Nebraska 4-H For the Future

June 4, 2015
Overview

- Our Goal
- Model & Responsibilities Review
- Professional Development Plan
- 4-H Outcomes & Issue-Based Teams
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.
Strengthening our Expertise

- Nonformal education has a unique role to fill
- Positive Youth Development is a discipline of study
- We want to increase local program quality and our capacity to reach more youth.
Strategies

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

4-H Youth Development Responsibilities

Youth Development & the 4-H Program
- Develop and deliver educational programs for the geographic area as well as statewide venues.
- Provide program leadership for the geographic area.
- Engage programs in research and evaluation studies.
- Maintain professional expertise in PPD and deliver PPD education statewide.
- Utilize entrepreneurial practices to leverage program resources.
- Engage in recruitment strategies for the University of Nebraska-Lincoln.

Youth Development
- Develop and implement recruitment strategies for the geographic area.
- Develop and deliver volunteer training programs.
- Deliver educational programs for the designated area and maintain local volunteer efforts.
- Manage educational activities and events.
- Implement recruitment strategies for the designated area and improve local volunteer efforts.
- Foster strategic relationships and implement partnership delivery.
- Engage in collaborative programming efforts.
- Deliver programs to address issues and needs of new audiences.

Outreach/Partnerships with Other Organizations
- 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 of new audiences.

Inform and Contribute to Emerging Issues
- Support educational programs for the designated area relevant to emerging issues.
- Support recruitment strategies for the designated area.
- Support educational programs for the designated area.
- Support volunteer management for the designated area.
- Communicate.
- Participate in the 4-H Program.
- Support volunteer leadership for the 4-H Program.
- Develop and deliver educational programs in partnership with universities and other organizations.
- Maintain professional expertise in PPD and deliver PPD education statewide.
- Utilize entrepreneurial practices to leverage program resources.
- Develop and deliver volunteer training programs.
- Deliver educational programs for the designated area.
- Provide professional development for county staff.
- Develop and deliver volunteer training programs.
- Build and foster relationships with support staff of partnering agencies.
- Foster PPD training suitable for use with partners.
- Build and foster relationships with support staff.
- Communicate.
- Participate in strategic planning and evaluation.
- Partner with research faculty to engage in action research.
- Practice effective Extension scholarship.
- Participate in training.
- Provide leadership for strategic planning and evaluation.
- Partner with research faculty to engage in action research.
- Practice effective Extension scholarship.
- Participate in training.
The Why

- The best experience for those we serve
- Faculty and staff are equipped with the most up-to-date research and practices
- Statewide consistency
- Skilled to do your jobs
The Process

- Discussions with staff (Support staff, Assistants, Educators, Coordinators)
- Webinars
  - April 9 - (recorded)
  - June 4
  - August 17 - 2:00
- Next Steps
Professional Development

- Development in Progress, your feedback is needed!
- Planning Team
  - Michelle Krehbiel
  - Cathy Johnston
  - Kelley Rice
  - Megan Burda
  - Jackie Steffen
  - Jill Walahoski
Professional Development
Targeted Training

- Training existing staff and onboarding new staff
- Training based on varying degrees of career experience (Beginning, Middle, Advanced)
- Training for specific roles (Educator, Assistant, Support Staff)
- Training that engages you as the teacher/mentor
Professional Development

Training Methods

- Existing State-wide Trainings
  - 4-H New employee training
  - January training
  - Monthly webinars
- Online Training (Better Kid Care, eXtension, other youth research organizations)
- Mentoring
- In-Depth Field Experience
Existing Staff and New Staff

- Core PD Experience to create consistency in our philosophy and our skills
  - What is 4-H?
  - What is PYD
  - Core components of PYD
  - Best programming practices
Career Experience Based Training

- Training opportunities that build on and utilize our existing expertise
- Training targeted at the beginning, middle and advanced stages of careers
- Utilize staff with existing expertise as trainers and mentors
Role Based Training

- Training targeting the responsibilities of our roles
  - Educator
  - Assistant
  - Support Staff
  - Volunteers
In-Depth Field Experiences

- New staff engage in field experiences
  - One in first three months
  - Second in first six months
- In-state
- Out-of state
- Mentors
The Plan

- On-line Training
- Webinar – August 17 @ 2:00
  - Michelle Krehbiel, “Defining Positive Youth Development”
- Save the Date: January In-service – week of January 25th!
First Step – Virtual Learning

- On-line, continuing education lessons through Penn State’s Better Kid Care system
- Three PYD courses by December (each are two hours)
  - Building a Culture of Belonging
  - Positive Youth Development: Foundations
  - Tools of the Trade for School-Age Practitioners: Positive Guidance
4-H Outcomes and Issue-Based Teams

- Directions Group has been formed to lead the issue identification process
- We need your input
  - Issues identified in August
  - Teams meet virtually
  - Fall Conference around Issue Teams
  - Sunsetting current work Spring ‘16
4-H Outcomes and Issue-Based Teams

- Will 4-H continue to have youth specific outcomes?
- What if the issues don’t include a current outcome area?
What Should I Be Doing?

- Continue conversations with your district coordinator, your feedback is critical
- Continue conversations with the staff and stakeholders in your accountability regions to determine points of collaboration
- Explore potential for regional programs, invite others
- Begin planning for fall and spring programs
What Should I be Doing

- Complete an online learning modules
- Look for other professional development opportunities
- Complete the Issue-Based Team identification survey coming soon
- Mark your calendars for upcoming webinars and January In-service dates
Questions?