\*A sample of the many avenues and options for building into a framework that utilizes high school students as volunteers and staff in ELO programs.



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| Establishing a leadership council for students in middle school programs—to provide them with opportunity to have voice within their current program and build into them as future leaders/potential future staff once they are in high school | Developing a middle school internship program for elementary programs—allow the middle school students to be interns/have leadership for purpose of equipping them to be high school staff upon completion of their middle school internship | Connecting with CTSO organizations at the high school level to partner with their organization for a club. For instance, partnering with FFA to lead a horticulture club with FFA students as the leaders of this club. This creates a partnership and allows volunteers hours to be met by students. This also exposes HS students to afterschool staffopportunity. | Reaching out to HS student organizations and sports teams for potential staff to lead a club specific to their interest area. For example, connecting with the soccer coach about potential players that would be interested in leading a soccer afterschool club. Or the HS robotics team to lead a robotics or coding club. | Summer camp staff! One of the best times to hire HS staff is in the summer when they have greater flexibility—be purposeful in marketing these jobs to HS students in the early spring.  | Utilizing HS students to design new curriculum for your program—utilize the BSB Design Challenge format to empower HS students to develop high-interest curriculum that meets the needs of your students.  |