

Youth-Adult Partnerships

As Keystone advisor, you are always there to support Keystoners in becoming the leaders they're meant to be. At times you will guide, mentor, coach or teach them and, at other times, you will jump right in as a partner to do the work alongside them. The partnership between you and Keystoners is what gives them the *opportunity* to lead while also giving them the *support* to learn and grow.

- Use this guide to become more familiar with youth-adult partnerships—when starting up a new Keystone Club or a new charter year (and especially before the first meeting when you'll be discussing this topic with Keystoners).
- Review each partnership strategy and the examples of what it looks like in practice.
- Think of ways you already reflect each strategy in your work or ways you can do so in the future.

Partnership Strategy	What it looks like in practice	Ways you already/will reflect the strategy
Get to know each Keystoner personally	Talk to Keystoners, listen and ask relevant questions. Remember each teen's individual interests and make comments to show you care about what <i>they</i> care about.	
Communicate the belief that all Keystoners are leaders	Point out each teen's strengths to raise their awareness. Suggest activities they can pursue to build that strength even more.	
Provide relevant, real-life opportunities to lead	Give teens tasks to do on a regular basis that are meaningful to them and relate directly to their leadership strengths.	
Give Keystoners authentic decision-making power	Provide guidance and information as Keystoners need it, but allow them to make decisions independently about their projects and other things that affect them directly.	
Foster a learning community in which you work together	Share your ideas and experiences; invite Keystoners to do the same. Show you're learning from them as they learn from you.	
Give teens progressive support to build leadership	At the start of a project, give detailed guidance and gradually fade your support as teens grow in competence and confidence.	
Model character and give Keystoners a chance to practice these skills	Demonstrate positive character traits such as respect, fairness, trustworthiness, responsibility, caring and civic engagement so that Keystoners will follow your lead and do the same.	