

Describe the impact of the FIRST program on team participants within the last 3 years. This can include but is not limited to percentages of those graduating high school, attending college, in STEM careers, and in FIRST programs as mentors/sponsors.

Our annual roster of 30-40 FRC and 20-30 FLL students over the last 3 years come from 8 school districts. Students learn teamwork, CAD/CAM, software, machining, and media. Our student leads coach subteams of their peers, gaining valuable leadership experience. They grow as engineers and as well rounded people. 100% of our alumni are pursuing STEM majors in college; our oldest alumni are about to graduate. Many of our FLL alumni have become FRC students and returned to coach and referee FLL.

Describe your community along with how your team addresses its unique opportunities and circumstances.

Our community, FIRST and our global connections form our team and our motto: "Ohana means family. Family means no one gets left behind." As a community team, our family is uniquely positioned for wide reach such as organizing FIRST at WaterFire in RI (2019), where we brought 13 teams to 100,000 people! After going virtual, we continue outreach with CAD, software, and leadership training programs, partnering with other FRC teams for a summer camp, and leading online workshops to global audiences.

Describe the team's methods, with emphasis on the past 3 years, for spreading the FIRST message in ways that are effective, scalable, sustainable, and creative. How does your team measure results?

Our outreach has 9 tiers such as FIRST Global, Girl Up, and Open Alliance. Pre-COVID, our local robot demos were a mainstay for kids, drawing them to FLL. We have now pivoted to virtual outreach, including a Team Sustainability talk with 24 Hours of STEM. All 6328 members participate on our business team; every year they propose new outreach/fundraising ideas. We carefully track outreach hours, with 2027 outreach hours before the 2020 season and 1659 hours during COVID as of mid-Feb for 2021.

Please provide specific examples of how your team members act as role models within the FIRST community with emphasis on the past 3 years

FRC6328 embodies Gracious Professionalism in all we do. We are founding members of the Open Alliance, publishing our design process, outreach

resources, and scouting data for a full transparency. We provide important resources and training guides for teams, including rookies, and encourage them to do the same. As members of the Compass Alliance, we run local quiet rooms and assist teams worldwide. We volunteer at events at every level of FIRST, outreach events, as LGBTQ+ ambassadors, and more.

Describe your team's initiatives to assist, mentor, and/or start other FIRST teams with emphasis on activities within the past 3 year.

We strongly emphasize mentoring, assisting, and guiding other FIRST teams. We coach up to 10 FLL teams, and have assisted 29 FRC teams. In 2020 we delivered care packages to all 8 NE rookie teams. Our 9 published resource guides include starting an FLL team and running a sponsorship campaign. We host 5 annual FLL events and have hosted 2 FLL camps overseas. For 2021, our mentors started rookie FRC8604 and our students are assisting FRC811, rookie FRC8567, and supporting the NE 2020 rookies.

Beyond starting teams, what initiatives have you done to help inspire young people to be science and technology leaders and innovators. What results have you seen from efforts in the past 3 years?

In COVID, we created virtual training programs including Leadership, CAD, Manufacturing, Sponsor Outreach, and Project Management. We run many FLL teams, our successful FLL-to-FRC transition program, and our FLL coaching program. We partner with Scouts to bring robotics to scouting and are developing a Student-to-Mentor transition program for college students. We host an annual college counseling seminar open to our community and NE FIRST. All of our alum so far pursue STEM college majors.

Describe the partnership you've created with other organizations (teams, sponsors, educational institutions, philanthropic entities, etc.) and what you have accomplished together with emphasis on the past 3 years.

We work with Patriot Beverages, the provider of our workspace, to promote STEM and we have met with Littleton's and Bolton's Select Boards several times. Our state reps regularly attend our events; these are key relationships for STEM advocacy. We work closely with our rookie sister team FRC8604 to share enthusiasm, ideas and resources. Our passion for the Open Alliance connects us

with global teams. In 2019, a local foundation was inspired to provide an additional grant for a 3D printer.

Describe your team's efforts in the past 3 years to promote equity, diversity, and inclusion within your team, FIRST, and your communities.

One of our core tenets is to support female students at a time when they are most likely to leave STEM. Our FLL-to-FRC Transition program helps engage and maintain their momentum. We have team members with special needs, and work with them and their families at whatever level is appropriate. We ran several programs with Best Buddies in 2018 and 2019. In summer 2020, we ran a social justice book club, open to the public, to discuss important questions that impact all aspects of our world.

Explain how you ensure your team and the initiatives you have created will continue to run effectively for the foreseeable future.

Sustainability is the core of our planning with experienced students mentoring newer students. We plan equipment investments to provide multi-year education and foster meaningful partnerships with sponsors. We engage with young students at community events, knowing many will join us in 8th grade. Annually we evaluate and improve our program for a better student and mentor experience. With student learning as the heart of our team culture, we know there's always room to add, improve, and adapt.

Describe your team's innovative strategies to recruit, retain, and engage your sponsors within the past 3 years.

We host an annual Pasta Dinner and Open House, which are well attended by sponsors. We send regular Sponsor Newsletters to maintain relationships. In 2020, we sent a thank you letter to each sponsor detailing our accomplishments despite COVID. We regularly visit sponsors to show their impact. Two of our alums have interned with sponsors and will continue this summer. To pivot during Covid, we developed a virtual Sponsor Outreach training, along with a coordinated sponsor outreach program.

Highlight one area in which your team needs to improve and describe the steps actively being taken to make these improvements.

FRC6328 is constantly working on our team structure and striving to find the most effective way to engage all students in areas that interest them. For 2021 our team is revising the student-led approach with 10 different technical and business student lead positions open to all students with the goal that students will take on more project management each year. As students graduate and new students join, more robust documentation practices are required to sustain this student-led approach.

Describe your team's goals to fulfill the mission of FIRST and the progress you have made towards those goals.

We prepare the next STEM leaders through collaborative learning to build confidence and skills in teamwork, leadership, accountability, and communication as well as technical and business work skills. All of our team alumni are pursuing STEM fields in college; our oldest alums graduate this spring, and will bring their FIRST experiences into the workplace. Our commitment to honestly evaluate the successes and struggles of each season means that each year we push our limits to meet our goal.

Briefly describe other matters of interest to the FIRST Judges, including items that may not fit into the above topics. The judges are interested in learning about aspects of your team that may be unique or partially noteworthy.

FRC6328 firmly believes a rising tide lifts all boats. We focus on making useful information available to all with our resource guides, virtual training programs, and Open Alliance dedication. We participated in the 24 Hours of STEM to present rookie team sustainability, which is very close to us as we foster our sister team FRC8604 and assist other rookies. Mental health is a priority on FRC6328, and we implement quiet rooms in every FLL and FRC event we attend, including 2019 World Champs.