



Springboard

*affiliated with the national Young Audiences
Arts for Learning network*

Belief Statement

Springboard believes that meaningful, memorable learning experiences transform a child's worldview.

Mission Statement

Springboard develops children's abilities to think, create, collaborate and communicate.

Vision Statement

Springboard envisions a future where all children are passionate, engaged learners who experience success.

FY17 – FY19 Strategic Plan

Springboard's strategic plan for the coming three years is to increase its strength and effectiveness through organizational simplification and focus.

Operational Strategy #1

Streamline operations to improve overall quality and delivery of services.

Key Initiatives

- Identify and implement opportunities for improved office systems and processes (e.g. Software, hardware, physical plant etc.)
- Create and implement systems of employee management/benefits that maximizes retention and employee satisfaction
 - Create and implement systems to engage teaching partners as mission oriented contractors and employees

Operational Strategy #2

Develop and implement a sustainable funding model

Key Initiatives

- Raise restricted and unrestricted funds to meet budgeted goals through individuals
- Raise restricted and unrestricted funds to meet budgeted goals through foundations and corporations
- Raise restricted and unrestricted funds to meet budgeted goals through special events
 - Implement consistent, focused messaging in all communications
 - Maintain and grow donor base

Operational Strategy #3

Increase program focus, quality, and sustainability through the exploration and evaluation of strategic opportunities.

Key Initiatives

- Develop and Implement the Signature Program Model
- Expand the development of Signature Programs
- Identify and collaborative with other agencies to develop and deliver Signature Programs
- Develop a system to cultivate existing and create new collaborative partnerships with schools and districts
 - Implement and improve program evaluation methods and reporting

We will develop targets and report our success in meeting strategic goals. To that end we will:

- Increase monies available for ongoing investment in achieving Springboard's mission
- Employ and train teaching artists who develop and deliver Springboard programs
- Place an increasing number of Signature Programs that are highly regarded by the metropolitan educational community

Springboard Programming Signature Model Explanation

During the strategic planning process, Springboard analyzed program evaluation numbers, needs assessment survey data and focus group feedback. Based on this information, it was apparent that a particular programming model strengthened our mission while improving our financial outlook. This model most closely resembles the WiseWrite program and is the basis for Springboard's Signature Programs. As a result, the strategic plan (FY17-FY19) action steps outline the shift toward creating and implementing a signature model for programming. Generally, the signature model consists of the following features: occurs over eight to ten sessions (long-term residencies); aligns with Missouri Learning Standards; includes specific, measurable learning objectives; builds 21st century skills; and culminates in a final presentation/event. The programs in this model are developed in conjunction with Springboard and allow Springboard more control/ownership of the programs. Vetted, trained teaching partners who are paid and supervised as part-time Springboard employees teach all programs in the signature model.

The signature model is different than many of the existing programs at Springboard. Programs that don't fit this signature model mainly include performances and workshops that are created, owned and taught by independent contractors. Many of these programs will continue to operate with Springboard and are referenced as the traditional model in the strategic plan action steps.