for the purpose of building partnership relationships and maintaining good communication and links to the AmeriCorps Promise Fellow program. **In summary, Supervisors will be expected to participate in approximately five meetings during the year related to this program.** Most, if not all, of the meetings will take place within short driving distance of the Twin Cities metro area.

Site Visits

Alliance staff will make at least one in-person monitoring visit to each site to meet with the supervisor, Fellow and partners about the progress being made. Informal contact and discussion of Fellow and Supervisor relationships, accomplishments, etc. will be made by staff at monthly meetings.

Personal Growth Plan

Host site supervisors must provide opportunities for personal and professional development during the year. An important part of the personal development of each Fellow is creation of a Personal Growth Plan. The Plan outlines the Fellows' individual goals for their year of service in five areas: Professionalism, Youth Development, Cultural Competency, Civic Engagement, and one self-defined goal. Fellows begin to develop goals in each area during the Orientation and finalize their plan with their supervisor. Progress on the plan is a required part of progress reports.

Pre-Service Orientation and Other Statewide Meetings

Fellows begin their year in August and complete a pre-orientation assignment to examine the achievement gap and educational equity issues in their school and community. Staff and partnering organizations present the following topics at orientation:

- * Introduction to National Service and the Five Promises Framework
- * Understanding the achievement gap / building educational equity
- * School-community partnerships
- * Volunteer mobilization and management
- * Serving diverse youth
- * Service-learning, youth development, and youth leadership
- * Family involvement
- * Planning for continuous improvement and sustainability

The orientation also builds relationships among all Fellows, especially those serving near each other in a particular region of the state. The Fellows collaborate as a corps to plan and implement statewide activities such as national service days, regional meetings, Red Wagon Awards, and a biannual State Summit on Youth-Adult Partnerships. At least three other statewide gatherings are required: an October Retreat, a Mid-Year training and a Final Celebration/Life After AmeriCorps event for Fellows and Supervisors. Optional trainings are offered regularly for enrichment.

Monthly Training

In addition to statewide training for everyone, Fellows meet monthly for training in a small group or "small corps". Monthly trainings reinforce the topics presented at the Orientation. They are coordinated by our Program Coordinator, Gina Nelson, a former teacher and youth development educator with expertise in service-learning and civic engagement. In addition to sharing her expertise, Ms. Nelson utilizes Alliance staff and other experts in a variety of fields to provide additional support. Fellows are also expected to facilitate at least one monthly meeting per year. Each meeting has a specific skill-building focus, while allowing time for program/region-specific updates and team-building activities. Fellows are also encouraged to build relationships and stay in communication between meetings.

Individual Coaching

A unique aspect of our member support is AmeriCoach – a national non-profit organization providing direct coaching and training to AmeriCorps members and staff. AmeriCoach helps members use their year of service not as a stop gap between high

school or college and the “real” world, but as a time of deep reflection on what they can contribute in their lives. Each member has the option to be matched with a professional coach for bi-weekly phone calls that help to identify their passion and purpose in life, and solidify plans for making their vision a reality.