



Mathews-Dickey Transformation Plan 1.0

Executive Summary

Where We Are Going

As Mathews-Dickey enters a new era, the organization is committed to broadening and deepening the holistic success of our program participants. In tandem, the organization realizes the importance of and is committed to prioritizing enhancing and building new strong funding streams, retaining and attracting highly-motivated and well-trained staff and ensuring well-maintained facilities. The Transformation Plan demonstrates the initiative of Mathews-Dickey Boys' & Girls' Club to achieving these objectives over 2016-18 (Plan 1.0, 2.0 and 3.0 respectively). To that end, we have developed 10 key priorities:

- Priority 1) Impact the academic achievement gap in St. Louis and St. Louis County by building self-esteem and academic competency, emphasizing the importance of becoming literate and educated citizens.
- Priority 2) Impact childhood obesity, diabetes, substance abuse and physical inactivity.
- Priority 3) Develop a comprehensive character education component for youth of MDBGC by teaching moral, personal, social, cultural, and healthy lifestyles and practices.
- Priority 4) Develop and administer quality coaches clinics and workshops, with clear goals and outcomes.
- Priority 5) Develop holistic cultural arts program.
- Priority 6) Develop and/or fine tune the organization structure, policies, processes, and systems at Mathews-Dickey in order to provide quality supplemental services for youth in St. Louis metropolitan area.
- Priority 7) Develop a quality and comprehensive mechanism for evaluation and data collection.
- Priority 8) Create and implement a development strategy which will assist the club in becoming fiscally strong and self-sustainable.
- Priority 9) Evaluate and devise a plan for maintaining first-class facilities.
- Priority 10) Develop and encourage family engagement and participation

These priorities will enable our organization to operate at a more sophisticated and professional level, clearly indicate programmatic impact, and justify the need for continued financial support.

Who We Are

Mathews-Dickey Boys' & Girls' Club is a non-profit organization and United Way member agency that provides comprehensive Athletics, Arts, Healthy Living, Educational Enrichment, Leadership and Professional Development and Summer Camp programs to thousands of young men and women, ages 5-18 within the St. Louis Metropolitan region.

Vision

Placing the American dream in the grasp of children and their families by stimulating the pursuit of knowledge, attainment of a healthier life and the skills for greatness.

- We will help youth maintain and improve their grades, while providing training and funds to make college both an expectation and a reality.
- We will level the economic playing field by offering professional development resources to create better-prepared members of the workforce.
- We will use the arts, sports and health programming to encourage critical thinking, teamwork and healthier lifestyles.
- We will produce scholars, athletes and most importantly scholar-athletes.
- We will leverage the power of partnerships and dedication of volunteers.

Mission Statement

Producing physically active, well-educated and hopeful youth with families at the center of our efforts.

Core Values

Students and Families First

#1 It is our belief that all youth have the right to learn to become successful.

#2: Approach youth from a strengths-based approach as opposed to deficit-based approach to intervention to achieve more substantial student outcomes.

#3: Redefine what it means to be intelligent. There are multiple forms of intelligence and genius. Genius is discovered not only in scholarly study, but also in vocational, artistic and athletic development.

#4: Inspire academic rigor. High expectations yield high student achievement and productivity. Students must be challenged beyond their comfort zones. Expose students to highly productive and stimulating environments and behavior will improve dramatically.

#5: Study it, See it, and Do it! Project based learning offers students an opportunity to fulfill the new millennial student's need for visual, auditory, and kinesthetic stimulation.

#6: The classroom/Athletic arena is a learning laboratory. In order to create an environment of excellence the learning environment must be able to foster self-discovery and creativity.

#7: College and career and technical exposure is a must in the 21st Century. More than 75% of new careers have not been created yet. Educational institutions and programs must implement curricula and programs that prepare a workforce for this inevitability.

#8: Attempt to remove the barriers. Students are exposed to variety of psychosocial barriers which prevent them from being successful. Wrap around services are necessary to impact the severity of those challenges on student learning and development.

#9: Partner! Partner! Partner! Let's do it together. This plan promotes public private partnerships in a coordinated effort to reduce the academic achievement gap in inner cities and rural areas. Shared resources between corporations, educational institutions, and non-profit organizations dramatically impacts human development by not financially limiting any one institution.

#10: Relationships! Relationships! Students need social supports inside and outside of the learning environments. This plan promotes programming that assists parents in supporting and setting high expectations for their children regardless of their education or income level. In addition, this model also promotes professional mentoring and networking. By connecting students with like-minded people increases success and personal aspirations. Our goal is to foster a sense of competence, a sense of purpose, a sense of belonging, and a sense of power.

Blue Chip Scholar Athletic Academy

We want to make sure our children can continue to enjoy the feeling of success and accomplishment. That's why our new strategic vision is focused on Scholar-Athletics. With athletics as the core, the Blue Chips Academy surrounds children with the arts, supplemental education, healthy living and professional development opportunities to lead to college scholarships and mold them into responsible, productive citizens.

- **Exposure-** An act of subjecting or an instance of being subjected to an action or an influence
 - Scholar athletes are exposed to alternative methods of learning. Scholar Athletes are also exposed to all sporting activities, exercise and fitness.
- **Exploration-** The act or an instance of exploring
 - Scholar athletes are given the opportunity to try and select new academic methods and sporting activities that they may be interested. This is the stage where scholar athletes actively participate in everything.
- **Discovery (Experimentation) -** The act or an instance of discovering.
 - This is where project based learning/ experiential learning is first introduced. The stage where scholar athletes actually experiment and assess what sporting activity that they may be more gifted, as well as the discovery of their academic and career interests and aptitudes.
- **Decision Making-** The cognitive process of reaching a decision
 - The process of narrowing down one's academic, career, and athletic pursuits. This is the stage where scholar athletes identify two or three academic and athletic endeavors to pursue and develop.
- **Mastery-** The full command or understanding of a subject, outstanding skill; expertise, the power of command; control victory or superiority.
 - The stage in which students begin to finalize academic, career and athletic goals. This is the stage where there is full immersion academically and athletically in the pursuit of college matriculation. This is the stage where scholar athletes master their craft both athletically and academically.
- **Transition-** Passage from one form, state, style, or place to another.
 - Matriculation into colleges and universities, military or career.

Data Driven Decisions

We are an organic organization that continues to learn and develop through the use of data. Drawing correlations and inferences through the collection offers us the most objective analysis of our strengths, challenges, and programmatic shortcomings. The use of data only provides information and assists the Mathews-Dickey Boys' & Girls' Club in developing the optimal programs and activities for student success.