STUDENT AND STAFF LEADER RETREATS
Workshop Descriptions

Student Leaders as Facilitators

Student leaders play an integral role in the alternative break experience - whether they are site leaders or executive board members. Chosen because of their ability and potential to guide a peer group, this workshop will ensure leaders have the skills and knowledge necessary to fulfill specific roles.

- The difference between leading and facilitating and the roles of a student leader
- Identifying the three core facilitation styles and how to utilize in co-leader partnerships
- Goals, tools, and developing structure for meeting facilitation
- Facilitating different types of group conversation: discussion, debate, and dialogue
- Conflict resolution: reframing conflict as an opportunity for growth, examining traditional responses to conflict, facilitator strategies
- Using the five stages of group development to discern appropriate leader behavior
- Group building: why, how, and when

Active Citizenship

Alternative breaks serve as a catalyst and support the development of Active Citizens, or *people who put community as a priority in their values and life choices*. Using the Active Citizen Continuum as a developmental model, staff and student leaders in and outside of alternative breaks can apply Active Citizenship to their lives, their campuses, and their communities. In this workshop, participants will come to understand their own Active Citizen story, and understand how to communicate this foundation to those interested and involved in alternative breaks.

- Defining community - ideal, abundant, proximity, affinity, and associations
- Defining action - pillars of active citizenship
- Active citizenship in your own life: knowing your own development, working in community with others, and discussion questions to spark continued thought and action
- Identifying stages of active citizenship and supporting movement along the continuum

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Community Partnership Development

The commitment to building reciprocal relationships with communities and community organizations is at the center of a quality alternative break experience. How does this ethic play

into selecting and building new community and housing partnerships; multi-year collaboration and long-term partnership development; pre-trip relationship building; collaborative trip planning and project goal setting; and post-trip communication?

- Partnership selection rubrics: how to develop and use rubrics to invest in partnerships that align with your program's values and priorities
- Relationship development: the importance of and tips for building strong methods of communication with community partners
- Investing in partnerships that center reciprocity, respecting organizations as co-educators and learners in a break experience
- Developing work plans and site agreements: collaborating with volunteer coordinators to create clear expectations, establish project goals, and articulate all details required to build a strong direct service plan
- Changing plans: adjusting to challenging situations that emerge on-site and/or with community and housing partners

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Learning Components

The learning components - education, orientation, and training (EOT) - are the meaning makers of an alternative break experience. They provide context for the direct service and connect to reflection and service to create a quality and sustainable experience. In this workshop, participants will:

- Learn how EOT connect to direct service and how they benefit the community and the break team
- Practice mind mapping as an idea organizing tool to develop the EOT framework for a full alternative break experience, pre-trip, during trip, and post-trip
- Create participant learning outcomes from the mind map, research, and trip goals while applying principles from asset based community engagement and cultural humility.
- Discuss the most effective ways to engage group members in educational content - prioritizing experiential learning opportunities, strategies for all learning styles, and types of activities to increase student retention
- Connecting with others in the community and on campus to deepen and expand EOT pre-trip, during trip, and post-trip

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Reflection

Reflection is the process by which participants mentally and emotionally synthesize direct service and the learning components, helping participants critically examine their service work and the root causes of the related social issues. This workshop will provide insight to the following:

- What is reflection? What is the difference between reflection and group building? Between discussion and dialogue? Crucial differences and definitions will be established as well as discussion of the importance of each
- How to use the "What? So What? Now What?" mode to provide the basic structure for reflection before, during, and after the break.
- Develop and share ideas for group and individual reflection that promote a deeper understanding of social justice issues through an exploration of identity and social structures related to the trip topic or focus area.
- The Triangle of Quality Community Service and the consequences of a weak or missing component
- Increase understanding of multipartiality - using strategies to balance power and provide equal space for all identities and experiences - in order to create true dialogue.

Reorientation

Reorientation is the process through which breakers transfer lessons learned into their identity as active citizens through reorganizing into communities of action upon returning back to campus. Without reorientation, alternative breaks are less effective stand-alone experiences.

- The definition and ideology behind reorientation and the importance of re-organizing into small groups as a method of establishing lifelong active citizenship
- Distinguishing trip-specific and program-wide responsibilities for reorientation, and the process to support movement on the active citizen continuum.
- Defining action: join, lead, connect, and the pillars of active citizenship
- Brainstorming ideas and a timeline for post-break reorientation, on campus and in nearby communities

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Recruitment & Selections

Intentional recruitment (getting the word out) and selections (picking the right people) processes help ensure that alternative break programs grow in a healthy and sustainable manner. This workshop will work with program leaders to answer the following questions with a strategy:

- What are our recruitment goals and how do they fit into the program's overall strategic plan?
- What is the importance of strategic recruitment efforts? How to develop partnerships and non-traditional tactics to ensure a diverse application pool?
- In what ways does bias seep into our selections processes and how can we address this?

- How do we choose participants in a way that meets program goals, meets individual needs, and builds leadership for the future?
- How do we communicate about the program in an effective way to gain a deeper understanding of the program's story and values?

Co-Leader Partnerships

A strong partnership between co-leaders creates a diversity and balance in leadership styles - diminishing weaknesses and amplifying strengths - to the benefit of the group. But it's not just about getting along - partnerships are about creating a shared vision and actively supporting each other in its pursuit.

- Generate a shared vision for the partnership and for the group and set ground rules for working together and holding each other accountable
- Assess personal leadership styles and use the results to have concrete discussions about personal strengths and needs with co-leaders
- Discuss delegation and successful co-facilitation techniques with co-leaders

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Branding

Whether or not your program has an expressed brand, chances are that people all across campus have heard (or need to hear) about your work with alternative breaks. Strong brands tell the program's story – helping to build a strong culture that recruits participants, garners support, and raises funds.

- Establish program values to ground all brand decisions
- Learn the components of a brand and build the program's brand elements
- Assess and utilize your brand's key components to tell the program's story to campus through applications, websites, t-shirts, events, etc.
- Develop methods for using the brand in consistent and compelling ways across the program - everywhere from recruitment, to training, to fundraising, etc.

Sustainable Funding*

Fundraising can be a challenging aspect of alternative breaks, but the associated stress can be alleviated with solid planning and simple practices. Starting with a look at budgeting, we work with leaders to build a cash and in-kind strategy to meet program needs.

- Build authentic stakeholder relationships to create diversified and sustainable investment in programming

- Examine past fundraising initiatives with the criteria of efficiency and effectiveness, move away from typically impractical one-time fundraising events to commit to strategic fundraising campaigns
- Work through the essentials of a budget
- Develop strategies for decreasing programmatic and team costs and increasing cash and in-kind donations

This content can be modified for executive board members and staff advisors with specificity to the program, or more broadly with best practices across the Movement for student trip leaders.

Diversity & Social Justice

Without the lens of social justice, alternative breaks can be simple volunteer work, with the pitfalls that come with working indiscriminately within systems of power and oppression. This workshop helps leaders dig deeper in developing the learning components and structured reflections.

- Increase personal identity awareness and ownership around social groups
- Learn how service work is tied to multiple dimensions of power, privilege, and oppression
- Discuss social justice on our campuses, alternative break programs, and individual lives
- Adopt strategies of using service to work in solidarity and act as engaged allies

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Community Impact

With alternative break programs situated on college campuses, much of the measure of program success has centered on student development. With the growing sophistication of service programs, the demand to demonstrate the impact on communities is growing, as well.

- Identify three distinct types of community impact: unintended harm, no harm, and positive impact
- Develop strategies for working toward a more positive community impact including centering reciprocity and working to increase organizational capacity
- Learn to adapt and utilize measurement tools including assessment reports and surveys

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