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Guidance Note for Legacy Leaders and students Buddy Groups

A. Introduction

The **Buddy Groups Initiative (BGI)** is a partnership between Mbarara High School Old Boys Association (MHOBA) and Mbarara High School Administration whose goal is to foster academic excellence, discipline, career focus and holistic development of every student of Mbarara High School. The Initiative is motivated by the desire of Mbarara High School Old Boys to support the school administration and other governing bodies of the school to drive Mbarara High School to dominate in academic excellence, student discipline and after school career pursuits. The initiative reflects the commitment of MHOBA members to nurture a next generation of Mbarara High School students who are disciplined, ambitious and able to uphold the school's tradition of excellence.

B. Role of Legacy Leaders

The overall role of Legacy Leaders is to guide, mentor and support Mbarara High School students throughout their stay at Mbarara High School and upon their entry into the work environment. Specially, the roles of Legacy Leaders are:

- i) To provide mentorship and role modeling that strengthens students' academic performance and personal discipline.
- ii) To bridge the gap between alumni experience and student aspirations, ensuring continuity of values and positive traditions that prepare students to succeed both at school and the after school work environment.
- iii) To build a supportive environment where students can develop impeccable values that inspire moral character, ethical conduct, personal integrity.
- iv) To prepare Mbarara High School students for success transition from students to successful careers.

C. Tasks to be undertaken by Legacy Leaders

1. Academic performance – Legacy Leaders will support the students in the respective Buddy Groups by:

- i) Helping students set and achieve termly and yearly academic goals and targets.
- ii) Sharing effective study habits, exam preparation strategies and time management skills.
- iii) Encourage students to participate in co-curricular activities, including but not limited to: reading clubs, debates or discussion groups.

2. Mentorship and guidance

- i) Serve as role models by sharing personal life stories of hard work, success, resilience, ethical conduct and accomplishments.
- ii) Offer advice on challenges students may face in academics, discipline, or personal growth.
- iii) Reinforce the importance of values such as respect, responsibility, and integrity that are the defining character of Mbarara High School culture.

3. Motivation and inspiration

- i) Organize and deliver periodic motivational talks and buddy group discussions.
- ii) Recognize and celebrate students' improvements and achievements.
- iii) Encourage teamwork, leadership and innovations within buddy groups.

4. Career guidance and planning

- i) Regularly discuss career interests and plans with members of the Buddy Group.
- ii) Share career journeys and experiences in the world of work and business.
- iii) Introduce students to alternative career pathways and opportunities in different fields and endeavors.
- iv) Facilitate connections to university programmes, internship opportunities and afterschool professional networks.

5. Modes of performance

The Legacy Leaders may interact with their Buddy Group in any or all of the following ways:

- i. **Group Mentorship Sessions** - Legacy Leaders will meet their Buddy Groups in physical meetings at least a minimum of at 2 times in an academic term.
- ii. **Informal Check-ins**: Opportunities for one-on-one or small group discussions, coordinated with school staff.
- iii. **Virtual meetings** - Legacy Leaders may use online platforms (Zoom, Google Meet, WhatsApp) to engage with their buddy groups. MHOBA and the School administration will put in place appropriate infrastructure to facilitate such virtual engagements.
- iv. **Special Activities** - Legacy Leaders may organize motivational talks, academic clinics, or career guidance sessions during termly visits.
- v. **Annual Events** - Periodic larger mentorship gatherings organized by MHOBA for all Buddy Groups.

6. Expected Outcomes

The success of the Buddy Groups Initiative will be demonstrated by measurable qualitative and quantitative improvements in the following area:

- Academic performance at S.4 and S.6
- Student discipline and character
- Post school career transition
- Participation in MHOBA after school

7. Reporting and accountability

The Legacy Leaders will report directly to the Sub-Committee on School Governance and Performance. As the programme rolls out, MHOBA and the School administration will agree on a dedicated day for Buddy Groups where the Legacy Leaders may engage with their Buddy Groups in a more formal setting. The Association will explore the possibility of linking the Buddy Groups-Legacy Leaders Day with the proposed Founders Day which is still being conceptualized.

The feedback points to the Committee may, among other things cover:

- Discipline
- Students with unique talents.
- Students facing unique challenges.

8. Volunteer to be a Legacy Leader

This Guidance Note seeks to enlist the participation of Mbarara High School Old Boys in transforming the academic performance of Mbarara High School. With the Buddy Groups Initiative, Mbarara High School's dominance in academic performance and discipline will be a shared responsibility between the school governance bodies and Alumni as a major stakeholder. We therefore call upon you to offer yourself as a volunteer on this Initiative and be part of the action to shape the next generation of leaders hailing from Mbarara High School.

9. Safeguards

The Buddy Groups Programme is designed to enable students benefit from MHOBA members are trail blazers in their different field of practice. The Association is committed to a policy of safeguarding any negative influences that undermine the values and positive traditions of Mbarara High School. As a safeguard measures, the Association shall reserve the discretion to discontinue any Legacy Leader where there is credible feedback that reflective negatively on the character and discipline of such Legacy Leader.

To participate, please send the following information to:

Chairman, Executive Committee
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