

PLAN OF WORK

University of the Virgin Islands



Cooperative Extension Service

Federal Fiscal Years

2000 to 2004

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Plan of Work for the Cooperative Extension Service
University of the Virgin Islands

INTRODUCTION:

The Cooperative Extension Service has developed a plan of work based upon the five national goals established within the mission area of the Cooperative State Research, Education, and Extension Service (CSREES) of the U.S. Department of Agriculture. These goals are readily adapted to the Virgin Islands community, a community that is still in the process of recovery from three hurricanes in the last decade that negatively affected the ecology, tourist industry and the overall economy.

Using the five goals and objectives as our main focus, the Cooperative Extension Service (CES) has developed 16 strategic programs to positively impact the lives of the people of the Virgin Islands in a manner that would be beneficial and long lasting.

Goal 1: An agricultural system that is highly competitive in the global economy

Under this goal, the CES plans a *Sustainable Agriculture Program*. Because the islands are relatively small, approximately 132 square miles, this program will place emphasis on protecting the environment from the negative impact of traditional agriculture. The sustainable agriculture program will train our clientele in the various aspects of sustainable agricultural management practices.

Another program, the *Beef, Dairy and Small Livestock Program*, is geared towards improving the livestock industry in the Virgin Islands. Milk is the one agricultural product in which the territory is self-sufficient. The CES will seek to maintain this self-sufficiency and, further, expand production in the dairy and small livestock industries.

Because of the strategic location of the U.S. Virgin Islands among the many island nations in the Eastern Caribbean, the *Eastern Caribbean Extension Outreach and Interchange* program has been developed to enable Extension to understand, monitor, and participate in the agricultural development of the region. Since over 80% of the fresh agricultural products are imported from other Caribbean nations, it is important for Extension to understand those markets and how they influence local agricultural development.

Goal 2: A Safe and Secure Food and Fiber System.

Because there are no comprehensive food safety educational programs for food handlers in the U.S. Virgin Islands, there exists a great risk of a major outbreak in food borne illnesses. CES will conduct a *Food Safety Education Program* to increase the knowledge of basic food safety practices among food handlers in the territory. The Home Economics staff will develop a culturally relevant food safety curriculum to be used in this program.

Additionally, a program entitled *Basic Food Safety Education for EFNEP and EFNEP Youth*, addresses the particular needs of our EFNEP participants. Working with various local collaborators, Home Economics will also address the EFNEP clientele's food safety needs, including the areas of personal hygiene, food storage, food preparation, and food handling.

Goal 3: A Healthy Well-Nourished Population

The four leading causes of death in the Virgin Islands, hypertension, cancer, heart diseases and diabetes, are all related to poor nutrition practices. To address these health related issues, the CES will adapt a program entitled *Improving Nutrition, Diet and Health*. This program will conduct regular workshops and other educational activities, including publishing culturally relevant educational materials related to nutrition, diet and health, and the printing of a cookbook with modified West Indian recipes for promoting a healthy dietary lifestyle.

Goal 4: Greater Harmony Between Agriculture and the Environment

The CES has adapted six major programs to instill a greater harmony between agriculture and the environment. An *Urban Forestry Program* has been instituted to combat the negative effects of the three major hurricanes that hit the islands. This program will increase residents' awareness of the importance of preserving plant species native to the Virgin Islands, particularly those that were damaged or destroyed in the past hurricanes. The program is also geared towards improving the overall urban environment to make it more attractive to native and visitors to the islands.

Another program, *Backyard Composting*, will be instituted in schools and the general community to demonstrate the concept of composting as a viable means of reducing the quantity of biodegradable solid waste entering the territory's landfills.

There is also an *Urban Gardening Program* that will help residents understand box gardening, containerized gardening, drip irrigation systems, and other principles related to gardening in an urban setting.

The CES's *Water Quality Protection Program* will assist the community in increasing awareness of health risks associated with water quality impairment, water and wastewater treatment systems and the improper management of water systems. Because the territory is comprised of relatively small island communities, it is important that the public understands the characteristics and role of aquatic systems within a watershed, including guts, salt ponds, mangrove lagoons, and bays. The water quality protection will collaborate with various local agencies to develop educational materials for protecting the overall water quality of the territory.

Finally, there is a *Natural Resources and Environmental Management Program* that will train and educate clientele on the natural resource and environmental issues of the territory. This program will deal

with such concerns as understanding the human effects on natural resources, solid waste management, the proper disposal of household hazardous products, and eco-tours to familiarize youths with the native habitat of the islands. The Program will also seek to develop resource conservation materials that are locally oriented and suitable for use by teachers in the classroom.

Goal 5: Enhanced Economic Opportunity and Quality of Life for Americans

Under Goal 5, CES will implement various programs to assist youth and families with limited resources. The *Limited Resources Individuals and Families* and the *Marketable Skills* programs are particularly geared towards assisting families by training them in various aspects of home management. These programs will also provide the necessary training and short courses to enable individuals and families to return to the workforce and to upgrade their employment marketability.

The 4-H and Youth Development Unit has three major programs to assist young people. With an estimated population of 110,000, the Virgin Islands has approximately 33,000 children. To service a large percent of the young people, CES has developed a *Volunteer and Youth Leadership* program, a *4-H Club System* program, and a *4-H Summer Day Camp* program. These programs will train 4-H volunteers, conduct 4-H programs in our local public and private schools, and provide youths with an opportunity to enroll in a six-week 4-H Summer Day Camp program.

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PLANNED PROGRAMS:

Function	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
1862 Extension	Program 1, 2, 3	Program 4, 5	Program 6	Program 7, 8, 9, 10, 11	Program 12, 13, 14, 15, 16

Goal 1: An agricultural system that is highly competitive in the global economy.

Program 1: Sustainable Agriculture

Statement of Issue:

Increased agricultural productivity in the Virgin Islands has been accompanied by increased use of fertilizers and pesticides. Long term intensive use of these inputs contributes to a degradation of our environment, particularly our soil and water resources. The negative impacts of this type of farming activity have resulted in a call from V.I. farmers to emphasize sustainable agriculture development and production systems. Consumers and growers are equally concerned about their environment and quality of life. Some farmers are currently engaged in limited sustainable agricultural practices such as mulching and the application of organic manures, but there still remains a great need for them to improve their current practices and adopt a more comprehensive sustainable approach in order to ensure ecosystem integrity and bio-diversity. However, there is a tremendous need for increased education, training, and the dissemination of information on sustainable agricultural practices and production.

Networking and collaborating with farmers, researchers, and other governmental and non - governmental organizations within the territory and region is needed to effectively disseminate sustainable agriculture principles and practices. Establishing regional linkages, especially with institutions whose stakeholders share similar concerns, will provide an opportunity to maximize resources and enhance collaboration.

Performance Goals:

1. Increase agricultural production of Virgin Islands producers while protecting the environment.
2. Increase the level of knowledge in sustainable agricultural practices among trainers (i.e. staff of CES, AES, Dept. of Agriculture).
3. Develop collaborative research/extension projects on sustainable agricultural practices.
4. Improved recommended agricultural enterprises to include the sustainable production of new and value added products.
5. Improve the adoption of efficient, sustainable agricultural management practices.

Output Indicators:

1. More effective information dissemination by trainers in sustainable agricultural practices.
2. Increase the volume of information available on sustainable agricultural practices.
3. Increase the use of sustainable agricultural practices by producers.
4. Enhance environmental quality through the conservation of natural resources.
5. Reduce the impact of farm inputs such as pesticides and fertilizers on the Virgin Islands' ecosystem.
6. Increase the growth of sustainable agricultural enterprises and value - added products.
7. Increase the number of producers utilizing sustainable agricultural practices.
8. Increase the linkages with local and regional governmental and non - governmental organizations.

Outcome Indicators:

1. The number of producers utilizing two or more sustainable agricultural practices will be increased by 50%.
2. The number of sustainable agricultural enterprises (e.g. organic farms, bee-keeping operations) and value-added products will be increased by 50%.
3. The number of new linkages with local and regional governmental and non-governmental organizations will be increased by 25%.

Key Program Components:

1. Disseminate information and provide training opportunities for producers and staff of agriculture related agencies throughout the Virgin Islands regarding the use of efficient, sustainable agricultural practices.
2. Conduct workshops, seminars, field days, farm tours.
3. Conduct educational programs that promote sustainable agricultural practices.
4. Conduct CES/AES collaborative on-farm research.
5. Exhibit displays of efficient, sustainable agricultural practices at the Agricultural Food Fair and other major public exhibitions.
6. Networking activities with local and regional collaborators from governmental and non-governmental organizations.

Internal/External Linkages:

1. The V.I. Department of Agriculture will assist in professional development activities (i.e. training), provide field plots for demonstration purposes, and technical assistance to participants and trainers.
2. The V.I. Resource Conservation and Development Council will function primarily as a monitoring entity through which the Natural Resources Conservation Service will provide technical assistance.
3. The Agriculture Experiment Station will function as a partner in the Sustainable Agriculture Research and Education (SARE) projects.
4. Local farmer organizations will be actively involved in on-farm research activities and extension demonstration.
5. Sustainable Agriculture Research and Education (SARE) Program will be involved in Professional Development and Research and Education activities.
6. The University of Puerto Rico will collaborate in the SARE professional development program (PDP) through exchange visits, forums, seminars, etc.

Target Audiences:

1. Farmers will receive training in sustainable agricultural practices and develop comprehensive sustainable agricultural programs on their farm sites.
2. Professional staff employed by agriculture related agencies will be trained in sustainable agricultural practices and, in turn, disseminate such information. These entities include the V.I. Department of Agriculture, UVI- Agriculture Experiment Station and the Cooperative Extension Service, USDA-Natural Resource Conservation Service, Farm Service Agency, and Agriculture Research Service, and the Resource Conservation and Development Council.

Program Duration: This program will continue for the five - year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$82,600	\$90,860	\$100,000	\$110,000	\$120,000	\$133,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	1.8	1.8	1.8	1.8	1.8	1.8
Para-Professional	0.5	0.5	0.5	0.5	0.5	0.5
TOTAL	2.3	2.3	2.3	2.3	2.3	2.3

Program 2: Beef, Dairy and Small Livestock Program

Statement of Issue:

The beef and dairy cattle farmers, as well as the small livestock farmers in the Virgin Islands, face similar problems that affect productivity and profitability. There are three major causes of these problems - cattle ticks, market availability and fertility.

The tick that affects the cattle in the Virgin Islands is the brown cattle tick - *Boophilus microplus*. This tick carries several diseases, including anaplasmosis and several strains of babesiosis (piroplasmosis), all commonly referred to as "tick fever." Livestock farmers often have sick cattle and significant death losses. At the very least, animals are stunted in growth or cease producing milk. Export sales have been hampered by the presence of ticks in some cattle. All of these factors make it very difficult and expensive for farms to sell cattle off island.

The second major problem facing the Virgin Islands' cattle farmers is market availability. Much of the beef available to consumers is imported, and the local producers find it very difficult to sell their animals.

The third problem is that of fertility. Since reproduction is essential for realization of a marketable product, diseases such as tick fever and inadequate nutritional levels, both of which can cause significant decreases in fertility, are of major concern to producers.

Another issue that confronts local officials as well as producers is the inability to identify the owners of stray or lost livestock, especially those involved in incidents of damage or injury.

Performance Goals:

1. To identify and control livestock parasites such as ticks.
2. To increase adoption of recommended breeding practices in the dairy industry.
3. To implement a mandatory livestock identification program for the Virgin Islands and maintain a brand registry file to assist in identifying owners of livestock.
4. To increase consumer demand for locally produced animal products.
5. To educate and develop drought resistant, high quality forages for use by all livestock producers.

Key Program Components:

1. Continue the Beef Cattle Improvement Program weight and identification monitoring program to assist producers in following their herds' progress.
2. Continue the Dairy Herd Improvement Program milk testing activities and cow status testing to assist producers in monitoring the progress of their herds.
3. Develop a livestock identification program to assist local producers in obtaining necessary materials, supplies and expertise, and assist them in identifying their animals in accordance with the new mandates for animal identification.
4. Develop a promotion campaign for locally produced animal products to educate consumers as to the benefits of consuming locally produced products.
5. Cooperatively work with AES Agronomy personnel to set up and monitor farm forage test sites.

Internal and External Linkages:

Internal:

UVI Agriculture Experiment Station
 Animal Science Program
 Agronomy Program
 UVI Cooperative Extension Service
 4H Youth Program
 Home Economics Program
 Pest Management Program

External:

Farm Service Agency
 USDA-CSREES
 Virgin Islands' Senepol Cattle Breeders
 St. Croix Dairy Farmers Association
 St. Thomas Livestock Association
 V.I. Department of Agriculture
 St. Croix Farmers in Action

Target Audiences: Virgin Islands livestock producers
 Virgin Islands consumers

Output Indicators:

1. A livestock brand registry will be established to assist farmers and livestock agencies in identifying lost or stray livestock.
2. A fertility analysis and enhancement program will be developed for use by the dairy producers, utilizing bull breeding soundness testing and artificial insemination of cows.
3. A “Locally Produced” program will be started to promote the purchase and consumption of locally produced animal products.
4. A parasite monitoring program will be established for all livestock farms to document tick populations and concentrations with data to be used in tick control programs.
5. Test sites will be set up and monitored for forage evaluation under pasture and drought conditions.

Outcome Indicators:

1. Increase the rolling herd averages of the dairy producers on St. Croix by 500 pounds.
2. Increase the weaning weights of calves in the beef herds by 20 pounds.
3. Decrease the production, performance and animal losses incurred by farmers.
4. Increase the pregnancy rate in the dairy herds of St. Croix.
5. Increase the sales of locally produced products such as meat, milk and eggs.
6. Pasture forages on livestock farms will provide higher quality nutrition throughout the drought periods of the year.

Program Duration: This program will continue for the five - year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$67,000	\$70,000	\$75,000	\$80,000	\$85,000	\$90,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	2.0	2.0	2.0	2.0	2.0	2.0
Para-Professional	1.0	1.0	1.0	1.0	1.0	1.0
TOTAL	3.0	3.0	3.0	3.0	3.0	3.0

Program 3: Eastern Caribbean Extension Outreach and Interchange

Statement of Issue:

The U.S. Virgin Islands are in a natural and potentially pivotal position with respect to U.S.-Eastern Caribbean (EC) interchange, thanks to our geographic proximity to the twenty-five main islands/island groups of the Lesser Antilles, the similarities to these in agroclimate, ecology, and socioculture. The agriculture sector in the six countries in the Organization of Eastern Caribbean States (OECS) still accounts for 16% of regional gross national product (GNP), employs 30% of the work force, and is a major source of foreign exchange. Yet, the EC islands are all engaged in major diversification of their agriculture and related enterprises, and during the transition, major training and information needs arise, especially in the smaller islands that are not being fully met.

Through the Caribbean Food Crops Society (CFCS), technical assistance has in the past been given to these smaller islands by CES technical personnel whenever the need arises. CFCS is an independent professional organization of inter-disciplinary orientation and membership. Almost all CES specialists and agents are members of this society. The main objective of CFCS is to advance and foster Caribbean food production, processing, and distribution to help improve the standard of living of the people of the Caribbean. The Secretariat of the CFCS is located at UVI/CES, the Director is a member of the Board, and the Assistant Director is the Secretary of the society. This has created networking capabilities for the different agricultural projects, and has strengthened educational linkages in the Caribbean. Proceedings of the annual meetings have been completed under UVI/CES leadership, and assistance has been given in planning of future meetings and general collaboration between countries of the Caribbean. UVI/CES is also a founding member of the Caribbean Council of Higher Education in Agriculture (CACHE) and has played a major role in agricultural exchanges and linkages in the Caribbean.

UVI/CES is currently exploring opportunities for expanding linkages with individuals and institutions in the agricultural and human resources fields. We have the opportunity to develop training and transfer functions in specific fields in collaboration with appropriate national and regional bodies of the region.

Performance Goals:

1. Through existing programs, strengthen educational linkages in agriculture on ten Eastern Caribbean islands.
2. Provide opportunities for training of producers/operators in different aspects of sustainable agriculture, horticulture, germplasm exchange, market identification and development, pest and pesticide management, livestock production, and pasture and forage management.
3. Provide opportunities for the training and growth of Eastern Caribbean youth, leaders, and volunteers in youth organization development.
4. Provide opportunities for consultation in food and nutrition to homemakers on five islands.
5. Provide assistance to CFCS and CACHE in program coordination, publication and planning of education workshops and training programs.
6. Provide an avenue for marketing of local agricultural products in the Eastern Caribbean.

Output Indicators:

1. Linkages will be established with other agricultural organizations.
2. Opportunities provided for the training of youth leaders and volunteers.
3. Consultants provided for food and nutritional programs.
4. Markets provided for our local agricultural products

Outcome Indicators:

1. Agricultural linkages will be established with five organizations operating in ten Eastern Caribbean countries.
2. International and regional workshops will be coordinated.
3. Ten farmers will sell breeding stock to countries in the Eastern Caribbean.
4. Proceedings newsletters, and other publications will be published for CFCS and CACHE.
5. Five Extension Specialists will provide consultation on sustainable agriculture, horticulture, and livestock production and management.

Key Program Components:

1. Plan and coordinate activities for CFCS
2. CES agricultural personnel will attend CFCS and CACHE regional meetings.
3. Plan and execute international and regional meetings.
4. Provide forum for training youth leaders and volunteer.
5. Revise and expand the directory of individuals and institutions in agricultural research and development in the Eastern Caribbean.
6. Develop a directory of 4-H youth development professionals and volunteers in the Eastern Caribbean.
7. Disseminate existing relevant UVI/CES educational resources in response to interest generated.
8. Utilize the UVI telecommunications system for collaborative training programs with other regional institutions.

Internal/External Linkages:

1. CES Agriculture, 4-H, and Home Economics Programs
2. UVI/Agricultural Experiment Station
3. UVI/Eastern Caribbean Center
4. UVI Academic Programs
5. Inter-American Institute for Cooperation in Agriculture (IICA)
6. University of Puerto Rico
7. University of the West Indies
8. Caribbean Agricultural Research Development Institute
9. Caribbean Food Crops Society

10. INRA
11. Caribbean Council of Higher Education in Agriculture
12. Network for Rural Development

Target Audiences:

1. Caribbean scientists, policymakers, and agricultural officers.
2. Youth leaders and volunteers.
3. Caribbean agricultural organizations.
4. Caribbean crop and livestock producers.

Program Duration: This program will continue for the duration of the five - year life of the plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$100,000	\$105,000	\$110,000	\$115,000	\$120,000	\$125,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	1.5	1.5	1.5	1.5	1.5	1.5
Para-Professional	1.0	1.0	1.0	1.0	1.0	1.0
TOTAL	2.5	2.5	2.5	2.5	2.5	2.5

Goal 2: A Safe and Secure Food and Fiber System

Program 4: Food Safety Education Program

Statement of Issue:

There is presently no comprehensive food safety education program for food handlers in the U.S. Virgin Islands. Many risks for food borne illness outbreaks exist in these islands, including: (a) the tropical climate; (b) unpredictable power outages; (c) food vendors peddling their wares from vehicles; and (d) the selling of cooked food from booths during annual cultural observances (fairs/festivals/carnivals). Without immediate attention given to food safety education, food borne illness will continue to be a problem and a menace to the health of the population at large.

Performance Goal(s):

NOTE: For this food safety education program, St. Croix will serve as the pilot for the first year. However, media efforts will include all four islands.

1. Increase knowledge about basic food safety practices among food card holders.
2. Develop a culturally sensitive food safety curriculum.
3. Conduct shortcourses, workshops and other educational activities to promote safe food safety education.
4. Strengthen the program curricula by utilizing and incorporating professional staff in the conduct of shortcourses, workshops and other educational activities.
5. Raise awareness among the general public about food safety issues related to food handling, preparation, storage, and personal hygiene.
6. Increase proper food handling practices among food handlers in their place of business.
7. Increase the number of food safety habits practiced by members of the community.
8. Raise awareness among the general public about food safety issues related to eating away from home (i.e. restaurants, mobile food vans, food booths).
9. Develop and maintain partnerships with other local health agencies interested in food safety issues.

Key Program Components:

1. Development of a culturally sensitive basic food safety curriculum. This will include a participant handbook, a food handler card sticker to indicate program completion and a certificate of completion.
2. Conduct seminars, shortcourses and other educational activities in areas relating to food safety education.
3. Development and dissemination of an annual food safety newsletter for those who complete the program.
4. Utilize radio, television PSAs, and local talk shows to promote the program and general food safety concepts.
5. Develop television and radio spots to educate the public on food safety concepts related to eating at and away from home.
6. Develop web page that relay information on issues relating to food safety education.
7. To identify/contact sectors of the community that would benefit from food safety presentations.

Internal/External Linkages:

Linkages will be formed with relevant agencies from the following sectors: UVI -CES (esp. 4-H and the public information staff), the Virgin Islands Department of Health (Departments of Environmental Health and the Bureau of Statistics), USDA, FDA, individuals from the all sectors of the community to be utilized as volunteers, the private sector, and other partners. All collaborative efforts will focus on the provision of a quality introductory food safety program.

Target Audiences:

The target audience will focus on individuals who apply for food handlers' cards; however, there will be open enrollment. Special recruiting efforts will be made towards non - governmental food handlers and those not associated with large businesses. These food handlers (e.g. those with mobile vans) will be less likely to have ever had food safety training.

Output Indicators:

1. One (1) completed culturally sensitive basic food safety curriculum.
2. Five (5) annual newsletters
3. At least 1000 individuals will successfully complete the program.
4. Radio and television PSAs, television and radio spots used to promote the program and convey food safety messages.
5. Program web page will be updated bi-monthly.

Outcome Indicators:

1. Percentage of St. Croix food handlers who enroll/successfully complete the program.
2. Number/Percentage of food handlers who adopt any of the learned food safety practices.
3. Raised awareness among the public of food safety practices that they and food handlers (in their place of business) should follow.
4. Based on survey, to determine the impact of PSAs on awareness of food safety practices.
5. Percentage of general public reporting an increase in following food safety practices.
6. Development and maintenance of productive partnerships dealing with food safety issues.

Program Duration:

The program will continue for the length of the 5 year plan of work.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$60,000	\$65,000	\$70,000	\$75,000	\$80,000	\$85,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	0.5	0.5	0.5	0.5	0.5	0.5
Para-Professional	0.8	0.8	0.8	0.8	0.8	0.8
Volunteer	0.3	0.3	0.3	0.3	0.3	0.3
TOTAL	1.6	1.6	1.6	1.6	1.6	1.6

Program 5: Basic Food Safety Education - EFNEP and EFNEP Youths**Statement of Issue:**

Food safety education is a necessary component in preventing food borne illness outbreaks. Many areas

of food safety need to be addressed, including personal hygiene, food storage, food preparation, as well as food handling. These concepts are not generally taught unless a person is interested in the field. Daily food borne illness risks to individuals include: inappropriate home storage, purchasing, and preparation practices. Individuals also need to be aware of food borne illnesses that they may encounter when eating away from home.

Performance Goals:

1. Educate all EFNEP participants (youth and adults) on basic food safety principles.
2. Increase the number of food safety habits practiced by EFNEP participants.
3. Increase enrollment in the EFNEP program, thereby increasing individuals who will receive food safety education.

Key Program Components:

1. Use the ERIB-3 curriculum (Univ. of Michigan - CES) and various other educational resources (e.g. FDA, USDA) to educate individuals.
2. Develop and disseminate culturally sensitive educational materials related to basic food safety issues.
3. Utilize all available local media to promote the EFNEP program.
4. Develop web page that relate information about EFNEP.

Internal/External Linkages:

UVI-CES (especially the Public Information Specialist and 4H), USDA, FDA, other CES agencies, individuals to be used as volunteers and guest speakers, Virgin Islands Department of Health (Environmental Health), the Virgin Islands WIC Program, the private sectors, and other partners.

Target Audience: The primary target audience will be EFNEP individuals. However, if requested, non - EFNEP groups will be educated.

Output Indicators:

1. 600 EFNEP adults will receive education on basic food safety practices.
2. 100 EFNEP youths will receive education on basic food safety practices.
3. Radio and other media spots will be used to promote program.
4. Program web page will be updated bi-monthly.

Outcome Indicators:

1. Percentage of educated persons who adopt two or more learned practices.
2. Percentage increase in EFNEP enrollment.

Program Duration: The program will last for the 5 year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
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\$58,292	\$64,121	\$70,533	\$77,586	\$85,345	\$93,880
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FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	0.5	0.5	0.5	0.5	0.5	0.5
Para-Professional	1.0	1.0	1.0	1.0	1.0	1.0
Volunteer	0.3	0.3	0.3	0.3	0.3	0.3
TOTAL	1.8	1.8	1.8	1.8	1.8	1.8

Goal 3: A Healthy, Well-Nourished Population**Program 6: Improving Nutrition, Diet and Health****Statement of Issue:**

The Virgin Islands population does not generally have readily available nutrition -related information from qualified individuals (e.g. licensed or registered dietitians). As a result, there tends to be complacency regarding healthy dietary practices. This complacency is evident in the following finding from the 1994 Summary Report of the Virgin Islands Bureau of Vital Statistics: the four leading causes of death in the Virgin Islands are hypertension, cancer, heart disease, and diabetes. All four diseases are correlated with nutrition.

Performance Goals:

1. Increase public access to culturally sensitive nutrition education materials.
2. Increase nutrition education among elementary school -aged children.
3. Increase awareness among the general public about the relation of diet to various diseases.
4. Develop and maintain partnerships dealing with health/nutrition -related issues.
5. Conduct shortcourses, workshops and other activities geared towards improving nutrition, diet, and health in the local population.
6. Strengthen the program curricula by utilizing and incorporating professional staff in the conduct of shortcourse, workshops, and educational activities.

Key Program Components:

Program activities will focus on the four diseases mentioned above: hypertension, cancer, heart disease, and diabetes. Obesity (which has an effect on these diseases) will also be a focus. The following activities will be implemented to reach the goal:

1. Nutrition information will be developed and/or disseminated to the public via newsprint and radio/television coverage.
2. Development and implement a school -based nutrition education program for elementary -aged children.
3. Workshops, shortourses, seminars and other educational activities will be conducted in areas related

to improving nutrition, diet and health.

4. Provision of technical assistance on various health/nutrition topics to government agencies, community groups, and various areas of the public and private sector.
5. Development of culturally sensitive printed educational materials. This will include development of a cookbook with modified West-Indian recipes (e.g. low sodium, reduced fat).
6. Various media sources will be utilized to promote program activities and to educate public on various nutrition related topics.
7. Develop web page that relay information on issues relating to the program.

Internal and External Linkages:

Linkages will be formed with relevant agencies from the following sectors: UVI - CES and other University's CES agencies, AES, 4H, USDA, FDA, VI Department of Health (Chronic Disease and Prevention Program), VI Department of Human Services, VI Department of Health, VI Department of Housing, various community individuals to act as guest speakers, various local and non-local nutrition/health associations (American Dietetic Association, Diabetes Association of the Virgin Islands, American Cancer Society), the private sector, and other partners.

Target Audience:

All individuals/groups who will benefit from receiving nutrition/health related information. Special attention will be paid to those with needs related to the four aforementioned chronic diseases.

Evaluation Framework:

Six months after completing the activity, individuals will be contacted to determine the number of individuals who have adopted any of the learned practices. In the case that "learned practices" are not the appropriate item to evaluate (e.g. taste testing of recipes for cookbook), evaluation tools will be developed to determine the usefulness of such activities.

Output Indicators:

1. One (1) cultural cookbook of modified traditional food recipes will be published.
2. 500 elementary school-aged children will be educated on aged-based nutrition concepts.
3. 2500 individuals will receive education on specific nutrition/health related topics via workshops or presentations.
4. Nutrition/Health information will be presented in at least ten (10) fair-type settings.
5. The number of partners with whom our program has collaborated.
6. The number of media education efforts that have promoted nutrition/health issues.

Outcome Indicators:

1. The number of individuals who have indicated benefits from developed educational materials.
2. The percentage of elementary school-aged children reporting improved dietary practices.
3. The percentage of adults reporting improved dietary practices.
4. Increased awareness among general public of relationship between food intake and health.
5. Development and maintenance of effective partnerships to improve the nutritional practices of Virgin Islanders.

6. Web page will be updated bi-monthly.

Program Duration: All activities will continue for the five year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$90,000	\$94,000	\$100,000	\$105,000	\$110,000	\$115,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	0.6	0.6	0.6	0.6	0.6	0.6
Para-Professional	0.8	0.8	0.8	0.8	0.8	0.8
Volunteer	0.3	0.3	0.3	0.3	0.3	0.3
TOTAL	1.7	1.7	1.7	1.7	1.7	1.7

Goal 4: Greater Harmony Between Agriculture and the Environment

Program 7: Urban Forestry

Statement of Issue:

Increasing urban development has changed the face of the Virgin Islands' landscape. The ordinances responsible for protecting existing and newly established urban tree populations are limited. In order to facilitate necessary economic development, forest lands are being cleared to make way for residential, commercial or industrial development. Virgin Islanders need to increase their awareness of the importance of preserving plant species native to the Virgin Islands and have a greater appreciation of the intrinsic beauty of these native plants. Many of the native trees can be used in place of the imported, exotic plants commonly purchased for home and urban landscaping.

Every year the Virgin Islands are placed on alert for possible hurricanes. In recent years, three devastating storms have struck the islands and practically destroyed or severely damaged most of the trees on private and public properties. Our community's ability to prepare for and respond to these disasters were hampered by the lack of information that could have reduced the severity of the damage to our trees and improve their response and recovery process.

Many trees in urban areas are not properly planted, pruned and maintained. Existing trees that have been damaged by hurricanes may be prone to failure which places property and lives at risk of damage and injury.

Performance Goals:

1. Increase the knowledge and awareness of residents about the benefits and importance of properly planting and maintaining urban trees.
2. Improve the urban environment of the Virgin Islands by the inclusion of urban trees, thereby reducing air, soil and water pollution.
3. Reduce the number of hazardous trees in the urban environments of the Virgin Islands.

Output Indicators:

1. Increased number of persons involved in planting urban trees.
2. More efficient planting, pruning and maintenance of urban trees.
3. Inclusion and protection of urban trees in economic development activities.
4. Improved utilization of trees in the urban landscape.
5. Increased knowledge about tree planting and care, including preparing for and recovering from hurricane damage.
6. Increased awareness in preparing urban trees for hurricanes and restoring trees after hurricanes.
7. Involvement of youth and youth groups in tree planting and tree care activities in the Virgin Islands.

Outcome Indicators:

1. Seventy five percent targeted residents will plant trees according to proper planting guidelines.
2. The number of urban trees planted annually by targeted audiences will increase by 50%.
3. A regional conference on urban forestry will be hosted in the Virgin Islands in collaboration with our linkage partners.
4. Damage or loss of urban trees caused by hurricanes will be reduced by 50%.
5. Eighty percent of target audience will improve their response to restoration of urban trees following hurricanes.

Key Program Components:

1. Provide information and training to residents in the Virgin Islands about urban trees and their contribution to the environment.
2. Develop workshops, demonstrations, seminars and conferences on the importance of urban trees.
3. Conduct educational programs for school aged youth and youth organizations.
4. Disseminate of information on care of urban trees.

Internal External Linkages:

1. The International Institute of Tropical Forestry (USDA Forest Service), the University of Puerto Rico, the Virgin Islands Resource Conservation and Development Council, and the Virgin Islands Department of Agriculture will be jointly sponsoring a regional urban forestry conference. The USDA-Natural Resource Conservation Service, the Virgin Islands Resource Conservation and Development Council, the Virgin Islands Anti-Litter and Beautification Commission, and the Virgin Islands Department of Agriculture will be involved in educational activities.

Target Audiences:

The V.I. Housing Authority, V.I. Water and Power Authority, Cable T.V., V.I. Telephone Corporation, Tree Care/Pruning Companies, Community Leaders, Local Government Agencies, School Aged Youths and Youth Groups, Neighborhood Groups, and School Teachers will receive

training.

Program Duration: This program will continue for the five - year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$51,000	\$55,400	\$60,940	\$67,034	\$73,737	\$81,111

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	0.9	0.9	0.9	0.9	0.9	0.9
Para-Professional	0.3	9.3	0.3	0.3	0.3	0.3
TOTAL	1.2	1.2	1.2	1.2	1.2	1.2

Program 8: Backyard Composting

Statement of Issue:

The landfills in the U.S. Virgin Islands have been plagued with serious problems for many years. Spontaneous fires, the potential for major soil and ground water contamination, the inability to expand, and the immediate need for relocation of one of the landfills, have created a serious threat to the community's health, safety and overall quality of life. A 1990 Department of Public Works survey revealed that approximately 48% of the items entering the solid waste stream was yard and other biodegradable waste.

Many U.S. mainland cities that are facing similar problems with landfills have initiated composting projects as a means of reducing and recycling their solid waste. Composted waste can be utilized productively in different ways: as an effective source of nutrients for crops and ornamentals, as a soil building amendment, as a non-phytotoxic media for container grown plants, and as an attractive landscape mulch. Composting is a viable means of reducing the quantity of biodegradable solid waste entering the territory's landfills. This practice will greatly improve the quality of life for residents and provide a cost saving to the people of the Virgin Islands.

Performance Goals:

1. Substantially reduce the amount of yard waste entering the Virgin Islands landfills.
2. Increase the awareness of residents about the importance of backyard composting.
3. Improve the adoption of efficient composting practices.
4. Increase the utilization of compost in gardens and landscapes.
5. Improve the quality of life by reducing air, soil and water pollution.

Output Indicators:

1. Increased number of persons/residents involved in backyard composting.
2. Increased number of homes, schools, and other institutional sites carrying out composting
3. More efficient composting structures and methods.
4. Home gardening practices involving increased usage of compost.
5. Intensively train 50 selected residents as master composters.
6. Backyard composting demonstration sites will be established in residential communities, schools, and other institutional sites in the territory.
7. Increased use of efficient composting techniques.
8. Dissemination of information on composting through developed factsheets, newspaper articles and other publications.

Outcome Indicators:

1. There will be an increase of 500 in the number of residents who compost their yard and/or food waste.
2. Fifty residents will become master composters who will be responsible for influencing other residents to start composting.
3. The government of the Virgin Islands will observe 'Composting Week,' when special activities promoting composting will be held.
4. Reduce the amount of biodegradable organic waste of the targeted residents entering the landfill by one-third.

Key Program Components:

1. Provide information and training to residents in the Virgin Islands about making compost.
2. Improved utilization of compost in crop production management systems.
3. Increase the efficiency of operations at the Virgin Islands' landfills.
4. Conduct composting related workshops, radio and television shows, demonstrations, and exhibits for the general public.
5. Exhibit displays of backyard composting technology at the Virgin Islands Agriculture and Food Fair and other major Public Exhibition and Fair events.
6. Conduct educational programs that promote composting for school aged youth and youth organizations.

Internal External Linkages:

1. The **V. I. Department of Public Works** will assist in the community impact assessment/evaluation activities and in the distribution of portable composters to program participants.
2. The **V. I. Resource Conservation and Development Council** and the **V. I. Anti-Litter and Beautification Commission** will provide program monitoring, and the **USDA-Natural Resource Conservation Service** will provide the funding.
3. The **V. I. Department of Agriculture** will assist in the training of the participants.

Target Audiences:

1. School teachers will receive "train-a-trainer" instruction.
2. School aged youths and youth groups will establish demonstration composting sites at their schools.
3. The community's Neighborhood Groups, Civic Organizations, and Home - Owners Associations will assist in getting their communities involved as participants.

Program Duration: This program will continue for the five - year life of this plan.

Allocated Resources:

Current (1999)	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
\$70,000	\$72,000	\$79,200	\$87,120	\$95,832	\$105,400

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	1.2	1.2	1.2	1.2	1.2	1.2
Para-Professional	0.6	0.6	0.6	0.6	0.6	0.6
TOTAL	1.8	1.8	1.8	1.8	1.8	1.8

Program 9: Urban Gardening**Statement of Issue:**

Due to the continual rising cost of imported food and the desire for fresh, quality produce, residents have expressed interest in growing their own vegetables and herbs. Additionally, a substantial percentage of Virgin Islands residents are living in multi - story housing communities and other residential areas with very little, if any, access to land for food production. Many Virgin Islanders are interested in organically produced foods. They also prefer to grow their own food giving them the confidence of knowing that organic practices were followed during production of the crop.

In order to counteract the increasing trend of resource depletion relative to urban gardening, the use of low-input, low cost sustainable technologies will be introduced to targeted clientele groups. The technologies include box gardening, containerized gardening, drip irrigation systems, organic fertilizers, organic mulches, soil conservation practices, organic soil amendments and integrated pest management.

Performance Goals:

1. Increase the awareness of residents about gardening using low -input, low -cost, appropriate technologies.
2. Increase long -term urban agricultural production while protecting the environment.
3. Improve the adoption of efficient and environmentally friendly management practices.
4. Improve the accessibility to an affordable and safe food supply.
5. Improve the harmony between agricultural production practices and the environment.
6. Utilize gardening as a therapeutic recreational/leisure based agricultural activity for senior citizens.

Output Indicators:

1. More efficient use of pesticides, fertilizers and other inputs.
2. Increased use of low-cost, low-input technology.
3. Use of newly designed limited space gardening units.
4. Improved decision-making capability among urban gardeners.
5. Increase in the number of residents involved in urban gardening.

Outcome Indicators:

1. Four hundred (400) urban residents (gardeners) will improve their management practices.
2. Two hundred (200) gardeners will develop greater efficiency in the use of limited space (utilization of containerized production units).
3. Three hundred (300) gardeners will improve the production of their gardens (increased yields).
4. Three hundred fifty (350) gardeners will adopt at least two recommended production management practices.

Key Program Components:

1. Workshops and demonstrations for gardeners, schools, senior citizens residing in institutions for the elderly, households using urban gardening to supplement their diets and income and the general public.
2. Dissemination of information and strategies through publications and educational programs to provide producers with the relevant knowledge base to make informed management decisions.
3. Workshops and demonstrations for homeowners, schools, and senior citizens in residential institutions, in the care and management of ornamental plants in their landscape.

Internal/External Linkages:

1. The Virgin Islands Department of Education through the school districts' Agriculture Education Development Cluster Program will establish agriculture production units at school sites for training and demonstration purposes.
2. The Virgin Islands Housing Authority, the Virgin Islands Department of Housing Parks and Recreation, and the Virgin Islands Department of Human Services will serve as sources of low/marginal income head of household candidates and housing resident candidates.
3. The Virgin Islands Department of Agriculture will facilitate the procuring of selected production inputs and equipment services.

Target Audiences:

1. Selected residents in housing communities would be chosen as "train -a-trainer" or master gardener candidates.
2. Senior citizens, particularly those residing in institutions and homes for the elderly, and school-aged youth and youth groups will establish production units as training tools/instruments at elderly homes and school sites, respectively.
3. Low/marginal-income adult heads of households who use agricultural production to supplement their diets and/or income will receive training and other educational benefits through workshops, practical demonstrations, and published research-based information.

Program Duration: This program will continue for the five -year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$51,000	\$55,380	\$60,918	\$67,000	\$74,000	\$81,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	1.1	1.1	1.1	1.1	1.1	1.1
Para-Professional	0.6	0.6	0.6	0.6	0.6	0.6
TOTAL	1.7	1.7	1.7	1.7	1.7	1.7

Program 10: Water Quality Protection

Statement of Issue:

Urban, suburban, commercial, and tourism-related development are distinctly and adversely altering the Virgin Islands' fragile watersheds at a rapid rate. In particular, poor land clearing and landscaping practices are degrading flora, wildlife, soil, and water resources. Sediment resulting from soil erosion on construction sites, dirt roads and other disturbed areas is the largest pollutant of Virgin Islands waters, by volume. Millions of gallons of inadequately treated sewage are pumped into coastal waters daily by way of outfall pipes and failing septic systems, posing human and environmental health threats. Solid waste disposal has reached a crisis situation – the two landfills (on St. Thomas and St. Croix) are unlined, lack leachate collection systems, and are sited within the coastal zone. Improper disposal of toxic, hazardous, and infectious material into these unsanitary landfills allows leachates to contaminate ground water supplies and coastal waters and fisheries. In addition, both landfills suffer from chronic underground methane fires, as well as sporadic above-ground fires and there is widespread concern regarding how ash from these fires may impact the cistern collection systems of residents in the area. Future developments, as well as population growth, will further strain the Islands' already inadequate and over -burdened infrastructure.

There is a growing demand from educators for training and materials that reflect the natural resources and

environmental issues of concern in the Islands. In addition, the adult population, including local policy - makers and regulators, lack access to complete and unbiased information on which to base their decisions and, often, have an incomplete understanding of complex environmental issues. Local agencies charged with environmental regulation and stewardship lack the resources, personnel and expertise to deal with the myriad of problems they are faced with on a daily basis.

Performance Goals:

4. To develop and promote educational programs that increase awareness of health risks associated with water quality impairment, water and wastewater treatment systems, and environmental justice especially in under-served communities.
5. To increase the public's knowledge of the characteristics and functions of aquatic ecosystems (gulfs, salt ponds, mangrove lagoons, bays and oceans), including their role within a watershed.
6. To increase the public's knowledge and implementation of pollution control practices and/or systems that conserve and protect water quality and other natural resources.
7. To develop and maintain partnerships for more effective and sustained solutions to long-term water quality and quantity issues.
8. To promote youth and volunteer involvement in water quality protection and resource conservation.
9. To increase public involvement in decisions relating to the use and protection of water resources, with special emphasis on under-served audiences.

Key Program Components:

1. Train local govt. agency personnel, community group and non-governmental organization representatives, and volunteers to deliver information on water quality protection to their respective audiences and the general public utilizing the V.I. Home & Farm Water Quality Assessment (VI*A*Syst) program.
2. Develop and disseminate locally-oriented outreach materials related to water conservation, drinking water protection, waste water disposal and best management practices for pollution prevention for delivery through the V*A*Syst program, with particular emphasis on materials targeted towards youth and under-served audiences.
3. Educate homeowners and renters about residential environmental management including use of least-toxic household products and nonpoint source pollution control to protect aquatic ecosystems utilizing VI*A*Syst materials.
4. Develop web pages, workshops, and presentations that relay information on the issues of watershed protection, nonpoint source pollution control, drinking water protection, and waste water disposal and best management practices to reduce impacts to the general public.
5. Utilize the media to promote Water Quality programs through various methods, including, but not limited to, radio and television PSAs, television video spots, local talk shows (radio & TV), and videotapes of workshops, presentations, and symposia.
6. Identify and/or develop technical materials related to water conservation, drinking water protection watershed planning, and nonpoint source pollution control practices and systems for use by policy-makers and regulatory personnel, and disseminate information related to these topics through the V.I. Nonpoint Source Newsletter, **NPS Update**.
7. Provide technical assistance on a variety of topics, including but not limited to, erosion, sediment, and

stormwater control; xeriscaping – incorporating native, drought-tolerant plants into the landscape; soil analysis and characterization; watershed planning; water quality assessment; drinking water protection; and environmental assessment, to government agencies, community groups, various areas of the private sector, and the general public.

8. Facilitate implementation of Household Hazardous Waste collection days through the VI*A*Syst program and in partnership with DPW, ALBC, DPNR and community groups.

Internal and External Linkages:

Partnerships will be initiated/continued with the following (partial list) as appropriate to this performance goal:

1. Other VICES programs (ANR, 4H and Home Ec),
2. University agencies (Water Resources Research Institute, Conservation Data Center, Marine Advisory Service and Division of Math & Science),
3. Federal agencies and programs (USDA-NRCS and National Farm*A*Syst/Home*A*Syst Program),
4. Local government agencies (DPNR-CZM, DPNR-DEP, DPW, VIHA),
5. Nonprofit organizations and community groups (V.I. RC&D, Environmental Association of St. Thomas - St. John, V.I. League of Women Voters, St. Croix Environmental Association),
6. The private sector and other partners.

Target Audiences:

We will be focusing on representatives of Virgin Islands government agencies responsible for regulating and protecting water quality as well as Virgin Islands government agencies, businesses, community groups and individuals who are either responsible for or impacted by impaired water quality.

Output Indicators:

1. Ten (10) VI*A*Syst publications (brochure/checklists/factsheets/tip sheets) will be developed focusing on lower literacy audiences.
2. Fifty (50) individuals (including VICES staff) will be certified as V.I. Home and Farm Water Quality Assessment (VI*A*Syst) “Trainers,” and they will disseminate the information learned to at least five hundred (500) farmers, gardeners, landscapers, renters, and homeowners.
3. At least eleven (11) **NPS Update** (V.I. Nonpoint Source Newsletters) will be produced providing outreach on nonpoint source pollution control efforts and issues in the territory, as well as national research and information on BMPs.
4. At least one (1) household hazardous waste collection day will be sponsored by VICES, in collaboration with federal and local environmental protection agencies, as part of the VI*A*Syst program.

5. One hundred fifty (150) individuals (not including repeat attendees) will complete either a Hydroseeding Certification Training, Erosion & Sediment Control training, or soil conservation workshop; 100 individuals will plan to adopt at least one (1) recommended practice; and 50 individuals will actually adopt at least one (1) recommended practice.
6. Eco-tours, farm tours and/or garden tours will be conducted for 5000 youths (either formal classes or youth groups) utilizing an innovative approach that disseminates resource conservation and aquatic ecosystem information by incorporating and building upon indigenous knowledge and practices.
7. Two (2) water conservation, drinking water protection, and pollution prevention materials that are locally-oriented and suitable for use by teachers in the classroom as well as in informal settings geared towards youth will be developed by staff.
8. The Water Quality web page will be updated bi-monthly.
9. Radio and television PSAs, television video spots, local talk shows (radio & TV), and videotapes of workshops, presentations, and symposia will be developed and distributed to promote Water Quality objectives and programs.
10. Technical assistance will be provided to 500 individuals (government personnel, community group representatives, business persons, and the general public) on a variety of topics, including but not limited to, erosion, sediment, and stormwater control; xeriscaping –incorporating native, drought-tolerant plants into the landscape; soil analysis and characterization; watershed planning; water quality assessment; drinking water protection; and environmental assessment.

Outcome Indicators:

1. Raised awareness of health risks associated with water quality impairment, water and wastewater treatment systems, and environmental justice especially in under-served communities.
2. Increase the public’s knowledge of the characteristics and functions of aquatic ecosystems (gulfs, salt ponds, mangrove lagoons, bays and oceans), including their role within a watershed.
3. Increased requests for site visits and VI*A*Syst assessments.
4. Increased requests by individuals to be added to **NPS Update's** mailing list.
5. Increased number of certified hydroseeders.
6. Increased implementation of effective stormwater, erosion and sediment control practices.
7. Decreased use of toxic household products.
8. Development and maintenance of productive partnerships to effect solutions to long-term water quality and quantity issues.
9. Increased youth and volunteer involvement in water quality protection and resource conservation.
10. Increased public involvement, especially amongst under-served communities, in decisions relating to the use and protection of water resources.

Program Duration: This program will continue for the five-year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
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\$90,000	\$95,000	\$100,000	\$105,000	\$110,000	\$115,000
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FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	2.5	2.5	2.5	2.5	2.5	2.5
Para-Professional	1.0	1.0	1.0	1.0	1.0	1.0
TOTAL	3.5	3.5	3.5	3.5	3.5	3.5

Program 11. Natural Resources and Environmental Management

Statement of Issue:

In the Virgin Islands, the marine and terrestrial ecosystems are closely inter-related and are heavily impacted by a population of over 110,000 residing on a total of only 130 square miles. Urban, suburban, commercial, and tourism-related development are distinctly altering the Islands' fragile ecosystems at a rapid rate. Inadequate infrastructures are over-burdened because the islands are currently in a state of over-development evidenced by the rapid pace of housing starts, tourism, the existence of several critical waste disposal problems, as well as the accelerated construction of shopping malls and roads. Ecosystem degradation has further resulted through poor land clearing and landscaping practices that negatively impact flora, wildlife, soil, and water resources.

There is a growing demand from educators for training and materials that reflect the natural resources and environmental issues of concern in the Islands. In addition, the adult population, including local policy-makers and regulators, lack access to complete and unbiased information on which to base their decisions and, often, have an incomplete understanding of complex environmental issues. Local agencies charged with environmental regulation and stewardship lack the resources, personnel and expertise to deal with the myriad of problems they are faced with on a daily basis.

Performance Goals:

1. To promote and emphasize holistic natural resource protection and conservation programs and projects on a watershed basis.
2. To increase understanding of human effects on native habitats and natural resources (soil and water resources, native plants); habitat preservation and the incorporation of native plants into landscaping.

3. To promote comprehensive solid waste management, use of least toxic household products, and the proper disposal of household hazardous waste.
4. To annually increase adoption of best management practices that conserve, protect and/or enhance soil resources for agriculture, construction, landscaping and gardening land uses.
5. To provide interactive educational opportunities for Virgin Islands youth involving natural & cultural resources and other environmental issues.

Key Program Components:

1. Continue reforestation and restoration projects at Magens Bay recreation area as demonstrations of habitat protection and restoration procedures that can be used to restore and/or protect other critical habitats and areas of particular concern in the territory.
2. Develop resource conservation education materials that are locally -oriented and suitable for use by teachers in the classroom as well as in informal settings geared towards youth; and disseminate materials and information utilizing an innovative approach that incorporates and builds upon indigenous knowledge and practices.
3. Develop web pages, materials, workshops, and presentations that relay information regarding native plants, ecosystems and habitats; naturalized, exotic, endangered and threatened plant species; solid waste management; urban forestry and other resource conservation issues, to the general public.
4. Utilize the media to promote Natural Resources programs through various methods, including, but not limited to, radio and television PSAs, television video spots, local talk shows (radio & TV), and videotapes of workshops, presentations, and symposia.
5. Identify and/or develop technical materials related to resource conservation; pollution control practices; solid waste management; and native, naturalized, exotic, endangered and threatened plant species for use by policy-makers and regulatory personnel.
6. Provide technical assistance on a variety of topics, including but not limited to, plant identification, selection and maintenance; native, naturalized, exotic, endangered and threatened plant species; environmental assessment; solid waste management and other resource conservation issues to government agencies, community groups, various areas of the private sector, and the general public.
7. Play a lead role in facilitating the interaction of community groups and leaders to address natural resource conservation and management issues, as well as pollution control and prevention.
8. Maintain and update the VICES Herbarium to provide continuing support to local, regional, national and international clients. Also continue project to computerize Herbarium data files for eventual Internet web access.

Internal and External Linkages:

VICES, in collaboration with local and federal government agencies (DPNR, DPW, VIHA, USDA - NRCS, U.S. EPA) and non-governmental organizations (V.I. RC&D, SEA, EAST, VILWV), will collect, develop and disseminate information relating to the natural resources of the Virgin Islands and holistic environmental management.

Target Audiences:

Policy-makers and regulatory personnel, community groups, teachers and students, business community,

non-governmental organizations, and the general public.

Output Indicators:

1. Eco-tours, farm tours and/or garden tours will be conducted for 5000 youths (either formal classes or youth groups) utilizing an innovative approach that disseminates resource conservation and aquatic ecosystem information by incorporating and building upon indigenous knowledge and practices.
2. Two thousand (2000) individuals will complete non-formal education programs on native plants/habitats in the landscape.
3. Nine hundred (900) individuals will request site visits, plant identification, and other technical assistance.
4. Three hundred (300) individuals will request program presentations or publications.
5. Technical assistance will be provided to 500 individuals (government personnel, community group representatives, business persons, and the general public) on a variety of topics, including but not limited to, xeriscaping – incorporating native, drought-tolerant plants into the landscape; environmental assessment; plant identification, selection and maintenance; native, naturalized, exotic, endangered and threatened plant species; environmental assessment; solid waste management and other resource conservation issues.

Outcome Indicators:

1. Programs at Magens Bay demonstrating habitat protection and restoration procedures will be exported to at least one (1) other critical habitat, park or area of particular concern in the territory.
2. At least fifty (50) people who complete non-formal education programs on native plants/habitats in the landscape will adopt at least one (1) recommended landscaping practice and/or incorporate native plants into their landscaping.
3. Relevant stakeholders (local government agencies, developers and community groups) will begin to address development issues and natural resource protection and conservation programs in a holistic manner, and projects on a watershed basis.
4. Residents will increase their understanding of human effects on native habitats and natural resources (soil and water resources, native plants); habitat preservation.
5. Development of an effective partnership between local government, community organizations, and residents to promote comprehensive solid waste management, use of least toxic household products, and the proper disposal of household hazardous waste in the territory.
6. At least seventy (70) people who complete non-formal education programs on best management practices that conserve, protect and/or enhance soil resources for agriculture, construction, landscaping and gardening land uses will adopt at least one (1) practice.
7. Virgin Islands youth will increase their awareness of natural and cultural resources and other environmental issues in the territory and region as a result of interactive educational programs.

Program Duration: This program will continue for five years.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$85,000	\$90,000	\$95,000	\$100,000	\$105,000	\$100,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	2.5	2.5	2.5	2.5	2.5	2.5
Para-Professional	-	-	-	-	-	-
TOTAL	2.5	2.5	2.5	2.5	2.5	2.5

Goal 5: Enhanced Economic Opportunity and Quality of Life among Americans

Program 12: Limited Resources Individuals and Families

Statement of Issue:

Families facing the reality of welfare reform are asking for help with managing their limited resources. According to the V.I. 1990 Census, 23.2% of the population in the territory are people under the federal poverty level. There are 9,815 single-parent families, and 7,693 of these families are headed by single females, with minimal financial or emotional assistance from the fathers of their children.

Further, many families remain on public assistance because of limited employment opportunities in the territory, coupled with their limited educational and social skills to meet the demands of available jobs. Even though the Department of Human Services (DHS) indicates that 71% of the Head Start mothers in the St. Thomas District have jobs, most of them still remain below the poverty level because of inadequate salaries. Getting an education/or developing effective marketable skills are critical issues facing these women.

New federal legislation has placed an emphasis on self-sufficiency as a means of dealing with poverty. In the territory, public assistance has increased from 1,681 cases in FY`90 to 2,271 families territory-wide. Consequently, this new level of self-sufficiency mandates that welfare clients must be self-sufficient within the two-year limit Congress has set. This necessitates the creation and availability of jobs that can provide adequate pay to support single women and their children.

Finally, in the Virgin Islands, many critical issues affect the quality of life of families and individuals. Critical issues such as inadequate child care, welfare reform, spiraling health care costs, family violence, child abuse and neglect, poverty, divorces, substance abuse, teen pregnancies, infant mortality, environmental problems, inadequate care and support for the elderly, are as prevalent in the territory as in the U.S.

Performance Goals:

1. Conduct shortcourses, workshops, and other educational activities in areas that may positively affect limited resources individuals and families.
2. Strengthen the program offering by incorporating professional staff in the conduct of short courses, workshops, and other educational activities.
3. Select and/or develop compatible curricular and training manuals.
4. Train volunteers to assist with delivery of program.
5. Increase the capacity of individuals and families to become more self - sufficient.

Key Program Components:

1. Shortcourses on parenting skills and personality development will be conducted.
2. Workshops and shortcourses will be conducted for dependent and independent care living for the elderly, adult sitter, and the disabled.
3. Workshops and shortcourses will be conducted on childcare and daycare management.
4. Workshops and shortcourses will be conducted in various areas in clothing construction to include t-shirt making, home decorating, and recycled craft skills.
5. Workshops and shortcourses will be conducted in the area of job retraining and training skills.
6. Workshops and shortcourses will be conducted in basic American Sign Language.
7. Workshops and shortcourses will be conducted to facilitate individuals interested in becoming entrepreneurs.
8. Conduct shortcourses in areas in such as resume writing, personality development, and other areas geared to strengthening marketability of clientele.
9. Summer camp will be held annually for teens where participants will learn basic skills in clothing construction, food and nutrition, personality development, self-esteem, written and oral communication, and computer technology.
10. Develop web page that relay information on program.
11. Utilize radio and television PSAs and other media to disseminate information about the program.

Internal and External:

Linkages UVI/Research & Public Service Component, UVI Components, Virgin Islands Departments of: Human Resource, Licensing & Consumer Affairs, Justice, Labor, Health, Education/Vocational and Continuing and Adult Federal agencies to include DOL Labor Women's Bureau, Housing & Urban Development and Cooperative State, Research, Education and Extension Service (CSREES), and Housing. Private/Non-Profit organizations to include: Caribbean universities, organizations/agencies, Catholic Social Services, churches, banks, finance companies and credit unions, investment and insurance companies. VI Delegate to Congress.

Target Audience:

Single parents, teen parents, teens, the elderly, the disabled, limited income individuals and families with children, Head Start parents, single females, persons with HIV/AIDS, Food Stamp recipients, persons unemployed and under employed, and consumers at large who are interested in learning a skill.

Output Indicators:

1. Number of persons employed as a result of the program.
2. Number of persons who successfully completed the training.
3. The demand for increased staff and training to meet the demand of enrollment.

Outcome Indicators:

1. Formal and written evaluations from the participants.
2. Recommendations from facilitators and collaborators or partners of the perceived or actual benefits derived.
3. Number of persons successfully completing externships.
4. Number of small home businesses started.
5. Number of referrals made to persons and or agencies requiring the services of the clientele trained.
6. The number of existing businesses expanding as a result of trained personnel.
7. Number of jobs created by the business started.
8. Record the number of persons who have adopted the recommended practices.
9. Monitor the number of jobs created as a result of the programs delivered.
10. Record the number of dependent care providers providing service in the community.

Program Duration: This program will continue for the five - year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002F	FFY 2003	FFY 2004
\$70,000	\$75,000	\$80,000	\$85,000	\$90,000	\$95,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	0.2	0.2	0.2	0.2	0.2	0.2
Para-Professional	1.2	1.2	1.2	1.2	1.2	1.2
Volunteer	0.4	0.4	0.4	0.4	0.4	0.4
TOTAL	1.8	1.8	1.8	1.8	1.8	1.8

Program 13: Marketable Skills

Statement of Issue:

In the Virgin Islands critical issues which affect the quality of life of individuals and families like inadequate child care, welfare reform (TANF), spiraling health costs, domestic and campus violence, child abuse and neglect, poverty, divorce, substance abuse, single and teen parenting, infant mortality, environmental issues, elder care, disability, etc. are prevalent in the territory as on the mainland. Homelessness, bankruptcies, juvenile incarcerations, STD's and HIV/AIDS, and crime are commonplace issues that must be addressed systematically.

Since the 1994-95 public school year, drop out statistics reflected that 412 people quit school, and many juveniles involved in serious crimes do not attend school regularly. The 1990 VI Census reflects 23.2 % of all children below 18 lived in poor households, which is roughly one third of all children territory wide. Local survey reveals that nearly 6% or 6,000 of the population meet the official definition of homelessness. The 1995 teen births, as listed by the Department of Health is 338. The disabled population has been angry and has demonstrated due to lack of coordinated service to meet their needs. The number of our senior citizens have increased 40% between the 1980 and 1990 Census. Services for those with physical and medical needs have surpassed the capability of the existing programs.

According to the Department of Human Services since the poverty rate of the territory is twice the national average, cuts in federal cash assistance programs, food stamps and public assistance, restricted access to housing, and job training will impact the territory harder than its mainland counterparts.

Performance Goals:

1. Conduct shortcourses, workshops, and other educational activities to enhance marketable skills of clientele.
2. Strengthen the curricula by utilizing and incorporating professional staff in the conduct of short courses, workshops, and other educational activities.
3. To establish partnerships between government and non - government entities.
4. To actively promote relevant subject matter training and staff development of staff.
5. To provide seminars on "going into business" should be "user friendly" for the targeted audience.
6. To help clientele successfully compete in a technological environment through "job shadowing" opportunities.
7. To create a community student volunteer service program at the university to supplement program delivery.
8. To increase the options of enrolling in non - formal education program through partnerships and satellite sites.

Key Components:

1. Shortcourses, workshops, or seminars on basic financial and money management, consumer education, personal taxation, and other areas related to marketable skills and self - reliance will be

- conducted.
2. Seminars and workshops on safe and affordable housing will be held for limited resources clientele.
 3. Shortcourses, workshop, and seminars in child care and youth development will be offered for childcare providers and other interested parties in the community.
 4. Courses in both basic and advanced clothing construction will be offered.
 5. Participate in a six - week summer teen program in the area of marketable skills.
 6. Develop web page to relay information about the program.
 7. Update program web page monthly.
 8. Utilize radio, television, and other media to disseminate information about the program.

Internal/External Linkages:

UVI/Research & Public Service Component, other UVI Components, Virgin Islands Departments of: Licensing & Consumer Affairs, Justice, VI Territorial Court, Labor, Health, Education/Vocational and Continuing and Adult Education. Federal agencies to include: Department of Labor Women's Bureau, Housing & Urban Development, cooperative System Research, Education and Extension Service (CSREES) and Housing. Private-Non-Profit Organizations: Caribbean universities and colleges, Women Work! National Organization for Women Employment, Catholic Social Services, volunteer organizations, churches, banks, finance companies, credit unions, and investment and insurance companies. V.I. Delegate to Congress.

Target Audience:

Limited resource individuals and families, young families, single families, teen parents, youth, children, elderly, senior citizens, transient and migrant, homeless, physically challenged individuals.

Evaluation Framework:

Every six months evaluation will be conducted through class projects, pre/post letters, questionnaires and telephone interviews, surveys on how skills are applied to enhance quality of living or extend income.

Output Indicators:

1. Number of persons adopting practices and using skills learned.
2. Number of persons completing the programs.
3. Number of persons volunteering to assist with or share their talents and skills with the program.

Outcome Indicators:

1. Actual involvement of clientele in activities sponsored.
2. Formal written evaluation from the participants of the program.
3. Evaluation and input received from partners on the effects of the program as collaborators.
4. Number of persons referred by ex clientele of the programs.
5. Number of partners referring their clientele and others to the programs.

Program Duration: This program will continue for the five - year life of this plan.

Allocated Resources:

Current(1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$85,000	\$90,000	\$95,000	\$100,000	\$105,000	\$110,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	0.2	0.2	0.2	0.2	0.2	0.2
Para-Professional	1.2	1.2	1.2	1.2	1.2	1.2
Volunteer	0.3	0.3	0.3	0.3	0.3	0.3
TOTAL	1.7	1.7	1.7	1.7	1.7	1.7

Program 14: Volunteer and Youth Leadership**Statement of Issues(s):**

There are 42 volunteer leaders (39 adult and three youth). Of these 42 volunteers 11 are serving community clubs and 31 are serving school based 4-H clubs. Group volunteer training is conducted once per quarter and in October and November. Training includes workshops in leadership, club development and management, officer training (includes duties and responsibilities of each officer, Roberts' Rules of Order, how to conduct a meeting, etc.), club charter requirements, and project areas, such as; computers, veterinary science and animals, arts and crafts, foods, bicycle safety, community service, public speaking, agriculture, environmental education, fund raising and record keeping. Some adult volunteers also participate in the Southern Region Volunteer Leaders Conference in Rock Eagle, Georgia. Some 4-H teens participate in the National 4-H Conference in Chevy Chase, Maryland. Training is ongoing throughout the year and is implemented by 4-H staff, senior volunteers and professionals from the Virgin Islands and the U.S. mainland.

Performance Goal(s):

1. Collaborate with Program Leaders in the Southern Region, and others as needed, for training of the following persons:
 - a. Staff for effective management of Volunteer Leaders.
 - b. Volunteer Leaders for effective management of the Club System.
 - c. Club officers for effective leadership in their clubs.
2. Establish a viable Volunteer Leader organization.
3. Establish a viable 4-H Advisory Council.
4. Enhance collaboration with the Department of Education, Department of Labor (SYEP & JPTA), Department of Human Services, the Village - Women and Children Program, the Justice Department, CASA and other agencies who serve youth.

Output Indicators:

1. Number of persons completing training .
2. Number of volunteers maintaining clubs in operation .
3. Number of volunteers coordinating 4-H activities.
4. Number of leaders serving as chairs of committees.

Outcome Indicators:

1. Number of volunteers adopting recommended club management procedures and practices.
2. Amount of funds raised for the 4-H Program and 4-H clubs in the community.
3. Increased and enhanced networking with program Leaders in the Southern Region.

Key Program Components:

1. Training of adult and youth Volunteer Leaders in leadership development, and management of clubs.
2. Training of staff in establishing a 4-H Foundation.
3. Training of members of Foundation.
4. Training of Advisory Council members.
5. Develop web pages to relay information about the program.
6. Update web pages bi-monthly.
7. Utilize media to disseminate information to the public.

Internal And External Linkages:

Internal linkages will be with the faculty and colleagues of the Research and Public Service Component, the Divisions of Social Science, Education, Nursing and the Counselors at the Students Affairs Office at the University of the Virgin Islands. External linkages will be with the Departments of Human Services, Education, Labor, Police, Health, The Youth Rehabilitation Center, Rotary, HESS, Beacon Schools and other youth agencies or organizations. Persons in these areas will help in conducting or identifying research, reviewing programs, making recommendations, funding and playing roles in the implementation of the programs.

Target Audience:

Adult and youth Volunteer Leaders, educators, teens, community persons with management and business skills, At-Risk teens served by youth agencies and youth organizations.

Program Duration: This program will continue for the five year life of this plan.

Allocated Resources:

Current(1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$70,000	\$75,000	\$80,000	\$85,000	\$90,000	\$95,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	1.4	1.4	1.4	1.4	1.4	1.4
Para-Professional	0.6	0.6	0.6	0.6	0.6	0.6
TOTAL	2.0	2.0	2.0	2.0	2.0	2.0

Program 15: Club System**Statement of Issue:**

There are 19 clubs and 7 special interest groups, 653 members and 42 volunteers. Club offerings include projects in arts and crafts, agriculture, home economics, foods and nutrition, environmental awareness, small livestock, and community service. Of the 19 clubs, six are in the community, 11 are in elementary schools and 2 are in junior high schools. Special interest groups are in the private schools (3) and public schools (4) A media campaign is being planned to attract more community -based volunteers and more teens to our clubs. Community clubs offer more continuity of membership in 4 -H.

Performance Goal:

1. To increase the number of volunteer leaders.
2. To increase the number of community -based clubs.
3. To increase the number of middle school age youth.
4. To increase the number of male youth in our programs.
5. To expose our accomplishments to the community as a means of attracting new members and new volunteers.

Output Indicators:

1. Number of male youth recruited.
2. Opportunities for youth to enroll in interest based programs.
3. Number of middle school age recruited.

Outcome Indicator:

1. Number of new volunteer leaders who join the 4-H Program.

2. Number of new community based clubs formed.
3. Number of middle school age youth who enroll in 4-H.
4. Number of male youth who enroll in 4-H.

Key Program Components:

1. A media campaign will be implemented to attract more community -based volunteers and more teens to our clubs.
2. 4-H Expo will be utilized to show what 4-H is all about and thus attract young people and prospective volunteers.
3. Collaborate with counselors in the junior high schools to identify middle school clientele.
4. Conduct workshops and activities of interest to middle school age clientele.
5. Develop web pages to relay information about the program.
6. Update web pages bi-monthly.

Internal And External Linkages:

Internal linkages will be with the faculty and colleagues of the Research and Public Service Component, the Divisions of Social Science, Education, Nursing and the Counselors at the Students Affairs Office at the University of the Virgin Islands. External linkages will be with the Departments of Human Services, Education, Labor, Police, Health, The Youth Rehabilitation Center, Rotary, HESS, Beacon Schools and other youth agencies or organizations. Persons in these areas will help in conducting or identifying research, reviewing programs, making recommendations, funding and playing roles in the implementation of the programs.

Target Audience:

1. School age children from private, public schools and home schools from varied social, cultural and economic backgrounds.

Evaluation Framework:

1. The quality and quantity of work exhibited at 4-H Expo, and the Agriculture and Food Fair.
2. Completion of record keeping books.
3. Parent, member and leader evaluation of club and special interest group.

Program Duration: This program will continue for the five year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$55,000	\$57,000	\$60,000	\$65,000	\$70,000	\$73,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	1.2	1.2	1.2	1.2	1.2	1.2
Para-Professional	0.8	0.8	0.8	0.8	0.8	0.8
TOTAL	2.0	2.0	2.0	2.0	2.0	2.0

Program 16: 4-H Summer Day Camp**Statement of Issue:**

The 4-H Summer Day Camp has been in existence for more than 16 years. Camp runs six weeks, from the last week in June to the first week in August. Camp offerings include agriculture, culture, sea environment, energy foods and nutrition, music and chorus, and teen career apprenticeship. Camp serves children ages 5-7, 8-10, 10-12, 13-16. A teacher and a college student supervise each camp. Camps have in-class instruction, and; guest speakers and field trips related to the specific camp area. At present, sea environment serves children ages 8-10, teaches correct swimming techniques and provide information about the sea around us. Partnerships will be developed with external agencies to help teens learn sailing and marine science.

Performance Goal:

1. Increase enrollment in the Summer Day Camp.
2. Expand and develop new and existing curricula.
3. Provide opportunity for young people to have job experience.

Output Indicators:

1. Youth enrollment in the Summer Day Camp.
2. Sea Environment Camp enhanced.
3. Camp curricula developed.

Outcome Indicators:

1. The number of children participating in Summer Day Camp.
2. The number of Summer Day Camp curricula developed.
3. Number of children returning to camp.

Key Program Components:

1. Offer a wider variety of camp subject matter and camps in three locations.
2. Conduct camps where the basic curricula includes culture, agriculture, sea environment, energy, and

a teen apprenticeship program. Young people have the opportunity to participate in an educational and fun, well structured program.

3. Develop web pages to relay information about the program.
4. Update web pages as necessary.

Internal And External Linkages:

Internal linkages will be with the faculty and colleagues of the Research and Public Service Component, the Divisions of Social Science, Education, Nursing and the Counselors at the Students Affairs Office at the University of the Virgin Islands. External linkages will be with the Departments of Human Services, Education, Labor, Police, Health, the Youth Rehabilitation Center, Rotary, HESS, Beacon Schools and other youth agencies or organizations. Persons in these areas will help in conducting or identifying research, reviewing programs, making recommendations, funding and playing roles in the implementation of the programs.

Target Audiences:

1. Children of school age who are on summer break. Children who are served by the Department of Human Services, by the Village Women and Children Program, and CASA.

Program Duration: June through August annually for the five - year life of this plan.

Allocated Resources:

Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004
\$100,000	\$105,000	\$110,000	\$115,000	\$120,000	\$125,000

FTEs:

Staff	FYY 1999	FYY 2000	FYY 2001	FYY 2002	FYY 2003	FYY 2004
Professional	1.4	1.4	1.4	1.4	1.4	1.4
Para-Professional	0.6	0.6	0.6	0.6	0.6	0.6
TOTAL	2.0	2.0	2.0	2.0	2.0	2.0

Stakeholders Input:

Listening Sessions - In 1997, the University of the Virgin Islands implemented a new reorganization plan. The University consolidated all the non - academic departments into a single component named Research and Public Service (RPS). The Cooperative Extension Service and the Agricultural Experiment Station fall under the umbrella of this component.

An RPS advisory council was selected from the community representing the different units in the component. The advisory council will hold four (4) open - to - the - public listening sessions in both districts of the Virgin Islands where residents will voice their opinions and ask questions about our programs. The

Farmers-in-Action group, a local producers association, will hold six listening sessions in cooperation with the local Department of Agriculture, the Cooperative Extension Service, and the Agricultural Experiment Station for programming purposes. The purpose of these sessions will be to gather stakeholders' input and comments on past achievements, current activities, and proposed plans for agricultural related entities, including the Cooperative Extension Service. All listening sessions will be publicly announced through the two local newspapers, the University and RPS newsletters, and the local radio and television stations. To further ensure attendance by traditionally underserved populations, assistance from community associations, agriculture and forestry supplies and territorial agencies will be sought in extending invitations to a very broad community of stakeholders.

Extension Advisory Council - The CES Advisory Council will meet every quarter. This council, comprised of nine individuals, is representative of all the programs in Extension. Special meetings will be held as needed by the council or will be called at the discretion of the Director.

Both sources of Stakeholders derived information will be summarized in an annual report from the Director and will be made available upon request.

Merit Review:

Programs are developed by the Specialist with the full input of the Agents and Assistants who bring input from Extension Clientele and the Advisory council. The programs are reviewed by the Program Supervisors with recommendations to the State Program Leader. The accepted programs are then sent to the Assistant Director with recommendations for approval. The Assistant Director after making revisions send them to the State Director for final approval. The approved programs are sent to the Vice-President for Research and Public Affairs and the office of sponsored programs of the University for comments. After receiving the feedback from these entities the State Director sends it back to the Assistant Director for the final revision and subsequent transmittal to CSREES.

ALLOCATED RESOURCES

Program	Current (1999)	FFY 2000	FFY 2001	FFY 2002	FFY 2003	FFY 2004	TOTAL
1	82,600	90,860	100,000	110,000	120,000	133,000	\$636,460
2	67,000	70,000	75,000	80,000	85,000	90,000	\$467,000
3	100,000	105,000	110,000	115,000	120,000	125,000	\$675,000
4	60,000	65,000	70,000	75,000	80,000	85,000	\$435,000
5	58,292	64,121	70,533	77,586	85,345	93,880	\$449,757
6	90,000	94,000	100,000	105,000	110,000	115,000	\$614,000
7	51,000	55,400	60,940	67,034	73,737	81,111	\$389,222
8	70,000	72,000	79,200	87,120	95,832	105,400	\$509,552
9	51,000	55,380	60,918	67,000	74,000	81,000	\$389,298
10	90,000	95,000	100,000	105,000	110,000	115,000	\$615,000
11	85,000	90,000	95,000	100,000	105,000	100,000	\$575,000
12	70,000	75,000	80,000	85,000	90,000	95,000	\$495,000
13	85,000	90,000	95,000	100,000	105,000	110,000	\$585,000
14	70,000	75,000	80,000	85,000	90,000	95,000	\$495,000
15	55,000	57,000	60,000	65,000	70,000	73,000	\$380,000
16	100,000	105,000	110,000	115,000	120,000	125,000	\$675,000
TOTAL	\$1,184,892	\$1,258,761	\$1,346,591	\$1,438,740	\$1,533,914	\$1,622,391	\$8,385,289

TOTALFTE'S																		
Program	1999			2000			2001			2002			2003			2003		
	Pr	Pa	Vo	Pr	Pa	Vo	Pr	Pa	Vo	Pr	Pa	Vo	Pr	Pa	Vo	Pr	Pa	Vo
1	1.8	1.5		1.8	1.5		1.8	1.5		1.8	1.5		1.8	1.5		1.8	1.5	
2	2.0	1.0		2.0	1.0		2.0	1.0		2.0	1.0		2.0	1.0		2.0	1.0	
3	1.5	1.0		1.5	1.0		1.5	1.0		1.5	1.0		1.5	1.0		1.5	1.0	
4	0.5	0.8	0.3	0.5	0.8	0.3	0.5	0.8	0.3	0.5	0.8	0.3	0.5	0.8	0.3	0.5	0.8	0.3
5	0.5	1.0	0.3	0.5	1.0	0.3	0.5	1.0	0.3	0.5	1.0	0.3	0.5	1.0	0.3	0.5	1.0	0.3
6	0.6	0.8	0.3	0.6	0.8	0.3	0.6	0.8	0.3	0.6	0.8	0.3	0.6	0.8	0.3	0.6	0.8	0.3
7	0.9	0.3		0.9	0.3		0.9	0.3		0.9	0.3		0.9	0.3		0.9	0.3	
8	1.2	0.6		1.2	0.6		1.2	0.6		1.2	0.6		1.2	0.6		1.2	0.6	
9	1.1	0.6		1.1	0.6		1.1	0.6		1.1	0.6		1.1	0.6		1.1	0.6	
10	2.5	1.0		2.5	1.0		2.5	1.0		2.5	1.0		2.5	1.0		2.5	1.0	
11	2.5			2.5			2.5			2.5			2.5			2.5		
12	0.2	1.2	0.4	0.2	1.2	0.4	0.2	1.2	0.4	0.2	1.2	0.4	0.2	1.2	0.4	0.2	1.2	0.4
13	0.2	1.2	0.3	0.2	1.2	0.3	0.2	1.2	0.3	0.2	1.2	0.3	0.2	1.2	0.3	0.2	1.2	0.3
14	1.4	0.6		1.4	0.6		1.4	0.6		1.4	0.6		1.4	0.6		1.4	0.6	
15	1.2	0.8		1.2	0.8		1.2	0.8		1.2	0.8		1.2	0.8		1.2	0.8	
16	1.4	0.6		1.4	0.6		1.4	0.6		1.4	0.6		1.4	0.6		1.4	0.6	
Totals	19.5	13.0	2.5	19.5	13.0	2.5	19.5	13.0	2.5	19.5	13.0	2.5	19.5	13.0	2.5	19.5	13.0	2.5

Pr = Professional
Pa = Para-Professional
Vo = Volunteer

Equal Opportunity Reporting: The Virgin Islands Cooperative Extension Service’s “Working Document” on Compliance with Civil Rights, Equal Opportunity, and Affirmative Action will be adopted for this plan. A copy of this plan will be available upon request.

Certification:

Mr. Kwame Garcia, Sr.
State Director
Cooperative Extension Service
University of the Virgin Islands

Date