

# 971's Sustainability Practices

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# Topics

- Team Organization
- Team Culture
- Knowledge Organization
- Recruitment
- Budget
- Sponsorship
- Team Building
- Relation with School
- Defining Success



# Team Organization

- Student - Mentor Partnership
- Students
  - Can join in freshmen year
  - No limits on what they can achieve
  - Expectations for attendance
- Mentors
  - Engage more students
  - No formal process to join
  - Roles
  - Student graduates



# Team Organization

- Leadership Council
  - Consists of students and mentors
  - Frequent meetings
  - Meetings open to all
  - Agenda, action items, notes taken by team Secretary
- Student Leadership Positions
  - Changes each year
  - Roles: Captain, President, Secretary, Treasurer, Manufacturing, Purchasing, Scouting,....
  - Selection Process
  - Job Descriptions



# Team Organization

- Leadership structure is evolving
  - Single Captain -> multiple “captains” -> Project Manager
- Single Captain system
  - Some students only did technical work and did not lead/manage
- Multiple “captains” system
  - Different areas of responsibility
  - Good for work-load distribution, bad for stuff falling through cracks
- Captain as Project Manager system
  - Responsible for sub-team leaders
  - Has the “big picture”
  - Manages the design/build process



# Team Culture

- Team culture is an important part of 971
- Cannot be changed overnight
- Safe and welcoming environment
- Respect
- Gracious professionalism



# Knowledge Organization/Communication

- Team Web-site
  - [frc971.org](http://frc971.org)
- Google Drive
- Email
  - E-list
  - Google lists
- Slack



# Recruitment

- Talking about robotics in our community
- Spring - fliers at MVHS and middle schools
  - Summer and 3rd Robot
- Back to School night and Club arena
- Integrating new students -
  - Rolling orientation
  - Formal training
  - Show up and ask questions
  - Work alongside other students and mentors
- Mentor recruitment
  - Welcoming environment
  - Show up and ask questions





# Budget

- Budget set for each year
  - Summer project, robot, outreach, tools, etc.
  - Brings discipline
  - Education tool
- Accounting system on Google sheets
  - Linked to Purchasing Log
  - Spending tracked and reported



# Sponsorship

- Finding sponsors
  - Be a Quality Team
  - Promote the team
  - Never lose your sponsors



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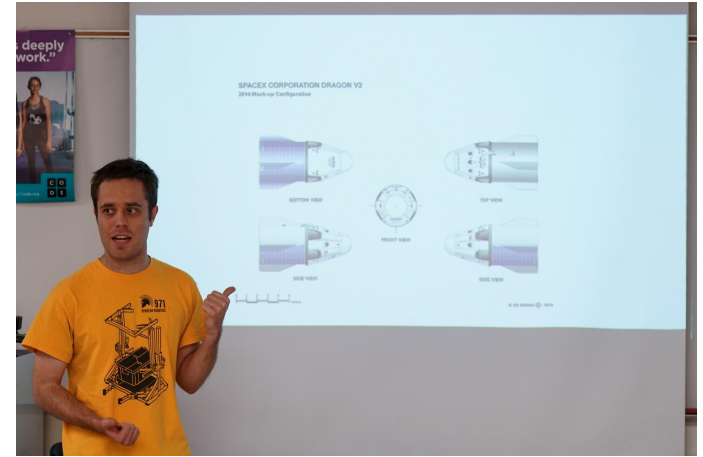


MVHS PTSA



# Team Building

- Encourage inclusiveness
  - Fosters friendships and feeling of “family”
- Potlucks
- Mentor potluck
  - Mentor thank you
  - Transition for graduated seniors to mentor
- Alumni potluck



# School Relationship

- Cultivate a good relationship with the school
- Updates
- Respect for all staff
- Sharing class space



# Defining Success

- Don't have to have the winning robot
- Our goal:
  - Build a sustainable team that provides an enriching experience for students and mentors, grows to be a world class team, and has a lot of fun doing this
- Constantly improve
- What is your team mission?
- What are your goals?
- How are you planning to achieve them?
- Success sometimes comes in small achievements



Thank You!

