



Strategic Plan

February 2022

Mission

The Crosby Fund is guided by the deep conviction that a brighter future for Haiti depends on educating its youth and preparing them for professional careers in Haiti. Less than half of Haitian families can afford school for their children, therefore, The Crosby Fund provides full scholarships for students from pre-k through university and offers additional academic support at our Education Center in Haiti's Artibonite Valley.

Education Program Committee

Objectives, Strategies, and Activities

Objectives

Objective 1

Identify promising students and award scholarships

Objective 2

Provide academic support for primary and secondary scholarship students

Objective 3

Provide support for technical and college students

Objective 4

Support employment of program graduates

Objective 5

Develop and implement programs to enhance educational experience in schools enrolling scholarship students

Objective 6

Provide the broader community with educational opportunities

Objectives and Strategies

Objective 1: Identify promising students and award scholarships

Strategy 1: Select scholarship students and fund their education

Objective 2: Provide academic support for primary and secondary scholarship students

Strategy 1: Monitor progress of individual students and identify gaps

Strategy 2: Address individual student needs to address gaps

Objective 3: Provide support for technical and college students

Strategy 1: Provide support for technical and college students

Objective 4: Support employment of program graduates

Strategy 1: Prepare students for job seeking experience

Strategy 2: Support career development of program graduates

Objective 5: Develop and implement programs to enhance educational experience in schools enrolling scholarship students

Strategy 1: Implement prioritized school-level educational programs

Objective 6: Provide the broader community with educational opportunities

Strategy 1: Provide the broader community with educational opportunities

Objective 1: Identify promising students and award scholarships

Strategy 1: Select scholarship students and fund their education

| Activity | Owner | Date |
|--|---|--------------------|
| Identify high performing schools for targeted placement at all levels | Fednor, Thelmy, Vaudy, Haitian Advisory Board | Ongoing |
| Develop database of information on resources (book storage, electricity, laptops, projectors, etc) in schools attended by scholarship students | Fednor, Thelmy, Robens | Needs Development |
| Develop a centralized process for student selection | Becky, Fednor, Thelmy, Vaudy | 20Oct2017 Complete |
| Assess budget for scholarship targets annually | Becky, Fednor, Thelmy, Vaudy | Ongoing |
| Select profile of students needed to fill gaps (class size, zone allocation, gender) | Becky, Fednor, Thelmy | Ongoing |
| Develop process for selecting local tech students and implement | Vaudy, Fednor, Robens, Becky | Ongoing |
| Develop GIS-based map of students | Ted | Ongoing |

Objective 2: Provide academic support for primary and secondary scholarship students

Strategy 1: Monitor progress of individual students and identify gaps

| Activity | Owner | Date |
|--|------------------------|---------|
| Receive report cards three times per year. For K-8 students with grades < 5.0 and 9 th -Philo students with grades < 6.0 consult with school administration and conduct parent visits as needed | Fednor, Thelmy | Ongoing |
| Collect results of standard grade level assessments for all 6 th , 9 th , and Philo students | Fednor, Thelmy, Robens | Ongoing |
| Database all first and last report card grades each year and standard grade level assessments | Robens | Ongoing |
| As needed, develop plans to address individual student gaps and follow up to assess impact | Fednor, Thelmy | Ongoing |

Objective 2: Provide academic support for primary and secondary scholarship students

Strategy 2: Address individual student needs to address gaps

| Activity | Owner | Date |
|--|-----------------|-------------------|
| Continue tutoring program for scholarship students at the Education Center and in Verettes | Fednor, Saturne | Ongoing |
| Facilitate mentoring for secondary school students by CFHE graduates | Vaudy, Fednor | Needs Development |
| Seek funding to support satellite tutoring programs in all distant schools | Faulkner | 2022 |
| Provide instruction in English to address gaps for individuals or groups of students and staff | Herold | Ongoing |
| Conduct special seminars for students (eg health, sex education) | Zulta | Ongoing |
| Offer computer classes | Saturne | Ongoing |

Objective 3: Provide support for technical and college students

Strategy 1: Provide support for technical and college students

| Goal | Owner | Date |
|--|-----------------|-------------------|
| Conduct college preparatory programs including life skill development and campus visits | Vaudy | Needs Development |
| Assign upperclassmen mentors to new college students | Vaudy | Needs Development |
| Provide remedial English teaching | Herold | Ongoing |
| Administer interest inventory | Becky | Ongoing |
| Identify employer and country areas of need and encourage students to develop in these areas to address gaps | Vaudy, Faulkner | Needs Development |
| Provide stipends to support living expenses | Becky, Vaudy | Ongoing |
| Provide computers to college and Tech II students | Becky | Ongoing |
| Provide introductory computer classes | Saturne | Ongoing |
| Address personal needs/issues as needed | Vaudy | Ongoing |

Objective 4: Support employment of program graduates

Strategy 1: Prepare Students for job seeking experience

| Activity | Owner | Date |
|--|-----------------|-------------------|
| Coach students on resume development | Vaudy, Becky | Needs Development |
| Conduct interview training | Vaudy, Becky | Needs Development |
| Develop network of partnering companies and NGOs who can help in student job placement | Vaudy, Faulkner | Needs Development |
| Support students in finding internships that would support job placement | Vaudy, Faulkner | Needs Development |

Objective 4: Support employment of program graduates

Strategy 2: Support career development of program graduates

| Activity | Owner | Date |
|--|-------------------------------|---------|
| Support students in finding internships that would support job placement | Vaudy, Faulkner | Ongoing |
| Identify students with entrepreneurial ideas and a strong track record and encourage to apply for grants to start business | Vaudy | Ongoing |
| Identify reviewers to provide appropriate technical expertise for each grant submitted | Faulkner, Vaudy and Becky | Ongoing |
| Review grant proposals and identify 1-2 for funding each year | Faulkner, Becky, Vaudy & Cmte | Ongoing |

Objective 5: Develop and implement programs to enhance educational experience in schools enrolling scholarship students

Strategy 1: Implement prioritized school-level educational programs

| Activity | Owner | Date |
|--|-----------------|-------------------|
| Provide computer training for teachers | Saturne | Needs Development |
| Continue tutoring program for scholarship and community students at the Education Center and in Verettes | Fednor, Saturne | Ongoing |
| Offer small grants to support school infrastructure improvements | Becky, Fednor | Ongoing |
| Hold parent orientation meetings | Fednor, Thelmy | Ongoing |
| Host annual teacher professional development program and other academic meetings | Fednor | Needs Development |
| Provide school supplies as needed and able (educational posters, technical supplies, microscopes, laptops, books, etc) | Becky | As Appropriate |

Objective 6: Provide the broader community with educational opportunities

Strategy 1: Provide the broader community with educational opportunities

| Activity | Owner | Date |
|--|----------------------------|---------|
| Provide adult literacy classes | Fednor | Ongoing |
| Provide children's literacy classes | Fednor, Tutoring Staff | Ongoing |
| Continue tutoring program for scholarship and community students at the Education Center and in Verettes | Fednor, Saturne | Ongoing |
| Coordinate with library to offer continuing education programs for literacy students | Vaudy, Fednor | Ongoing |
| Hold Festi Geni Annually | Vaudy, Staff | Ongoing |
| Provide arts and crafts programs with local children | Fednor, Thelmy | Ongoing |
| Conduct summer education programs | Becky, Dale, Julie, Thelmy | On hold |
| Make Education Center available for educational seminars and meetings | Fednor | Ongoing |

Strategic Plan – Other components

- Vision, Mission
- Research – engage constituents and gather information
 - SWOT Analysis (Strength, Weaknesses, Opportunities, Threats)
- Align on Values of the organization
- Objectives, Strategies, Goals
- Resources needed
- Financing to support objectives
- Process for monitoring plan (eg define and track key performance indicators)
- Living document – once developed update at least annually
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