

V(A). Planned Program (Summary)

Program # 17

1. Name of the Planned Program

Volunteer Development

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
806	Youth Development	100%			
	Total	100%			

V(C). Planned Program (Inputs)

1. Actual amount of professional FTE/SYs expended this Program

Year: 2010	Extension		Research	
	1862	1890	1862	1890
Plan	7.4	0.0	0.0	0.0
Actual	11.0	0.0	0.0	0.0

2. Actual dollars expended in this Program (includes Carryover Funds from previous years)

Extension		Research	
Smith-Lever 3b & 3c	1890 Extension	Hatch	Evans-Allen
308880	0	0	0
1862 Matching	1890 Matching	1862 Matching	1890 Matching
313646	0	0	0
1862 All Other	1890 All Other	1862 All Other	1890 All Other
0	0	0	0

V(D). Planned Program (Activity)

1. Brief description of the Activity

County, regional and state volunteer workshops and forums, Communications, Program management, Educational Design and Delivery, Interpersonal Skills, and Youth Development; Leadership roles of 4-H clubs, projects, county and state educational events, Letters to New Leaders, and Make the Best Better Modules; Web-based instruction; Youth Protection Policies and Procedures (Volunteer Screening).

2. Brief description of the target audience

Adults (youth staff, local leaders, parents, volunteers, teachers, organizational leaders), youth aged 5 - 19.

V(E). Planned Program (Outputs)

1. Standard output measures

2010	Direct Contacts Adults	Indirect Contacts Adults	Direct Contacts Youth	Indirect Contacts Youth
Plan	175	11300	1150	11300
Actual	7568	3500	4008	4696

2. Number of Patent Applications Submitted (Standard Research Output)

Patent Applications Submitted

Year: 2010
 Plan: 0
 Actual: 0

Patents listed

3. Publications (Standard General Output Measure)

Number of Peer Reviewed Publications

2010	Extension	Research	Total
Plan	0	0	
Actual	0	0	7

V(F). State Defined Outputs

Output Target

Output #1

Output Measure

- County, regional and state volunteer workshops and forums, Leadership roles of 4-H clubs, projects, county and state educational events; Web-based instruction; Youth Protection Policies and Procedures (Volunteer Screening).

Year	Target	Actual
2010	600	7586

V(G). State Defined Outcomes

V. State Defined Outcomes Table of Content

O. No.	OUTCOME NAME
1	5,000 adults and youth volunteers will increase knowledge and awareness of practices fostering positive youth development.
2	5,000 adult and youth volunteers apply practices of positive youth development through leadership roles.
3	Number of volunteers in local, county, regional and state 4-H leadership roles.
4	Number of volunteers attending workshops and/or forums for personal growth.
5	Number of volunteers completing Volunteers: The Foundation of Youth Development.
6	Number of volunteers screened prior to service.

Outcome #1

1. Outcome Measures

5,000 adults and youth volunteers will increase knowledge and awareness of practices fostering positive youth development.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2010	5000	7586

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Missouri citizens expressed their concerns through the University of Missouri Extension Plan of Work process over the net social and economic loss due to the outward migration of youth from their communities. Communities want their youth to go on to higher education to gain knowledge, skills and experience but lament fewer youth are returning to their home communities to provide civic and economic leadership.

What has been done

A required 4-H volunteer orientation began in FY08, in FY09 5,715 completed the orientation which introduces them to the concepts of land-grant universities, how youth grow and develop, 4-H's philosophy on competition, character education and how to reduce risk when working with youth. In addition to face-to-face workshops, an on-line course is available so busy volunteers can complete this obligation at their convenience.

Results

Volunteer comments responding to "Describe the most important thing from this orientation you plan to use with youth."

*Encouraging youth's life skills through their projects, and letting them use their own ability levels through challenges of trying new things so that they can feel proud and accomplished.

*...the master focused approach rather than the ends focused approach. This will help with the member's work on the tasks at hand.

*That 4-H is focusing on preparing children for the future. The projects they choose to participate in are stepping stones to their life skills. It is important to support the kids as they learn and reinforce what they learn by asking open-ended questions. And most importantly be a responsible adult with good character that the kids can rely on.

*4-H is not about winning. It is about setting goals for yourself and learning new skills and leadership.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development

Outcome #2

1. Outcome Measures

5,000 adult and youth volunteers apply practices of positive youth development through leadership roles.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2010	5000	10224

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Missouri citizens expressed their concerns through the University of Missouri Extension Plan of Work process over the net social and economic loss due to the outward migration of youth from their communities. Communities want their youth to go on to higher education to gain knowledge, skills and experience but lament fewer youth are returning to their home communities to provide civic and economic leadership.

What has been done

Through workshops, volunteer forums, leadership roles and web based instruction, state and county extension faculty will help adult and youth volunteer leaders gain knowledge and skills to communicate, manage programs, design and deliver education events, develop interpersonal skills and create environments that promote positive youth development.

Results

Volunteers describing how they will use information learned from on-line volunteer orientation:

*How to apply what they are learning to other areas of their life and how to use this information in the future.

*To make sure that you put emphasis on the child's abilities, what they will learn and how they will use these skills later in life rather than on winning at any cost.

*I plan to use with my Clover Kids open-ended questions, keep them doing hands on activities and to remember not to stress winning but trying their best.

*The mastery approach was very intriguing to me, and I would like to implement that in 4-H as

well as everyday parenting.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development

Outcome #3

1. Outcome Measures

Number of volunteers in local, county, regional and state 4-H leadership roles.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2010	10000	10224

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Volunteers: both adult and youth are the backbone of the Missouri 4-H Youth Development Programs by teaching skills, managing the work of others, mentoring youth, working with teachers and schools, coordinating county and state events, and promoting 4-H.

What has been done

Through workshops, volunteer forums, leadership roles and web based instruction, state and county extension faculty will help adult and youth volunteer leaders gain knowledge and skills to communicate, manage programs, design and deliver education events, develop interpersonal skills and create environments that promote positive youth development.

Results

Source WebApps

*As a result of attending this session, I now plan to...

Try to come up with project/community service; visit 4-H websites; be more involved as a project leader; be more organized and to step back a little more not do everything for everyone; use the information I learned in my meeting; have a great 4-H year and experience & motivate our kids because we have the tools to help us do it; become more involved.

*How can I use this information in my club?

By involving the kids more and being a good role model is important for them; I can help kids

have more fun and learn more; To be a good recreation leader; Tell the 4-H'ers about what I learned and how they could do the same; I could use it to make the club more fun and enjoyable for the kids.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development

Outcome #4

1. Outcome Measures

Number of volunteers attending workshops and/or forums for personal growth.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2010	300	7586

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Volunteers: both adult and youth are the backbone of the Missouri 4-H Youth Development Programs by teaching skills, managing the work of others, mentoring youth, working with teachers and schools, coordinating county and state events, and promoting 4-H.

What has been done

Through workshops, volunteer forums, leadership roles and web-based instruction, state and county extension faculty will help adult and youth volunteer leaders gain knowledge and skills to communicate, manage programs, design and deliver education events, develop interpersonal skills and create environments that promote positive youth development.

Results

Source WebApps

*As a result of attending this session, I now plan to...

Try to come up with project/community service; visit 4-H websites; be more involved as a project leader; be more organized and to step back a little more not do everything for everyone; use the information I learned in my meeting; have a great 4-H year and experience and motivate our kids because we have the tools to help us do it; become more involved.

*How can I use this information in my club?

By involving the kids more and being a good role model is important for them; I can help kids have more fun and learn more; To be a good recreation leader; Tell the 4-H'ers about what I learned and how they could do the same; I could use it to make the club more fun and enjoyable for the kids.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development

Outcome #5

1. Outcome Measures

Number of volunteers completing Volunteers: The Foundation of Youth Development.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2010	100	1086

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Volunteers: both adult and youth are the backbone of the Missouri 4-H Youth Development Programs by teaching skills, managing the work of others, mentoring youth, working with teachers and schools, coordinating county and state events, and promoting 4-H.

What has been done

A required 4-H volunteer orientation began in FY08, in FY09 5,715 completed the orientation which introduces them to the concepts of land-grant universities, how youth grow and develop, 4-H's philosophy on competition, character education and how to reduce risk when working with youth. In addition to face-to-face workshops, an on-line course is available so busy volunteers can complete this obligation at their convenience.

Results

Volunteers describing how they will use information learned from on-line volunteer orientation:

*How to apply what they are learning to other areas of their life and how to use this information in the future.

*To make sure that you put emphasis on the child's abilities, what they will learn and how they will use these skills later in life rather than on winning at any cost.

*I plan to use with my Clover Kids open-ended questions, keep them doing hands on activities and to remember not to stress winning but trying their best. The mastery approach was very intriguing to me, and I would like to implement that in 4-H as well as everyday parenting.

4. Associated Knowledge Areas

KA Code	Knowledge Area
806	Youth Development

Outcome #6

1. Outcome Measures

Number of volunteers screened prior to service.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Quantitative Target	Actual
2010	8000	9076

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Adults sustain safe and supportive environments where youth can thrive. Positive youth development has improved the quality of life in communities through improved social, environmental and economic conditions in communities. It is important background screening is conducted on adults working with youth to ensure one important aspect of providing a safe learning environment for youth. 4-H is associated with a wholesome environment for positive youth development.

What has been done

Missouri 4-H volunteers submit an application on an annual basis. The applicant is screened for both criminal records and for child abuse and neglect. Volunteers do not work directly with youth until they receive a post card in the mail from the 4-H Center for Youth Development indicating they have successfully completed the screening process.

Results

9,076 volunteers screened prior to service.

4. Associated Knowledge Areas

KA Code **Knowledge Area**
806 Youth Development

V(H). Planned Program (External Factors)

External factors which affected outcomes

- Natural Disasters (drought, weather extremes, etc.)
- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations
- Competing Public priorities
- Competing Programmatic Challenges
- Populations changes (immigration, new cultural groupings, etc.)

Brief Explanation

The ability to provide volunteer training and educational experiences for youth is dependent on having a well educated, motivated local and state faculty and volunteers. Four vacancies in faculty and staff positions reduced the ability to provide program leadership for volunteers who work directly with youth.

V(I). Planned Program (Evaluation Studies and Data Collection)

1. Evaluation Studies Planned

- Retrospective (post program)
- Before-After (before and after program)
- During (during program)
- Other (see below)

Evaluation Results

All of our 4-H volunteers 9,076 completed an orientation to date through face-to-face, on-line or by CD. Volunteers report increased understanding of the land-grant university mission, how kids grow and develop and the philosophy of mastery competition.

Since 2007, 3,918 volunteers have completed the on-line training. Each person must complete a survey and quiz to complete the course. Following are highlights from this data:

Leadership Role(s)

- 64% are project leaders

Length of Service in years

- 32% 1 to 5 years
- 42% less than 1 year
- 11% 6 to 10 years
- 11% 11 or more years
- 5% other

How many other 4-H trainings of any kind previously attended?

- 79% this is my first training

- 18% 1 to 5
 - 3% 6 or more
 - 85% understood the 4-H Name and Emblem is a federal mark
 - 99% understood that 4-H at state-level events is fun, hands-on learning taught by university faculty
 - 84% identified correctly current technology and teaching events at the land-grant university
 - 72% identified the four essential elements of positive youth development
 - 62 to 98% of the volunteers correctly distinguished between project/content skills and life skills youth gain from 4-H projects
 - 98% validated that taking time to discuss and reflect upon the 4-H experience is important and enhances learning
 - 80% understood the ages and stages of childhood
 - 95% understood 4-H's philosophy of competition
 - 98% understood 4-H promotes mastery
 - 89% understood strategies to promote mastery
 - 99% understood how to use open-ended questions to promote mastery
 - 98% understood 4-H's approach to teaching character
 - 98% understood elements to include in an emergency plan
- In general, the volunteers agreed that the orientation increased their knowledge of what it takes to be an effective volunteer. The topics indicated where they learned the most were as follows:
- 4-H is part of the land-grant university (71%)
 - Creating safe environments (67%)
 - 4-H's philosophy on competition (65%)

Key Items of Evaluation

All of our 4-H volunteers 9,076 completed an orientation to date through face-to-face, on-line or by CD. Volunteers report increased understanding of the land-grant university mission, how kids grow and develop and the philosophy of mastery competition.

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