

Dear Tech Trek family,

You talked. We listened. 161 people, including camp directors, state leaders, and branch coordinators and treasurers, told us how much they supported the ideas submitted during the Tech Trek of the Future brainstorming sessions. In response, the task force has launched five workgroups to begin developing recommendations for short term and long term projects. (See below for a high-level summary of the survey results.)

### Work Groups

Each workgroup is led by a member of the task force  and is staffed by a diverse group of participants. The workgroups are reviewing the survey results including more than 275 comments.

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| **Work Group** | **Team Lead** |
| Type of Camp/Camper | Marie Wolbach, Tech Trek Founder |
| Curriculum | Diane Coventry, Camp Director |
| Finance | Alice Hill, Tech Trek Co-Coordinator |
| Administration | Susan Negrete, Tech Trek Co-Coordinator |
| Evaluation/Marketing | Rebecca Jennings, Camp Director |

Stay tuned for more details as the workgroups develop their plans. If you are interested in participating in any of the workgroups or has any other questions, please contact me.

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### High Level Survey Results

| **Group** | **Priority** | **Idea** |   |
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| Administration | Mixed feedback | * Evaluate term limits for all roles, not only state coordinators
* Create plans to move beyond reliance on volunteers
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| Support | * Refocus the annual directors’ meeting more on planning and idea exchange and less on administrative procedures
* Establish methods to regularly update the allocation of camper slots to branches equitably
* Tailor training differently for camp staff vs. branch volunteers
* Simplify and reduce paperwork, whether online or hard copy
* Formalize process to recommend changes to policies and procedures and communicate follow-up actions taken
* Convert paperwork to online with accommodations for technologically-challenged populations
* Expand onsite training for staff and volunteers, including emergency and security procedures
* Provide regular, formal opportunities for all stakeholders to give input on the program, plan collaboratively and share best practices
* Create a branch coordinator peer group to facilitate sharing, discussion and collaboration
* Restructure state leadership into committees with areas of responsibility
* Enact ways to make camp staff and volunteers reflective of the local demographics
* Formalize an onsite Director-in-Training program as part of overall succession planning
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| Curriculum | Mixed feedback | * Expand STEM to STEAM
* Reduce focus on deep learning in a core class; expose students to greater variety of other subjects
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| Support | * Focus the technical curriculum in STEM to include areas that align with emerging technologies and careers, i.e. PECS (physics, engineering, computer science) , AI, data science, etc.
* Review material currently taught in middle schools to avoid duplication
* Expand non-STEM curriculum on soft skills and life skills, i.e. leadership, college prep, financial literacy, etc.
* Establish process for annual update of curriculum
* Collaborate with real world tech companies for relevant curriculum
* Seek curriculum input from professional STEM organizations
* Establish pool of floating instructors for both in-person and virtual courses to expand camp options and increase curriculum consistency.
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| Evaluation/ Marketing | Support | * Hire an outside company to evaluate program results; use conclusions for marketing
* Expand the after-camp survey to include “lessons learned” input from branch representatives
* Require an anonymous post-camp survey for staff and volunteers to freely report on their experiences
* Develop a longitudinal study to compare immediate and long-term impact of camp on selected students who attended vs. selected students who did not
* Provide branches with a standardized way to track former campers over time
* Establish TTAG (Tech Trek Alumni Group) as a state-wide project and give branches support to establish the program locally
* Plan Tech Trek alumni reunion events
* Upgrade the website with professionally prepared features
* Prepare updated brochures and fact sheets
* Coordinate social media presence across all camps
* Expand and improve camp swag merchandise
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| Oppose | * Hire outside program evaluators
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| Finance | Support | * Review job descriptions to align with current practices
* Evaluate stipends for every role to align with job descriptions; assure equity-based compensation practices include pay differentiation associated with varying levels of skills within a job category. For instance Nurse level 1, Nurse level 2, Nurse level 3
* Develop online forms for financial procedures
* Allow branch to pay the $50 family contribution
* Improve the online donation process for branches to get credit for donations
* Reinforce donor recognition practices to align with branch, state and national methods
* Implement standardized use of financial software such as Quickbooks at all camps
* Institute online banking to facilitate the deposit of donation checks
* Conduct fundraising at the state and/or national level
* Create a new state-level role for Tech Trek fundraising such as a grant writer to seek corporate/foundation funds
* Conduct fundraising training for branches
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| Type of Camp/Campers | Mixed feedback | * Offer “Choice” model: students pick residential or virtual
* Allow other nomination processes in addition to teacher nominations
* Set a benchmark for percentage of disadvantaged students
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| Support | * Offer residential camp on college campus as only option
* Set a maximum enrollment number, regardless of camp capacity, to facilitate bonding and group projects
* Modify Tech Trek’s vision to explicitly include exposure to the college experience in addition to STEM
* Design a week-long day camp at a community college campus
* Design a week-long day camp at a vocational training school related to STEM
* Agree on profile of target student, i.e. underserved? limited opportunities? already demonstrates interest in STEM?
* Give branches autonomy to modify nomination forms, essay topics, etc.
* Target low-income schools
* Add a high school camp for former Tech Trekkers
* Establish method(s) to assure diversity of campers
* Target low-income schools
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| Oppose | * Offer virtual camp as only option
* Reduce number of college campuses with back-to-back camps at each
* Offer “Hybrid” model: combine both residential and virtual days in one week
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