

V(A). Planned Program (Summary)

Program # 11

1. Name of the Planned Program

Volunteer Development

Reporting on this Program

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 FTE/SYs expended this Program

Year: 2012	Extension		Research	
	1862	1890	1862	1890
Plan	25.0	0.0	0.0	0.0
Actual Paid Professional	10.0	0.0	0.0	0.0
Actual Volunteer	0.0	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
278303	0	0	0
1862 Matching	1890 Matching	1862 Matching	1890 Matching
311223	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.

3. How was eXtension used?

eXtension was not used in this program

V(E). Planned Program (Outputs)

1. Standard output measures

2012	Direct Contacts Adults	Indirect Contacts Adults	Direct Contacts Youth	Indirect Contacts Youth
Actual	11977	14744	4504	7665

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

Patent Applications Submitted

Year: 2012
 Actual: 0

Patents listed

3. Publications (Standard General Output Measure)

Number of Peer Reviewed Publications

2012	Extension	Research	Total
Actual	0	0	0

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 Actual

2012

581

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	Actual
2012	4815

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

806 Youth Development

Volunteer increase their understanding of the University of Missouri, youth development and the developmental stages of young people

- Volunteers provide higher quality experiences for young people to grow and thrive
- Caring, competent, capable and committed project leaders share a specific set of knowledge skills with youth
- Club leaders help to create consistent, meaningful and educational experiences for 4-H'ers and their families.
- 4-H alums recognize the importance of a youth development program that provides volunteers with necessary background to make a beneficial experience for young people.

4. Associated Knowledge Areas

KA Code	Knowledge Area
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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	Actual
2012	7837

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

806 Youth Development

I have felt that 4-H is a very good program for children and youth and this enforces that thought (volunteer completing the on-line orientation)

After attending this workshop for volunteer leaders:

"Even though I've been a club leader for years, I always enjoy club leader training, and I always learn something new and appreciate the resources provided to help me in my role."

"This is really helpful."

"Okay, I understand why we are doing this now."

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	Actual
2012	4815

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

806 Youth Development

Improvement is seen in volunteer satisfaction as they develop their knowledge base. The leaders seeking and receiving additional coaching tend to reflect great satisfaction of participants, receive fewer complaints from participants and increase our leader retention rate. Leaders feel equipped to do what is asked and the expectation of accountability is set, creating an environment for success. This is evident by firsthand witness of leaders applying newly acquired knowledge and skills and response of success after integration into their program.

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	Actual
2012	2439

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

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

806 Youth Development

Club leaders sharing examples of the Essential Elements:

"The kids in our dog group had a sense of belonging. I noticed several members congratulating each other and sharing stories of common interest at the show."

"Angela participated in the livestock show she won with her pen of chickens, so she was first up and didn't know where to go or what to do. Anne Patrick was the caring adult that put an arm around her shoulder, encouraged her and told her what to do."

"My youngest clover kid is from divorced parents. His father enrolled him, without his mother be a part of the club. Jack wanted me to meet his mother and step father, so I would understand his family. Jack is 7 years old, now his mother and step father are being a part of the club."

"Generosity -Our club members and parents gathered one Sunday afternoon with tools, outdoor equipment, and cleaned up the church grounds where our meetings are held. The church's

members are aging and were unable to clean up a deteriorating tree. We cut it down, stacked the wood, painted, weeded, vacuumed, dusted and cleaned up the whole church and everyone had fun. They were very generous of their time."

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	Actual
2012	605

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 FY11973 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

- 806 Youth Development
- 87% Understood the 4-H Name and Emblem is a federal mark
- 99% Understood the purpose of 4-H events
- 61% Identified the essential elements of 4-H
- 95% Understand the concepts of content skill and life skill
- 80% Understand the characteristics of stages of youth development

- 94% Understand 4-H's philosophy of competition
- 97% Understand the concept of mastery
- 98% Understand character attributes
- 98% Understand the elements of a risk management plan

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	Actual
2012	8000

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

806 Youth Development
8000 Volunteers screened prior to working with 4-H youth

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. Five vacancies in faculty and staff positions reduced the ability to provide program leadership for volunteers who work directly with youth. In addition to vacant positions, the 4-H program is understaffed in the largest metropolitan area of the state. Only one faculty member provided 4-H Youth Development programs in St. Louis and St. Louis County.

V(I). Planned Program (Evaluation Studies)

Evaluation Results

806 Youth Development

All of our 4-H volunteers 8000 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

87% Understood the 4-H Name and Emblem is a federal mark

99% Understood the purpose of 4-H events

61% Identified the essential elements of 4-H

95% Understand the concepts of content skill and life skill

80% Understand the characteristics of stages of youth development

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97% Understand the concept of mastery

98% Understand character attributes

98% Understand the elements of a risk management plan

Key Items of Evaluation

806 Youth Development

All of our 4-H volunteers 8000 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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