

Haiti Partners Vision & Strategic Plan (Begun Sept 2009 and regularly updated)

Major Areas	Vision / Three-Year Goals	Annual Goals 2011-2012
<p>STUDENTS Student Program Team: Benaja, Peter, Erik, and Hannah (w/ John primarily focused on Children's Academy)</p>	<p>PS (Partner School) Model</p> <ol style="list-style-type: none"> <li>1. Standardized/replicable teacher trainings,</li> <li>2. Administration trained and in place</li> <li>3. Reporting and evaluation mechanisms understood and complied with.</li> <li>4. Develop 5-year strategic plan for each partner school</li> <li>5. Each partner school has social enterprise generating income that's helping to cover school budget.</li> <li>6. Individualized infrastructure goals for each of Partner</li> </ol>	<p>NOTE: Without Hannah and Peter on board it is likely that we will not be able to accomplish all of these goals during 2011-12. We are still hoping that an existing partner might provide funding so that we can keep them on board.</p> <ol style="list-style-type: none"> <li>1 A. Annual Teacher Training program</li> <li>2 A. Standardized PS annual training program completed (Benaja and Erik)</li> <li>B. Development of school handbook/manual for PS and others. (entire team plus Peter and John)</li> <li>3A. Quantitative/qualitative progress indicators developed, in use, and clearly communicable (Erik)</li> <li>4 A. Strategic Plan drafted for each school (H,B,E and school administrators)</li> <li>4 B. Develop 3-year budget for Students Program</li> <li>5 A. Develop a plan for each school to generate income either through social enterprise and/or income generating for families. Plan could include vocational training.</li> <li>5 B. Explore school gardens as a means of generating income. Through marketing of vegetables.</li> <li>6 A. Proposal developed for obtaining electricity and Internet for at least 3 of our</li> </ol>

	<p>Schools have been accomplished.</p> <p>7. Phase out/phase down strategy in place (Partnership with Ministry of Education)</p>	<p>partner schools.</p>
	<p>8. Development progressive curriculum with inherent lesson design &amp; assesment to show student mastery in following HP tenets:</p> <ul style="list-style-type: none"> <li>● Civic empowerment</li> <li>● Environmental Stewardship</li> <li>● Entrepreneurship</li> <li>● Fluency in Haitian-Creole, French, English</li> <li>● Computer/technology literate</li> <li>● Character and Spiritual Development</li> <li>● Nurture artistic creativity.</li> </ul>	<p>8 A. Reflection Circles are used weekly with students for social studies and civic empowerment. Develop mechanism for documenting and coaching this.</p> <p>9 A. Develop working organic fruit and vegetable gardens at all 7 partner schools 9B. Translate into Kreyol Environmental Books grades K-6.</p>
<p>STUDENTS/ Children's Academy</p>	<p>1. Children's Academy fully operational and plan in place for full enrollment.</p> <p>2. Auditorium, amphitheatre and small houses to receive visitors complete.</p> <p>3. Facilities management and hospitality plan in place for receiving visitors.</p> <p>4. Training programs in place that respond to clearly articulated goals to ensure facility is being put to good use.</p>	<p>1 A. Children's Academy Advisory Council fully functional.</p> <p>1 B. Funds have been raised to complete phase 1 (by July 30, 2011)</p> <p>1 C. Building on track to be completeted in time for school to start Sept 2012</p> <p>1 D. Staff hired and plan in place to receive students Staff 2012</p> <p>2 A. Funds raised to complete phase 2; additional classrooms, possibly auditorium, amphitheatre and small homes for visitors</p>

TEACHERS	<p>1. The Haiti Partners Civic Empowerment curriculum, which uses Circles of Change methods, is being used in more than 25 schools and with more than 12 organizations.</p> <p>2. Through regular teacher training seminars in Port au Prince and Petion-Ville that are attended by educators from local and international institutions, Haiti Partners has established a reputation as being a key player in improving Haiti's education system.</p>	<p>1 A. Have 300 teachers and grassroots leaders complete Circles of Change training.</p> <p>2 A. Modules have been developed for at least 4 specific teacher training seminars and we are providing training to key trainers and teachers in intl orgs and schools.</p>
LEADERS	<p>Capacity Building 3 training</p> <ul style="list-style-type: none"> <li>● Evolve this program to include Partner School leadership and teachers or how?</li> <li>● Establish reputation as training program.</li> </ul>	<ul style="list-style-type: none"> <li>● Execute 4 CB3 training sessions</li> <li>● Grameen interns create a curriculum and plan and does oversight for all of our programs.</li> </ul>
DISCIPLES	<ul style="list-style-type: none"> <li>● 15 scholars in Micah Scholars Initiative</li> <li>● Continue countrywide training program</li> <li>● 10,000/year Bibles distributed</li> <li>● 1 new educational material (a Bible study/ discussion booklet on children's rights) developed in Creole for use in churches/schools</li> </ul>	<ul style="list-style-type: none"> <li>● Have 15 seminary students with full scholarships and monthly stipends that are engaged in HP seminars and internships.</li> <li>● Enroll first 15 scholars in program and develop the systems for the program (fall 2011)</li> <li>● Continue Bible partnership w/ Canadian Bible Society for 10,000 Creole Bibles per year</li> <li>● Create Child Rights Bible-study/Discussion Booklet in Creole</li> <li>● Continue regular Christian education training</li> </ul>
ADVOCATES and Partners	<p>Definition: Individuals and partners (schools, churches and corporations) that: Advocate for and/or support (a) Haiti Partners, (b) Haiti, and (c) justice and faithfulness generally. For this area, we're focused on one-year goals for this year and then will become clearer for 3-year goals.</p>	<ul style="list-style-type: none"> <li>● 140 new monthly \$1/day givers added during fiscal year</li> <li>● 10 schools start Change for Haiti Schools program during fiscal year</li> <li>● 5 new church partners during fiscal year</li> <li>● 5 new corporate partners during fiscal year</li> <li>● Groups (John): strategic groups that come for short stays of 3-4 days</li> <li>● Annual Partners Retreat May 13 and 14, 2011</li> <li>● Plan for Annual Meeting March 17, 2012</li> </ul>
Communications	<ul style="list-style-type: none"> <li>● Weekly video blog updates</li> <li>● Monthly e-news blasts</li> <li>● Newsletter - 2 or 3 times a year</li> <li>● Growing Facebook/Twitter</li> <li>● Growing HP Advocates</li> <li>● Robust public speaking schedules</li> <li>● Change for Haiti School Program</li> <li>● Book promotions</li> </ul>	<ul style="list-style-type: none"> <li>● Weekly video blog updates</li> <li>● Monthly e-news</li> <li>● Newsletters - 3 times a year</li> <li>● Growing Facebook - 500"Likes"</li> <li>● Growing Twitter - 1500</li> <li>● Growing HP Advocates - 15</li> <li>● Robust public speaking schedules</li> <li>● Change for Haiti School Program</li> </ul>
HAITI		<p>Develop in country communication plan and network. Create chart with NGOs contacts and follow up action plan.</p>

<b>Development / Fundraising</b>	<ul style="list-style-type: none"> <li>● Increase monthly givers from 305 (Jan 2011) to 750</li> <li>● Equipping and Unleashing of Volunteer Fundraising Corps</li> <li>● Relationally Based interaction with key Foundations</li> <li>● Relationally Based interaction with Major Donors</li> <li>● Growing “Change for Haiti Partners”</li> <li>● Growing Church supporters</li> <li>● Growing Business supporters</li> <li>● Growing audience of School supporters</li> <li>● Two Appeal Letters – Dec and June</li> <li>● Annual Giving Statement + Gift – 1/11</li> <li>● April CHP Promotion</li> </ul>	<ul style="list-style-type: none"> <li>● \$1.4 million</li> <li>● Foundations: \$200K EAPE: \$25,000</li> <li>● Major Donors: \$600,000</li> <li>● CHP Monthly Donors: 80 for \$100K</li> <li>● Individual Donors: \$200,000</li> <li>● Churches: \$150,000</li> <li>● Businesses: \$100,000</li> <li>● Schools - \$25,000</li> <li>● Two Appeal Letters – Dec and June</li> <li>● Annual Giving Statement/Gift – 1/11</li> <li>● April CHP Promotion</li> </ul>
HAITI		<ul style="list-style-type: none"> <li>● Capacity building grant (\$250K)</li> <li>● Have two to three major partnerships underway: USAID, KNH, Mercy Corps?</li> </ul>
<b>Board</b>	<ul style="list-style-type: none"> <li>● 9 board members</li> <li>● Board meeting in Haiti once every 2 yrs</li> <li>● Board orientation program</li> </ul> <p>Role and relationship with Canadian board?</p>	<p><b>IN U.S.</b></p> <ul style="list-style-type: none"> <li>● Grow board</li> </ul>
HAITI	Dynamic board with 5-7 members	<ul style="list-style-type: none"> <li>● Two board meetings</li> <li>● Identify priorities and and put plan in place for their accomplishment.</li> </ul>
<b>Organization / Administration</b>	<ul style="list-style-type: none"> <li>● Standards met for Charitable Accountability Organizations</li> <li>● US Office Staffing Needs Identified</li> <li>● Develop Work Space Contingency Plan.</li> <li>● To expand volunteer base in US office.</li> </ul>	<ul style="list-style-type: none"> <li>● Haiti Partners obtain NGO status in Haiti (180 days)</li> <li>● 2012-2013 Budget Completed and submitted on time.</li> <li>● US and Haiti Staffing Needs Assessment done annually.</li> <li>● US Office Work Space and Haiti Office Work Space Needs Assessment done annually.</li> <li>● Volunteer Needs Assessment completed.</li> </ul>
HAITI	Dynamic staff, policy manual, etc.	