Camden County
Plan of Work
January 2007
A

Enhancing Agriculture, Forest & Food Systems
Programming and Customer Service

4-H Youth Development

POW A-3

Objective:

To assist in providing 30 youth in the skills needed to improve development and learn leadership and other skills related to animal husbandry such as: record-keeping, producing high quality animal products, sportsmanship, and appropriate treatment of animals.

Strategies:

- Recruit 4-H participants for annual area livestock show and sale
- Assist with 4-H Livestock Committee work
- Assist with Northeast District 4-H Horse Council work
- Utilize the national 4-H curriculum for swine, lambs, goats, steers, and horses
- Develop an educational piece to enhance project records
- Assist with events that coincide with 4-H livestock and horse events
- Provide educational lessons when necessary at 4-H club meetings
- Recruit 4-H parents and other volunteers to assist where needed
- Assist with annual area livestock show and sale

Measures of Progress:

- # of youth participating in annual shows and events
- # of educational project books completed for judging for state 4-H office
- # of youth involved in 4-H livestock/horse clubs
- # of volunteers to assist with overall livestock show and events

Impact Indicators:

- Youth involved in special interest opportunities will gain knowledge and skills necessary to understand basic animal husbandry.

Programming and Customer Service

POW A-4

25 field crop producers will implement potential production practices/systems/varieties, utilize optimum fertility management program and explore marketing options to ensure farm profitability and quality of life.

Strategies

- Single and multi-county educational programs/field days
- One-on-one field visits
- Farm and agribusiness tours
- ALS and other group meetings

Measure of Progress

- Number of producers adopting optimum fertility management programs
- Number of producers adopting alternative practices/systems/varieties
- Number of producers attending programs and one-on-one visitations

Impact Indicators

- Results of profits through the adoption of new alternative practices
- Cash Farm Income Reports
POW A-5

2 commercial horticulture growers as well as homeowners will implement recommended and potential production practices and systems, investigate innovative agriculture opportunities, and explore marketing options to ensure continued farm productivity and profits and quality of life.

**Strategies**
- County and multi-county meetings and tours to enhance decision making and marketing development.
- Educational programs for cabbage and potato producers
- One-on-one consultations in the adoption of new alternative enterprises

**Measure of Progress**
- Number attending meetings, programs and tours
- Number indicating an interest in developing a specific alternative agriculture opportunity and/or agri-tourism enterprises
- Number implementing new production practices and marketing opportunities.

**Impact Indicators**
- Actual marketing and production diversification strategies realized by participants.
- Successes of those actually developing new alternative agriculture opportunities/agri-tourism enterprises.
- Adoption of practices to produce quality produce.

POW A-15

25 Consumers will increase knowledge and adopt practices of proper plant selection, culture practices and plant pest management strategies to maximize their gardening skills and protect the environment.

**Strategies**
- One-on-one visitations and consultations/group meetings.
- Distribution of Extension publications.
- County programs and workshops/tours for the public
- Promote horticulture education through websites and ECA meeting

**Measure of Progress**
- Number attending programs/workshops/tours and/or 0ne-on-one visitations/consultations
- Number gaining Knowledge of proper plant selection, cultural practices and pest management
- Number through evaluation that use the internet for education

**Impact Indicators**
- Participants adopting skills to reduce pesticide and fertilizer misuse to protect water quality.
- Number adopting practices of plant selection, culture practices and IPM techniques.
- Observation of clients who use websites for horticulture education.
Conserving and improving the environment and natural resources
POW E-8

Pesticide Certification and Licensing Program.

15 Private pesticide applicators will be re-certified and 10 Commercial applicators will earn credits toward re-certification through training in pesticide BMP’s to protect worker health, crop safety, beneficial insect populations and other environmental issues.

Strategies
• Conduct “V” training re-certification classes for private pesticide applicators.
• Conduct continuing education and “X” training classes for commercial and private pesticide applicators.
• Through workshops, field demonstrations, tours and production meetings that promote pesticide safety and protect the environment.
• Use evaluation tools to indicate needs satisfied; future needs to address from targeted audience.

Measure of Progress
• Number of private applicators attending educational programs
• Number of commercial pesticide applicators/dealers receiving continuing education credits.
• Number of field days/workshops held for commercial/private applicators.
• Evaluation feedback from targeted audience.

Impact Indicators
• Acquiring skills in the use, handling, and storage of pesticides that have led to improved personal health and safety as well as to protect the environment and to improve water quality.
• Number of private applicators re-certified.
• Use of program evaluations to identify needs of targeted audience to create new programs.

Job Knowledge and Professional Development

Objective 1

Will take professional strides to better understand the Agriculture Agent position, gain knowledge and skills in my areas of responsibilities, and to develop educational programs following affirmative action procedures as it relates to the mission of NC Cooperative Extension.

Strategies
• Attend in-service training at Annual Conference and Phase II Training
• Attend other counties’ Extension educational programs
• Use relevant field test plots for educational training.
• Use all reasonable efforts to inform minorities of educational programs.
• Use attendance rosters to meet affirmative action procedures.

Measures of Progress
• Number and types of training attended.
• Field test plots used for educational training.
• Number of programs in which minorities participate.
**Impact Indicators**
- Knowledgeable and effective programming for the agriculture community.
- Positive feedback from minorities concerning Ag Extension educational programs.

**Communication Skills**

**Objective 1**

Will make strides to improve written and oral communication skills in programming to promote and market NCCE as its mission relates to clientele as well as keeping staff informed.

**Strategies**
- Hold scheduled Agriculture Staff meetings.
- Answering client request promptly both orally and written.
- Inform public through newspaper, newsletter articles, Camden County newsletter/events calendar about NCCE programs.
- Practice/attend training to improve presentation skills with the use of new technologies. Use of digital pictures.

**Measure of Progress**
- Number of articles written for newspaper and newsletter.
- Feedback from clientele/staff observations.
- Numbers and evaluations of formal program presentations.

**Impact Indicators**
- Confidence of agriculture community in Cooperative Extension.
- Program Success Stories.
- Support and involvement of Advisory Leadership members in the community.

**Organizing and Time Management**

**Objective 1**

To prioritize, plan, and coordinate agriculture program responsibilities in an efficient, productive, and timely manner.

**Strategies**
- Organize work space to be more functional and utilize “Things to Do” lists.
- More efficient long term scheduling to prevent last minute rushes.

**Measures of Progress**
- Improvements in office space.
- A Successful Accomplishment Report.
- Development of yearly ag staff calendar.

**Impact Indicators**
- Successful agriculture programs meeting the needs of farmers and agribusiness.
- Meeting all tasks in a timely fashion.

**Objective 2**

To improve the distribution of agriculture educational materials by the Extension Staff and volunteers, the filing system will be updated and all publications identified for accessibility.
Strategies
- Continue to purge files to eliminate duplications and out dated materials.
- Clearly identify file cabinet drawers to indicate contents of each.
- Purge Ag Extension publications to be more update and promote easier accessibility.
- Clearly identify all the Ag notebooks and manuals, and location of each for accessibility.

Measure of Progress
- Agriculture educational materials more easily located for distribution to clients.
- The accessibility of extension staff and volunteers to locate all agriculture related materials.

Impact Indicators
- Efficient use of Ag Extension office meeting the needs of clients, the staff, and Extension volunteers.

Self Management

Objective 1

To personally adopt and utilize new technologies and methods in producing effective agriculture programs meeting the needs of clientele as it relates to the goals of NCCE.

Strategies
- Utilize up to date calendar for planning activities and programs.
- The use of new technologies and methods in program delivery.
- Willingness to use new ideas in programming.
- Update the Ag webpage of the Camden County Extension Center by adding events and news.

Measure of Progress
- Number of activities utilizing new technologies and innovative ideas to deliver programs.
- Meeting timely programs in areas of responsibilities.

Impact Indicators
- Success with personal goals.
- Observations by staff and clientele.

Teamwork

Objective 1

To work collaboratively with co-workers, county agencies, and organizations to plan and implement successful programs to accomplish common goals meeting the needs of clientele.

Strategies
- Work with staff to strengthen Camden County Extension.
- Support County staff programs.
- Work to develop linkage and working relationships with new organizations.
• Work to address the needs of the public as it relates to their agriculture and environmental needs.
• Northeast Ag Expo

**Measures of Progress**
• A stronger Camden County Extension staff.
• Number of staff activities.
• Observations of county staff and outside organizations.
• Number of new organizations involved in related NCCE programs.

**Impact Indicators**
• Successful programs conducted by county staff and with outside organizations.
Y

Developing Responsible Youth
POW Y-1

Objective:

90 youth involved in long term 4-H experiences will develop competencies in the following life skill areas; managing relationships, decision making, communications, and serving the community.

Strategies:

- Recruit youth and volunteers for involvement in one new 4-H club
- Maintain a viable county 4-H council
- Encourage implementation of youth led community service activities

Measures of Progress:

- # of new clubs organized
- # of youth involved in long term 4-H clubs
- # of volunteers involved in long term 4-H clubs
- # of community service projects completed

Impact Indicators:

- Youth involved in 4-H clubs and other long term 4-H experiences are competent, coping and contributing members of society.

POW Y-3

Objective:

75 youth involved in short-term, special interest 4-H programs will develop increased life knowledge and subject matter skills such as: community service, environmental education, biotechnology, safety skills, communication skills, etc.

Strategies:

- Encourage the implementation of youth led community service activities
- Recruit and coach participants in 4-H communications contests
- Recruit youth for 4-H State Camp at the Eastern 4-H Center
- Recruit youth to participate in the Northeast District 4-H Science Camp
- Recruit youth to participate in Progressive Agriculture Day
- Recruit youth to participate during the 6 weeks of 4-H Day Camp at Treasure Point 4-H Camp
- Recruit youth to participate in workshops to be held during out of school time (Spring and Winter School Breaks)

Measures of Progress:

- # of community service activities completed
- # of 4-H’ers participating in 4-H Presentations on the district and state level
- # of youth attending 4-H State Camp at the Eastern 4-H Center
- # of youth to participate in Northeast District 4-H Science Camp
- # of youth to participate in Progressive Agriculture Day
- # of youth to participate at Treasure Point 4-H Day Camp
- # of youth to participate at 4-H workshops held during out of school time

Impact Indicators:

- Youth involved in 4-H activities and other short term experiences are developing life skill knowledge and subject matter skills.
Programming and Customer Service

POW – Y-5

C.R.O.W.N. Kids Program

Objective:
To provide at least 15 “at risk” youth ages 11 – 18 years old the opportunity to strengthen life skills, such as decision making, communication, self control, self esteem, managing relationships, and servicing the community which in turn will reduce, and prevent juvenile crime in their lives, and communities.

Strategies:
• Recruit “at risk” youths participation through referrals from School Principals, school faculty, parents, Mental Health, and School Resource Officers.
• Encourage referred students to participate in the program.
• Have students and families complete necessary agreements.
• Meet once a week from admission date to termination date. Admission is when they are referred and termination is June 2007.
• Once a month complete a community service activity
• Once a month hold a skill building workshops
• Once a month hold a meeting.
• Once a month have a fun outing.
• Write a termination summary on each referred youth in the program stating how the program has affected them during the termination process.

Measures of Progress
• # of youth in program that attend workshops.
• # of youth that participate in community service activities.
• # of complete active client files

Impact Indicators
Youth involved will strengthen life skills, and learn the importance of not becoming involved in juvenile crime.

Teen Court Program

Objective:
• To provide student volunteers ages 12 to 18 the opportunity to learn more about the legal/judicial system by hands on experience and providing positive peer pressure to Teen Court defenders.
• To provide first time juvenile offenders the opportunity to have their sentence decided by a jury of their peers.

Strategies:
• Recruit student volunteers to serve as jurors, attorneys, clerk of court, and bailiff.
• Provide training for all student volunteers
• Defendants will be referred by the school system and juvenile court counselors.
• Court will be held on an as needed basis and student volunteers will be contacted to be a part of it.
• The JCPC Program Coordinator will meet with the Teen Court defendant, and their parent/ or guardian to set up deadlines for assigned reports, and letters, and a community service placement.
The defendant will complete a certain number of community service hours, attend workshops, write reports, and apology letters. What they will be assigned to do will depend on what the student jury decides.

The defendant will be terminated and the referral source will know when the youth has completed their sentence.

Give High School students the opportunity to join a legal club to further educate and let them participate in the legal system.

Select student volunteers will become part of a mock trial team and compete in Mock Trials against other schools.

**Measures of Progress**

- # of student volunteers that attend the training sessions.
- # of student volunteers that participate in the heard Teen Court Cases
- # of first time juvenile offenders whose cases are heard in Teen Court
- # of Teen Court Defendants who successfully complete their Teen Court sentence
- # of students active in the legal club
- # of students on the mock trial team
- # of mock trials participated in

**Impact Indicators:**

- Student volunteers will have a better understanding of the legal system through hands on learning experience and participation in Mock Trials.
- Student volunteers will act as a positive influence to Teen Court Defendants
- Teen Court Defendants will also have better understanding of the legal system due to their interaction and future volunteerism.
- Teen Court defendants will be punished for their actions without receiving a juvenile court record.

### Restitution

**Objective:**
To provide referred “at risk” youth the opportunity to give their services and time to the community as a consequence for delinquent behavior.

**Strategies:**

- “At risk” youth will be referred by court system, law enforcement, and school system.
- An admission visit will take place between the referred “at risk” youth, parent/ or guardian, and the JCPC Program Coordinator. All paper work will be completed in this visit and rules of the Restitution Program will be explained.
- The JCPC Program Coordinator will find a supervised community service site for the referred “at risk” youth.
- The referred “at risk” youth will complete the number of hours set for them by the referral source.
- The JCPC Program Coordinator will check on the referred “at risk” youth at their community service site and get a weekly report and timesheet from the community service site supervisor on how the referred “at risk” youth is doing. The JCPC Program Coordinator will contact the referral source with a report on the referred “at risk” youth.
- The JCPC Program Coordinator will send the referral source a copy of the termination papers.
Measures of Progress

- # of unexcused days of community service missed during the program.
- Behavior, time, and work reports given by the community service supervisor.
- # of referrals received for the individual after completing the Restitution Program.

Impact Indicators

Referred “at risk” youth will give their time and services back to the community that their delinquent behavior took place in. This will provide them an insight to the value of hard work and citizenship in the community.

The Primary School Interpersonal Skills Group

Objective:
To provide referred “at risk” students at Grandy Primary School the opportunity to strengthen interpersonal skills and character education through group sessions and use of skill building and character education curriculum.

Strategies:
- Youth will be referred by school principles, guidance counselor, and mental health.
- Have parents fill out admission paperwork.
- Set up schedule with the school guidance counselor.
- Meet once a week to work on curriculum as a group.
- Terminate at the end of the school year and write a termination summary on their progress in the program.

Measures of Progress
- # of youth that attend the group sessions weekly.
- # of active client files.

Impact Indicators

Students will learn the life skills necessary to reduce and prevent future discipline problems in the school and court system.

Camden County 4-H Summer Camp

Objective:
To provide at least 50 youth a 6 week long educational, interactive, hands on day camp that will focus on building life skills such as team work, self esteem and responsibility, decision making, goal setting, communication, and nurturing relationships.

Strategies:
- Advertise for summer camp through brochures, and county cable channel.
- Interview and hire 4 camp counselors for the program.
- Plan, coordinate, and facilitate camp activities that will focus on strengthening a different life skill each week.
- Keep up to date complete records on every camper.
- Provide parents and campers a weekly opportunity to evaluate the camp services.
- Hold an end of the year camp activity that shows parents what their children have worked on all summer.

Measures of Progress
- # of registered campers
- Average daily attendance of campers
- Results of weekly evaluations
Impact Indicators
Youth will learn and strengthen life skills that will prevent and reduce future criminal behavior.

Job Knowledge and Professional Development

Objective:
To obtain and comprehend the skills and knowledge necessary to plan effective programs that will reduce or prevent “at risk” youth and families participation in juvenile crime.

Strategies:
- Read reference books, newsletters, articles, and websites regarding the latest Juvenile Crime prevention and Extension data, studies, and strategies.
- Keep close contact through phone calls, letters, and emails with other Juvenile Crime Prevention and Extension professionals, and agencies to call upon for program information.
- Participate in workshops, and conferences offered by the North Carolina Department of Juvenile Justice and Delinquency Prevention.
- Membership and Participation in North Carolina Association of Extension Program Assistants, Association, and Technicians
- Member of the Northeastern Workforce Development Youth Council
- Member of the Camden County Juvenile Crime Prevention Council Board

Measures of Progress
- # of JCPC programs offered
- # of training sessions attended
- # of boards and committees served on
- Amount of time researching Juvenile Crime Prevention and Extension data
- # of offices held and committees in professional association

Impact Indicators
- Effective skill building programming
- Effective Restitution Programming
- Effective Teen Court Programming

Communication Skills

Objective:
- To clearly and effectively plan and implement all JCPC programs.
- To keep all county extension employees, county commissioners and JCPC Board members informed on all JCPC programs.
- To keep the clients, referral sources, and families updated and educated about a referred youths involvement in a JCPC program

Strategies:
- Keep brochures, and information on all JCPC programs
- Monthly C.R.O.W.N. Kids newsletter
- Monthly letter to commissioners updating them on all JCPC programs
- Verbal update on all JCPC programs at all JCPC meetings
- Keep parents/guardians informed on program schedules, and their child’s progress the program through letters and phone calls
- Speak at meetings, and other events when invited about JCPC programs
Measures of Progress

- # of Newsletters and brochures distributed
- # of speeches and presentations given
- # of individual letters sent

Impact Indicators

- Clients and families will stay aware and updated on JCPC programs and their child’s involvement in them
- Extension employees, JCPC Board members, and County Commissioners will stay updated on all JCPC programs
- Public will become more aware of JCPC programs

Organization and Time Management

Objective:
To organize duties and program appointments in an effective and timely manner.

Strategies:

- Keep an up to date work calendar and review it regularly
- Complete all tasks by their deadlines
- Keep and organized file system for this fiscal year and save files from the past years
- Have a daily "to do" list
- Keep office organized and neat

Measures of Progress:

- # of tasks completed on “to do” list
- Completing the EMAPS plan of work

Impact Indicators

- Programs are run effectively and organized
- Office is organized
- Plan of work is completed

Self Management

Objective:
To administer organized JCPC programs with minimal supervision.

Strategies:

- Use curriculum and resources available to plan programs independently
- Keep an individual calendar of program events
- Administer effective programs

Measures of Progress:

- # of planning resources and curriculum available
- # of events and program activities organized and planned
- # of JCPC Programs
- # of schedules activities completed

Impact Indicators:
JCPC programs are effectively planned, and delivered with minimal supervision.
Teamwork

**Objective:**
To reach common goals by collaborating with co-workers, families, JCPC Board members, and other agencies.

**Strategies:**
- Actively participate in all professional organizations, and boards that I maintain membership in
- Work with other staff members to deliver effective programs
- Keep communication lines open with all co-workers
- Work with other agencies to deliver effective programs
- Work with family members and clients to provide the most effective program for their needs.

**Measures of Progress:**
- # of programs other staff members help to facilitate
- # of committees, board, and association meetings attended
- # of events and programs planned with other agencies

**Impact Indicators:**
- JCPC programs will be effectively administered with the assistance of co-workers, other agencies, clients, and families

POW Y-10

**Objective:**
200 youth involved in school enrichment activities will demonstrate improved academic performance.

**Strategies:**
- 4-H embryology project for elementary school youth
- WING’s (butterfly) curriculum to elementary school youth
- Teacher support during ongoing projects

**Measures of Progress:**
- Improved science grades
- Improved class attendance

**Impact Indicators:**
- Youth involved in 4-H supported school enrichment projects exhibit an improvement in school grades, behavior, and attendance

POW Y-13

**Objective:**
To provide 10 individuals with the skills and knowledge necessary to establish and maintain 4-H groups and/or events.

**Strategies:**
- Recruit and train 4-H club leaders
- Assist existing club leaders with coordination of 4-H events
• Promote and make the need for 4-H volunteers
• Conduct teacher training for interested embryology teachers
• Maintain the county volunteer leaders association

**Measures of Progress:**
• # of individuals reached
• # of meetings and events directed by volunteers
• # of volunteers in place

**Impact Indicators:**
• 4-H groups led by independent volunteer leaders
• county, district and state 4-H events organized and/or supervised by qualified volunteers
F

Strengthening & Sustaining Families
**Family and Consumer Sciences**

**POW F-1**

**Objective:**

100 youth ages 2 to 5 years of age will participate in the Color Me Healthy Program along with other food and nutrition programs to gain knowledge on healthy eating habits and the benefits of being physically active.

**Strategies:**
- Recruit youth participation in Color Me Healthy program through daycare providers, after school settings and Grandy Primary School kindergarten classes

**Measures of Progress:**
- # of youth participating in Color Me Healthy
- # of classes conducted

**Impact Indicators:**
- Children between the ages of 2 and 5 years will develop a basic understanding of healthy eating habits and the importance of being physically active.

**POW F-2**

**Objective (A):**

Child care teachers will increase knowledge and skills to lead to safer, more nurturing, appropriate environments for pre-school children.

**Strategies:**
- Albemarle Child Care Conference in Elizabeth City in March

**Measures of Progress:**
- # of providers attending child care conference

**Impact Indicators:**
- # of providers increasing knowledge and skills in quality practices

**Objective (B):**

Participants will increase their general knowledge about aging and their motivation to take actions to affect positive aging.

**Strategies:**
- Conduct multi-county Aging with Gusto Extravaganza in Fall
- Present educational programs at county senior center

**Measures of Progress:**
- # of persons attending Aging with Gusto Extravaganza
- # of persons attending educational programs at senior center

**Impact Indicators:**
- # of people reporting more positive attitude toward aging after attending program
- # of people reporting increased knowledge and skills
POW F-4

Objective:

10 individuals will develop leadership skills and take action to maximize development and use of community resources leading to improved quality of life for all families.

Strategies:

- Recruit and train new ECA members and volunteers
- Recognition of ECA members
- # of new ECA clubs organized
- Maintenance of existing ECA clubs – newsletters to members, club meetings attending, county wide ECA events, district and state meetings attending
- Maintenance of Advisory Leadership FCS volunteers
- Maintenance of Senior Health Insurance Information Program

Measures of Progress:

- # of volunteers successfully recruited
- # of volunteers recognized
- # of newsletter sent out
- # of club meetings attending

Impact Indicators:

- # of ECA members
- # of ECA members taking leadership roles in the organization or projects
- # of participating demonstrating increased involvement in other community organizations

Job Knowledge and Professional Development

Objective:

To obtain knowledge and skills necessary to effectively program and collaborate with other organizations for the maximum positive impact on youth and families in Camden County.

Strategies:

- Successful participation in the 4-H LINC (Leadership Innovation North Carolina) Program
- Periodic review of professional publications, web sites, and electronic newsletters
- Collaborative effort with other county agencies
- Membership in the national, state, district Association of Extension 4-H Agents
- President-Elect of NCAE4-HA (August 2006 – August 2007)
- Membership in Epsilon Sigma Phi
- Phase II
- Successful participation in formal graduate course
- Annual Extension Conference

Measures of Progress:

- # of collaborative programs offered
- amount of time spent on research
- # of training sessions attended
- # of boards and committees served on
- offices held and committee work in professional associations
- graduate course work
Impact Indicators:
- Effective, collaborative 4-H youth development programming
- Effective, collaborative FCS programming

Communication Skills

Objective:
To communicate to all clientele, staff, and co-workers clearly, effectively, and in a timely manner

Strategies:
- News articles and announcements
- Monthly 4-H News Articles
- ECA Newsletters
- Internet web sites/home page
- Memos and personal letters
- Formal speeches and presentations
- Monthly reports – ERS, time and travel, etc.

Measures of Progress:
- # of newsletters distributed
- # of news articles and announcements
- # of formal speeches and presentations
- # of individual letters sent

Impact Indicators:
- Recognize and reputable 4-H and youth program with clientele aware of programs, events, and activities.
- Recognize and reputable family and consumer science program with clientele aware of programs, events and activities.

Organization and Time Management

Objective:
To organize and prioritize tasks and office arrangement so that stress is minimized and programs are effective and prepared in a timely manner.

Strategies:
- Keep personal calendar current and review daily
- Maintain and prioritized “to do” list updated daily
- Maintain a yearly calendar of events to include regular programs
- Complete tasks on time
- Organize filing systems to include only current resources
- Maintain a balance between both 4-H and FCS programming time

Measures of Progress:
- Evaluate calendar
- Regular check of to do list
- EMAPS plan of work completed

Impact Indicators:
- Office is organized and neat
• Programming in carried out in a timely, organized and effective manner
• Completion of annual plan of work

Self Management

Objective:

To deliver creative 4-H and FCS Programs through a variety of channels with minimal supervision.

Strategies:
• Master use of the internet and other technology tools for effective program delivery and marketing
• Implement innovative 4-H and FCS Programs
• Maintain a calendar of events

Measures of Progress:
• # of power point presentations
• # of programs offered
• # of different technology for program delivery implemented
• completion of scheduled activities

Impact Indicators:
• Variety of innovative 4-H and FCS programs through a variety of channels with minimal supervision

Teamwork

Objective:

To collaborate with co-workers, volunteers, and other agencies to achieve common goals.

Strategies:
• Cooperate with other staff members to deliver educational programs
• Participate in and contribute to district and state events
• Actively participate in staff conferences
• Maintain open lines of communication with co-workers
• Cooperate with other agencies to deliver programs, coordinate events, etc.

Measures of Progress:
• # of programs delivered with other staff members
• # of board and committee meetings attended
• # of programs and events held in cooperation with other agencies

Impact Indicators:
• NCCES is widely recognized as an organization willing to partner with others, internally and externally, to achieve common goals.
Leadership and Supervision

Objective:

To provide the needed information and skills to foster a unified approach to youth education opportunities through 4-H and NCCES to two 4-H program assistants.

Strategies:
- Notify and encourage 4-H program assistants to participate in specific training opportunities offered in 4-H Youth Development
- Provide guidance and leadership on the county level
- Make 4-H program assistants aware of relevant 4-H Phase II trainings
- Facilitate informal and formal feedback from staff
- Delegate responsibilities appropriately
- Observe staff performing tasks
- Assist 4-H program assistants in development of EMAPS Plan of Work
- Assist 4-H program assistants in development of necessary reporting forms
- Assist 4-H program assistants in development of 4-H club organization

Measures of Progress:
- # of Phase II trainings attended
- Success of 4-H programming
- # of hours training staff
- Review of 4-H program assistant's EMAPS plan of work

Impact Indicators:
- Staff working as a team to conduct programming and promote all aspects of 4-H as equally important.