

Successful 2010 Expectations
Texas 4-H and Youth Development Program

A. Educational Effectiveness and Quality – Outcome/Output Programs

1. Recognize and identify youth issues through the county Youth Board. County staff should validate these issues and utilize them to give program direction to those that meet the goal and mission of AgriLife Extension and the Texas 4-H and Youth program. Youth Board meets a minimum of 2 times per year. See Invest Website for resources and committee make up specifics

<http://texasvolunteer.tamu.edu/PACmaterial.htm>

2. Youth Board conducts an educational or service event.
3. Establish and maintain 4-H and Youth Program Area Committees or task forces for the educational design and delivery of the 4-H program.

Youth Board

Finance

Awards & Recognition

FCS Youth Program Task Force

4-H Council

ANR Youth Program Task Force

Adult Leaders Association

Other

Clientele should be involved in the planning, implementation and evaluation of the youth program.

<http://texasvolunteer.tamu.edu/PACmaterial.htm>

<http://texasvolunteer.tamu.edu/assoc-groups-material.htm>

4. Involvement in emergency management plan and/or CRED program where appropriate.
5. Utilize research based, factual information in the delivery of programs.
6. Market youth program opportunities not only to youth currently in the program but new audiences.
7. Conduct 2 quality youth outcome plans annually based on youth issues identified within the county. There is flexibility in the approach you use. Look at outreach and expansion, base programming and new project and program areas.
8. Complete output and outcome summaries and interpret to key stakeholder groups.
<http://extensioneducation.tamu.edu/programdev.htm>
9. Conduct youth programming through output plans that appropriately meet the needs of youth in the county.
10. Utilize customer satisfaction survey or another informal survey to measure the effectiveness of at least one youth output plan. <http://extensioneducation.tamu.edu/customer-satisf.htm>

11. Expectations

- Minimum of 2 club manager trainings with adequate communication and follow up between sessions. <http://texas4-h.tamu.edu/adults/clubed/index.html>
- A yearly 4-H calendar (published at the beginning of the 4-H year, not only on a month to month basis)
- Develop a county 4-H newsletter that is not only informational but educational in its focus.
- Conduct a minimum of one club officer training a year.
<http://texas4-h.tamu.edu/adults/clubed/index.html>
- Conduct a county recognition event each year that recognizes youth, adults, partners and donors of the 4-H and Youth Program.

- Conduct volunteer project leader trainings in the major areas that youth projects are active. CEA-ANR, EA-IPM, and CEA-FCS take the lead in volunteer project trainings and youth project trainings in their respective areas. CEA-4-H coordinates the recognition or contest method.
<http://texas4-h.tamu.edu/agents/4Hlivestockprog.html>

B. Program Organization Support

1. Meet or exceed 4-H enrollment goals for the year. Implement a recruitment strategy to increase youth enrollment.
2. Utilize a variety of media methods to market and interpret the 4-H and Youth Program. Conduct interpretation with the following groups at a minimum: Adjunct Faculty partners (Schools), Commissioners Court, all internal planning committees, other youth agencies including staff job responsibilities to clientele and other key stakeholders.
3. Support youth paraprofessionals if applicable
4. Explore and implement technology in order to make the 4-H and Youth program more effective and efficient.
5. Adhere to volunteer qualification guidelines through the screening and selection of volunteers.
<http://texasvolunteer.tamu.edu/yps.htm>
6. Adhere to Best Management Practices for Financial Management.
<http://agriflifeemployees-ext.tamu.edu/frm/>
7. All clubs and groups appropriately chartered.
<http://texas4-tamu.edu/adults/mgtguide/membershipunits.html>
8. Serve on at least one of the District 4-H Program Development Committees or Task Forces.
9. Provide news releases, radio and TV program were appropriate.
10. Implement the local 4-H program with appropriate risk management techniques. <http://rm.tamu.edu/>
11. Supervises county support staff to assist in the marketing and interpretation of the 4-H and Youth program through phone calls and the 4-H Program website.
12. Utilize 4-H and Youth and other subject matter specialist to support the local 4-H program.

C. Cooperation and Coordination

1. Display teamwork with co-workers to effectively implement the county 4-H program.
2. Contribute to BLT hours were appropriate.
3. Be a member of a civic or community organization (i.e. Rotary, Lions, Chamber, PTO, Youth Sports League, etc...)
4. Complete the Job Responsibility Form in detail as a county staff.

D. Personal Development of Knowledge, Skills and Behavior

1. Positive role model for youth
2. Demonstrate your role as an educator through programming
3. Complete requested reports in a timely manner