

V(A). Planned Program (Summary)

Program # 1

1. Name of the Planned Program

Community Development Education

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
601	Economics of Agricultural Production and Farm Management	5%		5%	
602	Business Management, Finance, and Taxation	5%		5%	
604	Marketing and Distribution Practices	5%		20%	
608	Community Resource Planning and Development	50%		25%	
801	Individual and Family Resource Management	25%		10%	
802	Human Development and Family Well-Being	5%		17%	
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	5%		18%	
	Total	100%		100%	

V(C). Planned Program (Inputs)

1. Actual amount of FTE/SYs expended this Program

Year: 2012	Extension		Research	
	1862	1890	1862	1890
Plan	10.0	0.0	2.1	0.0
Actual Paid Professional	11.0	0.0	4.4	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
169349	0	202072	0
1862 Matching	1890 Matching	1862 Matching	1890 Matching
169349	0	202072	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

Educational and research activities and efforts of the CDE program include:

Development of models to explain the potential impact policy changes have on the ability of communities to capture and retain dollars.

Family Resource Management programs will reach out to a broad spectrum of constituents throughout Wyoming using a variety of anticipated programs. Outputs include methods such as train-the-trainer workshops, home-study courses, and such approaches as the Internet (www.uwo.edu/CES/FRM/), blogs, and Webinars. Also included are publications, meetings, news releases, and feature articles.

Community-based leadership training institutes; (EVOLVE) Extension Volunteer Organization for Leadership Vitality and Education. Skill training workshops; i.e., board training. General public information and educational efforts; i.e., public media materials; information/educational meetings and workshops; books, booklets, bulletins, training materials; providing data. Facilitation of community processes.

Analyses of community data and economic impact. Assessments to identify individual strengths and areas to be strengthened to guide personal development and grow talent. Media resources to promote community capital development Extension education and increase awareness of Extension resources.

Outputs for entrepreneurship programs include publications and one-on-one consultations, and web sites.

Training institute for municipal clerks and treasurers to develop workforce and soft skills in developing capacity in their city/county roles. In 2012 The Wyoming Municipal Institute provided by UW Extension and the Wyoming Association of Clerks and Treasurers provided certification for attendees.

Research efforts will include economic analysis of potential public land management decisions and rural community planning.

2. Brief description of the target audience

The University of Wyoming College of Agriculture and Natural Resources is committed to reaching underrepresented groups and individuals and to implementing the objectives of equal opportunity regulations relative to the consideration and treatment of clientele for participation in programs regardless

of their race, national origin, gender, age, religion, or disability. The ultimate consumer of the educational products for financial management programs will be all individuals (including youth and senior citizens), families (including low-income families), and in general people at risk of experiencing financial stress. The group of educators, specialists, and faculty responsible for leading and delivering the outputs in the program is the smallest of the University of Wyoming's Extension initiative teams. A priority for program development is to use methods of information and instruction that make it possible for the most constituents to be assisted while minimizing face-to-face work. Thus the team will emphasize train-the-trainer courses, newsletters, and electronic delivery of information and programming.

Targeted audiences for leadership development include: Elected officials. Members and leaders of formal and informal community organizations. Faith-based leaders and members. Business owners/managers/employees. Trade/produce groups. Educational entities. Federal/state/local agency leaders/members.

Entrepreneurship programs target audiences who will manage or may develop ventures relating to food and agricultural systems, a non-farm extension of a farm business, forestry, home trades, crafts, services, etc. Other audiences through which Wyoming Extension programs may be delivered include: teachers, public and private agencies, business owners/managers/employers, trade/produce groups, educational entities, identified publics, youth groups/students, and small acreage owners.

3. How was eXtension used?

eXtension is utilized as a resource for educators and clientele. The link to eXtension is prominently displayed on the UW Extension Web site home page. Additionally all Extension employees are made aware of professional development opportunities available through eXtension.

V(E). Planned Program (Outputs)

1. Standard output measures

2012	Direct Contacts Adults	Indirect Contacts Adults	Direct Contacts Youth	Indirect Contacts Youth
Actual	3230	500	85	200

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	2	14	16

V(F). State Defined Outputs

Output Target

Output #1

Output Measure

- Family Resource Management programs will ultimately benefit all families in Wyoming. Short term effects may be increased grant funding and increased involvement in regional and multi-state projects. Target is number of programs.

Year	Actual
2012	11

Output #2

Output Measure

- Number of individuals participating in programs. Target is number of individuals.

Year	Actual
2012	3315

Output #3

Output Measure

- Number of programs in group process, leadership, facilitation, and other CD topics delivered. Target is number of programs.

Year	Actual
2012	167

Output #4

Output Measure

- Entrepreneurship output targets include: number of individuals assisted.

Year	Actual
2012	180

Output #5

Output Measure

- Research efforts will include community economic analysis on efficiency of existing firms, ability to capture and retain dollars, potential to attract new businesses, and ability to make informed decisions on land management and community development.

Year	Actual
2012	80

V(G). State Defined Outcomes

V. State Defined Outcomes Table of Content

O. No.	OUTCOME NAME
1	Permanent changes in practices as determined by follow-up surveys with those attending meetings, events, and workshops. Target is number of participants reporting positive practice changes.
2	One or more management principles from educational programs on personal finance management are adopted by workshop participants. Target is number of participants reporting outcome.
3	Participants of leadership classes will develop skills and confidence necessary for community participation, find resources to enhance community capital, recognize the needs for community vision, capacity building, and direction, and strengthen inner-community relationships. Target is number of participants reporting positive outcomes through program evaluations.
4	Research: Transfer of knowledge regarding decisions on public land management and community development.
5	Research: Development of impact models that will contribute to community development as well as mitigate unwanted consequences. Target is number of impact models developed.

Outcome #1

1. Outcome Measures

Permanent changes in practices as determined by follow-up surveys with those attending meetings, events, and workshops. Target is number of participants reporting positive practice changes.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	778

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Many county-appointed and non-profit board members and elected officials want to complete their assigned duties yet lack the skills and training needed to perform to the best of their ability.

County Commissioners and the Wyoming Association of Municipalities have identified the need to provide training to current and new board members so they might properly fulfill their duties and responsibilities. The UW Extension Community Development Education (CDE) initiative team developed materials to support training programs for county boards and Municipal treasurers.

What has been done

The CDE team developed curriculum and educational materials to support the program. Area educators used the materials to develop a four-hour educational program for county-appointed and non-profit boards in the state. The team has partnered the Wyoming Association of Municipal Clerks and Treasurers (WAMCAT). The team received approval from the International Institute of Municipal Clerks and the Association of Public Treasurers for meeting certification and continuing education requirements. In 2012 778 individuals participated in training including 76 in a comprehensive Wyoming Municipal Institute.

Results

Over the past five years board training has taken place. The NE Area CDE educator conducted a Web-based follow up survey administered at least 6 months following the course. Ninety four percent believe they are more effective board members, and 78 percent believe their confidence increased. Sixty eight percent increased meeting facilitation skills, and 53 percent increased skills in parliamentary law. Fifty eight percent believe they are better at fulfilling their board responsibilities while 45 percent improved in planning and organizing. Thirty-nine percent improved in handling conflict and 77 percent improved in their leadership skills.

4. Associated Knowledge Areas

KA Code	Knowledge Area
601	Economics of Agricultural Production and Farm Management
602	Business Management, Finance, and Taxation
604	Marketing and Distribution Practices
608	Community Resource Planning and Development
801	Individual and Family Resource Management
802	Human Development and Family Well-Being
803	Sociological and Technological Change Affecting Individuals, Families, and Communities

Outcome #2

1. Outcome Measures

One or more management principles from educational programs on personal finance management are adopted by workshop participants. Target is number of participants reporting outcome.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	259

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

In the last decade Wyoming has experienced significant economic growth stemming from its natural resources of gas, oil, and coal. Jobs in the energy sector pay well, most residents hold service sector positions that are typically low paying and are often seasonal. The first critical need is the management of credit and debt. Seven out of ten low and middle income households report using their credit cards as a safety net. In Wyoming about 2,500 people file for bankruptcy protection each year. The second critical issue is the spending habits of adolescents. Many adolescents earn income, of which they spend 98 percent, and do not have to pay for many living expenses such as housing. Information collected from UW Extension Area Advisory committees identified retirement planning, consumer decision making skills, estate planning and family resource management as the top issues in the state. Financial blogs were also implemented in 2011.

What has been done

Family resource management courses were taught using a variety of methods from multi-session

classes meeting to blogs and webinars. One time workshops on basic finance, planning for succession with agriculture families, and starting over making the most of your money targeted to those filing for bankruptcy were held. Youth were reached through camps and specific courses on money management. A stronger on-line approach is being developed to reach this audience. Youth were reached through a community camp focusing on financial literacy.

Results

End of session evaluations indicated over 90 percent of participants increased knowledge and skills in implementing financial principles. Over 50 percent reported adopting at least one financial principal as a result of the classes. These included improved credit management; financial recovery after bankruptcy; and initiating a savings plan.

4. Associated Knowledge Areas

KA Code	Knowledge Area
801	Individual and Family Resource Management

Outcome #3

1. Outcome Measures

Participants of leadership classes will develop skills and confidence necessary for community participation, find resources to enhance community capital, recognize the needs for community vision, capacity building, and direction, and strengthen inner-community relationships. Target is number of participants reporting positive outcomes through program evaluations.

2. Associated Institution Types

- 1862 Extension

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	99

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

Leadership development was identified as a need by the Wyoming Rural Development Council's Community Assessments. The Wyoming Business Council has shared their vision of community economic development using a building block model. At the base are three blocks; leadership development, workforce development, and community capacity building. The second level has two blocks, existing business development and entrepreneur development, and one block on the top for recruiting.

What has been done

In FY 2012, five EVOLVE leadership institutes were held. Each institute meets monthly for 8 sessions ranging from 6 - 8 hours in length. Topics covered include teambuilding, communication, conflict management, a fishbowl simulation of leadership assessment, community involvement, and overall leadership. Educators also conducted assessments for Wyoming LEAD, and marketing sessions for the institutes. Additionally educators have worked with three existing community leadership programs sharing the EVOLVE model.

Results

In 2012, 99 individuals graduated from EVOLVE community leadership institutes in Wyoming. Weekly session evaluations and a end of course written evaluation indicated 100 percent of participants reported their leadership behavior (communication, conflict management, meeting organization) improved. Over 90 percent reported their participation in community events increased as a result of participation in the program. This program which began in 1995 has become a model for the country. A sample of participant comments:

"I've always been a go-getter and have a habit of doing it "all" myself. The classes have given me tools to organize a team and share responsibilities in reaching a common goal." " The most significant thing I learned is that anyone can develop the skill set, talent and abilities to become a great leader."

4. Associated Knowledge Areas

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

Outcome #4

1. Outcome Measures

Research: Transfer of knowledge regarding decisions on public land management and community development.

2. Associated Institution Types

- 1862 Research

3a. Outcome Type:

Change in Knowledge Outcome Measure

3b. Quantitative Outcome

Year	Actual
2012	10

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

The audiences for the outcomes consist of policy makers, landowners, land use planners, land trusts, federal and state agency personnel, other researchers, elected officials and concerned

citizens. Research offers insights as to maximizing benefits and minimizing damages and costs from land use decisions. This includes fiscal impacts of development and the ecosystem services implications of land use changes.

What has been done

Analysis of emerging conservation easement markets is becoming an important public/private tool in addition to standard land use controls. Stated choice analysis using a random utility model and mixed logit estimation techniques indicated difference between Colorado and Wyoming landowner preferences for conservation easement programs. It also indicates that land trusts have different missions that influence the types of Conservation Easements they would pursue. The research is designed to improve the decision making environment for program providers and participants. These results are being shared with the academic community, extension educators, land trusts and producer groups.

Results

The research relates to open space preservation/conservation issues across a variety of natural resource considerations, particularly land and water resources. Exurban sprawl and landscape fragmentation continue to be critical issues with respect to resource management, local governance, and rural community development. There are implications for the costs of infrastructure development and public service provision as per the arrangement of people on the landscape and the conversion of extensive agricultural lands into large lot exurban parcels.

4. Associated Knowledge Areas

KA Code	Knowledge Area
601	Economics of Agricultural Production and Farm Management
602	Business Management, Finance, and Taxation
604	Marketing and Distribution Practices
608	Community Resource Planning and Development
803	Sociological and Technological Change Affecting Individuals, Families, and Communities

Outcome #5

1. Outcome Measures

Research: Development of impact models that will contribute to community development as well as mitigate unwanted consequences. Target is number of impact models developed.

2. Associated Institution Types

- 1862 Research

3a. Outcome Type:

Change in Action Outcome Measure

3b. Quantitative Outcome

Year	Actual
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2012

5

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

The research offers insights as to how land use decisions may affect the provision of public services in a rural community. This ultimately affects community budgets and development decisions. The audiences for the outcomes consist of landowners, land use planners, land trusts, federal and state agency personnel, other researchers, elected official, taxpayers, and concerned citizens.

What has been done

GIS technology and economic models have provided insights as to why dispersed residential development brings greater cost per unit tax revenue when law enforcement resources are used to achieve public safety. These results are being shared with county planning groups.

Results

The research relates to cost conserving and efficient rural development. Public service provision can be shown to be dependent in part on the patterns of rural development. Exurban sprawl and landscape fragmentation continue to be critical issues with respect to resource management, local governance, and rural community development.

4. Associated Knowledge Areas

KA Code	Knowledge Area
604	Marketing and Distribution Practices
608	Community Resource Planning and Development
803	Sociological and Technological Change Affecting Individuals, Families, and Communities

V(H). Planned Program (External Factors)

External factors which affected outcomes

- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations
- Competing Public priorities
- Competing Programmatic Challenges
- Populations changes (immigration, new cultural groupings, etc.)
- Other (changes in technology)

Brief Explanation

Factors external to the College of Agriculture and Natural Resources that will influence programs and results include: formation of collaborations; a shift in demographics; a shift in state and regional economic situations; shifts in local, state, university, and national policy, and changes in technology. External factors which can affect leadership activities include competing public priorities which affect participation;

competing programmatic challenges and limited resources. Many communities are under pressure to deal with multiple changes/issues. A significant portion of community members often resist such change or choose to ignore it. Resources will continue to be scarce and may diminish. The CDE team is only one of five UW Extension SIT teams. Consequently, UW Extension resources brought to bear on this objective will be limited. In the past year there has been one area educator position vacant due to failed searches for a successful candidate. Leadership training has become a popular subject of concern across the nation, which increases the opportunity and need for UW Extension programming, but also increases the competition from other sources offering leadership training and community facilitation.

V(I). Planned Program (Evaluation Studies)

Evaluation Results

The CDE team utilizes a variety of evaluation methods to collect outcome data from programs. Board training is a major thrust of the team. A follow up survey was conducted, using a Website developed by the University of Wyoming Survey Tool. Participants of board training were invited to participate in the survey at least 6 months after attendance. Included were participants from 2008 to 2012.

Participants indicated that they have used the training on effective meeting facilitation, parliamentary procedure, roles and responsibilities, open meetings law, and legal responsibilities the most.

In the area of skill enhancement, 91% of respondents felt they were more effective as board members while 78% felt their confidence had increased. In addition, 68% increased their skills in meeting facilitation, and 53% in parliamentary law. Fifty eight percent feel they are better at fulfilling their board responsibilities, while 45% improved in planning and organizing, 39% in handling conflict, and 77% increased their leadership roles. In summary, the involvement of 70% of respondents was strengthened.

Process skills are key to building community capacity. Conflict management classes taught statewide provided the following results. Fifty participants provided feedback on knowledge and skills gained.

The results from the evaluation show that the majority of participants acquired the necessary knowledge and skills to positively manage conflict.

- 86 percent agreed that at the end of the workshop they could list up to three conflict resolution strategies.
- 94 percent agreed that they could successfully compare/contrast interests and positions.
- 88 percent agreed that they had learned how to use strategies to prevent conflict.
- 88 percent agreed that their participation in the workshop would help them to be more effective in their work/personal life.
- 90 percent of the attendees found that the workshop was a valuable or very valuable experience.

End of session evaluations on all programs showed knowledge gained and skills improved. Over half of respondents indicated they planned to make positive changes as a result of classes.

Key Items of Evaluation

Capacity for serving on governmental or non-profit boards increased as a result of educational programming by UW Extension. Over 91 percent report more confidence and skills working on boards.

Extension Volunteer Organization for Leadership, Vitality, & Enterprise (EVOLVE) the curriculum utilized for community leadership programs has become a model for the Western States. In place for over 15 years, the program has success in developing capacity of community members to serve in leadership roles.