

V(A). Planned Program (Summary)

Program # 8

1. Name of the Planned Program

Adult Leadership and 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
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	40%		0%	
806	Youth Development	60%		0%	
	Total	100%		0%	

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	57.4	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
739675	0	0	0
1862 Matching	1890 Matching	1862 Matching	1890 Matching
739675	0	0	0
1862 All Other	1890 All Other	1862 All Other	1890 All Other
6329051	0	0	0

V(D). Planned Program (Activity)

1. Brief description of the Activity

The following activities were used to implement this program:

- * Provide training for Extension professionals on the ISOTURE volunteer management model and key concepts related to volunteer administration.
- * Provide training and guidance to Extension specialists in the role and support of program development related to volunteerism.
- * Provide orientation and training directly to volunteers in preparation for their service resulting in a positive experience.

2. Brief description of the target audience

The following groups are included in the target audience for this program:

- * Youth and adult volunteers who have a need or interest in a Texas Extension program.
- * Extension educators
- * Youth and adults who have an interest in community development and partnerships.

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	287750	2096524	54901	0

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

- # group educational sessions conducted.

Year	Actual
2012	8823

V(G). State Defined Outcomes

V. State Defined Outcomes Table of Content

O. No.	OUTCOME NAME
1	% of participants who report an increased knowledge of leadership development practices.
2	% of participants who plan to or adopt leadership development practices.
3	# of counties who adopt and implement County Youth Boards.
4	# of counties who adopt and implement at least one youth oriented Master Volunteer program.
5	# of counties who adopt and implement youth and adult partnerships.

Outcome #1

1. Outcome Measures

% of participants who report an increased knowledge of leadership development practices.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	100

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Leadership in rural counties was identified as a significant issue through long-term strategic planning. This was an issue for both youth and adults. It is important for young people to develop and gain leadership life skills in order to grow into successful, contributing members of society in adulthood.

What has been done

In 2012, there were more than 4,000 contacts through leadership development programs for youth and adults. Youth leadership programs were focused on youth developing knowledge skills to serve in leadership roles through traditional 4-H program experiences and through Leaders 4 Life program. Adult leadership development programs were held for community members to learn about leadership, gain skills needed to serve in community leadership positions and acquire knowledge of community and economic development.

Results

For adults involved in the leadership development program, evaluations indicated that 100% of the program participants indicated they gained knowledge of leadership development and practices.

Evaluation of youth involved in leadership programs, such as Leaders 4 Life, indicated 100% gained knowledge of leadership development while 83% can identify their own leadership styles and can define leadership and leadership qualities.

4. Associated Knowledge Areas

KA Code	Knowledge Area
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803	Sociological and Technological Change Affecting Individuals, Families, and Communities
806	Youth Development

Outcome #2

1. Outcome Measures

% of participants who plan to or adopt leadership development practices.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	98

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

There is a strong need to develop and maintain sustainable communities using appropriate community and economic development tools and programs in dynamic social and economic environments. Community and Economic Development has been identified as the number one issue in Texas. One educational response is to develop adults and youth in counties to be leaders of tomorrow.

What has been done

Leadership development programs have been implemented in a variety of ways for youth and adults. The youth leadership programs were focused on youth developing knowledge skills to serve in leadership roles through traditional 4-H program experiences and through Leaders 4 Life program. Adult leadership development programs were held for community members to learn about leadership, gain skills needed to serve in community leadership positions and acquire knowledge of community and economic development.

Results

As a result of participating in leadership development programs, 98% of participants indicated they believed what they learned gives them the ability to lead more effectively and 89% are more confident serving in a leadership role.

4. Associated Knowledge Areas

KA Code	Knowledge Area
803	Sociological and Technological Change Affecting Individuals, Families, and

806 Communities
Youth Development

Outcome #3

1. Outcome Measures

of counties who adopt and implement County Youth Boards.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	250

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Youth Advisory Boards support the youth development program and give youth and adults the opportunity to create a youth-adult partnership, identify youth issues in the county and work as a team to address the issue(s) facing youth. It is important for youth to have a voice and be involved in the planning and development of programs that address issues affecting youth.

What has been done

Counties have implemented Youth Advisory Boards in their county to carry out a needs assessment process and give youth and adults the opportunity to work together to accomplish a task. Youth Advisory Boards have been established in all 250 county programs in Texas, participating in the program development process of youth development programs by identifying issues, determining youth program needs for each year, helping the program reach new audiences and determining the impacts of such programs.

Results

Youth Advisory Boards are being recognized in the county and youth are given the opportunity to serve in leadership positions. Youth and adults (4-H and non 4-H) are creating partnerships and working together to accomplish a task and meet the needs of youth. In 2012, 2,194 youth and adults created partnerships to meet the needs of youth locally by implementing programs on preparing for higher education, character education, bullying prevention, agriculture awareness, engaging youth in the community, leadership and healthy lifestyles.

4. Associated Knowledge Areas

KA Code	Knowledge Area
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803	Sociological and Technological Change Affecting Individuals, Families, and Communities
806	Youth Development

Outcome #4

1. Outcome Measures

of counties who adopt and implement at least one youth oriented Master Volunteer program.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	120

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Volunteers are the heart and hands of Extension programs and help extend the educational programs to the people of Texas. These volunteers also serve as mentors to youth.

What has been done

Volunteers have been trained through the 4-H Livestock Mentor Program and give back to the program by providing support to the youth livestock program. In 2012, more than 700 livestock mentors, representing 120+ counties, provided leadership to the youth livestock programs and mentored youth throughout their livestock project experience.

Results

Adult project leaders trained as 4-H Livestock Mentors have indicated an increase in their ability to:

- * better plan 4-H livestock project activities,
- * carry out leader responsibilities as a volunteer,
- * provide proper animal care through nutrition, shelter and illness prevention,
- * lead others,
- * adjust to new situations, and
- * resolve conflict.

4. Associated Knowledge Areas

KA Code	Knowledge Area
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803	Sociological and Technological Change Affecting Individuals, Families, and Communities
806	Youth Development

Outcome #5

1. Outcome Measures

of counties who adopt and implement youth and adult partnerships.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	250

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Youth-adult partnerships give youth and adults the opportunity to work together as a team, respect each other and work together for a common cause.

What has been done

Youth-adult partnerships have been established within Youth Advisory Boards in the 250 county programs in Texas. These partnerships are fostered through teamwork and board members working together with an equal voice to meet the needs of youth in the county.

Results

As a result of the youth-adult partnerships established within Youth Advisory Boards, youth and adults are learning to work together and respect each other while accomplishing a goal. Open-ended responses about youth-adult partnerships obtained from project outcomes evaluation instrument include:

- * Be clear when communicating
- * Be open-minded in discussion
- * Listening to others is key
- * Let the leader lead
- * Someone may need to speak up and break the ice
- * Have patience, listen to others and ask accordingly
- * Communication sometimes needs to be intentionally remembered and focused on
- * When in a time of team confusion, it may take the leader to start progress.

4. Associated Knowledge Areas

KA Code	Knowledge Area
803	Sociological and Technological Change Affecting Individuals, Families, and Communities
806	Youth Development

V(H). Planned Program (External Factors)

External factors which affected outcomes

- Appropriations changes
- Competing Public priorities
- Competing Programmatic Challenges
- Populations changes (immigration, new cultural groupings, etc.)

Brief Explanation

No external factors affected this program for 2012.

V(I). Planned Program (Evaluation Studies)

Evaluation Results

Various evaluations are conducted for individual volunteer and leadership development programs facilitated by the Texas A&M AgriLife Extension Service. Evaluation results specific to these programs are summarized and included in each program report. The evaluations include after only, retrospective post and before-after.

Key Items of Evaluation

No additional findings to report.