Nebraska 4-H For the Future

April 9, 2015
Strengths and Positive Trajectory of Nebraska Extension & 4-H

- Research-based
- Focused on excellence (define)
- Next Generation Extension approach
- Growing 4-H reach – one in three
- Attracting expertise nationally Strong State & National reputation
## Educator Resources

<table>
<thead>
<tr>
<th>FOCUS AREA</th>
<th># (by 2020)</th>
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</thead>
<tbody>
<tr>
<td>Beef Systems</td>
<td>14</td>
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<tr>
<td>Community Vitality</td>
<td>12</td>
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<tr>
<td>Crops/Water</td>
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<tr>
<td>Food, Nutrition &amp; Health</td>
<td>20</td>
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<tr>
<td>4-H Educators/Asst/Coordinators</td>
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<tr>
<td>Learning Child</td>
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<tr>
<td>Community Environment</td>
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<tr>
<td>Administration</td>
<td>4</td>
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<td>Total</td>
<td>156</td>
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The 4-H Goal

Growing more confident, capable, and caring young people and enabling them to become successful adults in their personal and professional lives.
The Why

- Formal and nonformal education have to work harder to reposition their efforts and meet rising demands.
The Why

- Nonformal education has a unique role to fill
Positive Youth Development is a discipline of study
The Why

- We want to increase local program quality and our capacity to reach more youth.
What we’re already doing

• Focus on PYD as our core
• Emphasis on outcomes
• Leading programs vs. activities
• Working regionally
• Utilizing volunteers
• Expanding our reach - growth goal
Strategies

- Building the Team
- Capitalize on Existing Expertise
- Professional Development and Volunteer Development
- Resource Development and Implementation
4-H Framework DRAFT

POSITIVE YOUTH DEVELOPMENT

- SCIENCE
- AGRICULTURAL LITERACY
- SCIENCE LITERACY
- HEALTHY LIVING
- LEARNING ENGAGEMENT
- ANIMAL SCIENCE
- CITIZENSHIP & LEADERSHIP
- CAREER & COLLEGE READINESS

EXTENSION
4-H Roles & Responsibilities

4-H YOUTH DEVELOPMENT RESPONSIBILITIES

**Youth Development & the 4-H Program**
- Develop and deliver educational programs for the designated area relevant to statewide outcomes.
- Engage in collaborative programming efforts.
- Manage educational activities and events.

**Volunteer Development**
- Develop and implement recruitment strategies for the designated area.
- Develop and deliver volunteer training programs.
- Foster strategic relationships and implement partnership development.
- Engage in collaborative programming efforts.

**Outreach/Partnerships with Other Organizations**
- Build & foster strategic relationships relevant to PPD.
- Engage in collaborative learning environments with clientele and other partners.
- Support the Unit Leaders with engagement and advisory policy groups.

**Inform and Contribute to Emerging Issues**
- Partner with research faculty to engage in action research.
- Practice effective Extension scholarship.
- Develop and deliver programs to address issues and needs with audiences.

**Assumptions**
- This section is part of the 4-H Youth Development Educator role.
- **Volunteer Development** may be engaged in program delivery.
- Program leadership includes program management, evaluation, marketing, and PPD outreach.
- The Extension Leadership Team will facilitate and provide support for volunteers.

4-H OUTFIELD PROGRAM RESPONSIBILITIES

**Youth Development & the 4-H Program**
- Support educational programs for the designated area relevant to statewide outcomes.
- Support recruitment strategies for the University of Nebraska-Lincoln.
- Support the development of volunteer management.

**Volunteer Development**
- Deliver programs to relevant audiences.
- Develop and deliver volunteer training programs.
- Engage in collaborative programming efforts.

**Outreach/Partnerships with Other Organizations**
- Provide statewide leadership for the 4-H Program.
- Develop and deliver educational programs in partnership with non-agricultural organizations.
- Support professional education in PPD and deliver PPD education statewide.

**Inform and Contribute to Emerging Issues**
- Participate in strategic planning.
- Partner with research faculty to engage in action research.
- Practice effective Extension scholarship.
Educator Responsibilities

**Youth Development and the 4-H Program**
- Develop and deliver educational programs for the geographic area as well as state-wide relevant to statewide outcomes.
- Provide program leadership for the geographic area.
- Expand programs to new and underserved audiences.
- Maintain professional expertise in PYD and deliver PYD education statewide.
- Utilize entrepreneurial practices to leverage program resources.
- Engage in recruitment strategies for the University of Nebraska-Lincoln.

**Outreach/Partnerships**
- Build and foster strategic relationships relevant to PYD.
- Engage in collaborative learning environments with clientele and other partners.
- Support the Unit Leaders with engagement of advisory or policy groups.

**Inform and Contribute to Emerging Issues**
- Partner with research faculty to engage in action research.
- Practice effective Extension scholarship.
- Develop and deliver program to address issues and reach new audiences.

**Volunteer Development**
- Develop and implement recruitment strategies for the geographic area.
- Develop and deliver volunteer training programs.
Assistant Responsibilities

Youth Development and the 4-H Program
- Deliver educational programs for the designated area relevant to statewide outcomes.
- Engage in recruitment strategies for the University of Nebraska-Lincoln.
- Manage educational activities and events.

Volunteer Development
- Implement recruitment strategies for the designated area.
- Manage local volunteer efforts.

Outreach/Partnerships
- Foster strategic relationships and implement partnership deliverable.
- Engage in collaborative programming efforts.

Inform and Contribute to Emerging Issues
- Deliver programs to address issues and reach new audiences.
Office Staff/4-H Aid Responsibilities

Youth Development and the 4-H Program
• Support educational programs for the designated area relevant to statewide outcomes.
• Support recruitment strategies for the University of Nebraska-Lincoln.
• Marketing.
• Enrollment.
• Logistics.
• Communication.
• Program delivery. **

Volunteer Development
• Support volunteer management for the designated area.
• Communication.

Outreach/Partnerships
• Build and foster relationship with support staff of partnering agencies.
• Logistics.
• Communication.

Inform and Contribute to Emerging Issues
• Support educational program efforts.
• Marketing.
• Enrollment.
• Logistics.
• Communication.
• Program delivery. **
Volunteer Responsibilities

Youth Development and the 4-H Program
- Deliver programs in relevant content areas.
- Manage educational events.

Volunteer Development
- Actively engage in volunteer professional development.

Outreach/Partnerships
- Make connections and foster relationships with partners.
- Participate in strategic visioning.
- Inform and Contribute to Emerging Issues
State Staff Responsibilities

Youth Development and the 4-H Program
• Provide statewide leadership for the 4-H Program.
• Develop and deliver educational programs in partnership with counties relevant to statewide outcomes.
• Maintain professional expertise in PYD and deliver PYD education statewide.
• Utilize entrepreneurial practices to leverage program resources.
• Provide professional development for county staff.

Volunteer Development
• Develop ready to use volunteer resources.
• Provide professional development for county staff.
• Develop and deliver volunteer training programs.

Outreach/Partnerships
• Build and foster strategic relationships relevant to PYD statewide.
• Develop PYD training materials for use with partners.

Inform and Contribute to Emerging Issues
• Provide leadership for strategic planning and visioning.
• Partner with research faculty to engage in action research.
• Practice effective Extension scholarship.
Assumptions

• Refers to 80% of the 4-H Youth Development Educator role.
• Educators/Assistants will work locally as well as in statewide teams.
• Educators will collaborate with peers to bring relevant programs to counties in their geographic region.
• The descriptions may shift based on roles filled in each county. **Office staff may be engaged in program delivery.
• Program leadership includes program management (evaluation, marketing, 4HOnline)
• All will ensure youth safety through following the established policies and procedures.
• The ELT will advocate and provide support for roles and responsibilities.
4-H First Model

Keys to success:

- Specialists, State Staff, Educators, Assistants/Associates, Office Support Staff & Volunteers work as a team
- Work regionally
- Volunteer recruitment, development, empowerment, delegation and recognition
- Office team helps deliver the county fair
4-H First Model

- **Strong supporting cast**
  - Learning Child team expertise contributes to youth development
  - Food, Nutrition and Health team focused on youth
  - Non-4-H Educators contribute within their respective areas of expertise, except for all hands on deck community events
Beginning Now

- Discussion with 4-H Coordinators
  - Input into model/roles
  - How will this play out in my county?
  - What PD do I need?

- Webinar
  - June 4, 11:00

- Professional Development
  - Educators, Assistants, Support Staff
  - Fall
What Should I Be Doing?

- Set a brainstorming meeting with the staff in your accountability region to see what programs look like and where similarities occur.
- Explore potential for regional programs, invite others.
- Are their current activities that should be combined (same time/location)?
- Visit an event/fair in your accountability region (visit with stakeholders).
- Be thinking about School Enrichment and how that might look for fall/spring.
What Should I be Doing

- Get excited!
- Don’t panic
- Think about what your program could look like
  - More young people reached in new ways
  - More local commitment to the program
Questions?