

**V(A). Planned Program (Summary)**

**Program # 15**

**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%	40%	0%	0%
806	Youth Development	60%	60%	0%	0%
	<b>Total</b>	100%	100%	0%	0%

**V(C). Planned Program (Inputs)**

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

Year: 2014	Extension		Research	
	1862	1890	1862	1890
<b>Plan</b>	35.0	11.0	0.0	0.0
<b>Actual Paid</b>	19.2	8.0	0.0	0.0
<b>Actual Volunteer</b>	0.0	100.0	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
250810	562574	0	0
1862 Matching	1890 Matching	1862 Matching	1890 Matching
250810	343788	0	0
1862 All Other	1890 All Other	1862 All Other	1890 All Other
2076595	0	0	0

**V(D). Planned Program (Activity)**

## **1. Brief description of the Activity**

### **AgriLife Extension**

The following activities will be 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.

### **Cooperative Extension Program**

Provide one-on-one consultations

Conduct educational programs and classes

Exhibit educational displays at various sites

## **2. Brief description of the target audience**

### **AgriLife Extension**

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.

### **Cooperative Extension Program**

The target audience includes partnering with underserved youth, families, and community organizations to recruit and train volunteers. One recent challenge posed by NIFA's Director of Youth & 4-H has been to combine professional and volunteer development. Additional audiences that will be targeted include Extension faculty, young professionals, students, and the unemployed who may be limited-resourced or commit to serve those who are.

## **3. How was eXtension used?**

eXtension was not used in this program

## **V(E). Planned Program (Outputs)**

### **1. Standard output measures**

2014	Direct Contacts Adults	Indirect Contacts Adults	Direct Contacts Youth	Indirect Contacts Youth
<b>Actual</b>	94431	1357599	13906	0

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

**Patent Applications Submitted**

Year: 2014  
 Actual: 0

**Patents listed**

**3. Publications (Standard General Output Measure)**

**Number of Peer Reviewed Publications**

2014	Extension	Research	Total
<b>Actual</b>	0	0	0

**V(F). State Defined Outputs**

**Output Target**

**Output #1**

**Output Measure**

- # group educational sessions conducted.

Year	Actual
2014	4246

**Output #2**

**Output Measure**

- # of volunteers and staff that participate in professional /volunteer leadership development and service-learning.

Year	Actual
2014	68

**Output #3**

**Output Measure**

- # of community service and service-learning hours provided by volunteers and participants.

<b>Year</b>	<b>Actual</b>
2014	1127

**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 implement a volunteer management plan.
4	% increase of readiness by participants for the world of work.
5	% increase in value for service for participants.
6	% of participants who apply citizenship, leadership, and job skills.

## **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**

<b>Year</b>	<b>Actual</b>
2014	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 2014, 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 98% believe what they learned has given them the ability to make better leadership decisions, including being an effective communicator and good listener. Additionally, 96% have developed or improved their teamwork skills, and 95% are more confident in serving in a leadership role.

#### 4. Associated Knowledge Areas

KA Code	Knowledge Area
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
2014	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. One educational response is to develop adults and youth in counties to be leaders of tomorrow. It is the responsibility of AgriLife Extension and the 4-H Youth Development Program to provide volunteers with high-quality, educational opportunities and resources so they are best equipped to lead programs.

###### **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 and Extension volunteers 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 believe what they learned gives them the ability to lead more effectively and are equipped with information and resources to use as a leader. Additionally, 97% of volunteers that

participated in training specific to their volunteer role indicated that what they learned provides them with the knowledge and ability to be a better volunteer leader.

#### 4. Associated Knowledge Areas

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

#### Outcome #3

##### 1. Outcome Measures

# of counties who implement a volunteer management plan.

##### 2. Associated Institution Types

- 1862 Extension

##### 3a. Outcome Type:

Change in Action Outcome Measure

##### 3b. Quantitative Outcome

Year	Actual
2014	0

##### 3c. Qualitative Outcome or Impact Statement

###### **Issue (Who cares and Why)**

The Texas 4-H Youth Development Program has over 25,000 adult volunteers that help lead the program. However, as an agency and as a 4-H Program, we are not taking full advantage of their skill set to grow the 4-H Program. In addition, County Extension Agents are not being rewarded for leading programs that target volunteers and their impact (there are few outcome, now in-depth programs, in this area). Therefore, the Texas 4-H Youth Development Program's Volunteer Mobilization Plan is designed to emphasize the utility of volunteers to help increase youth enrollment. For the Texas 4-H Youth Development Program to grow (and the agency as well), there needs to be greater emphasis on volunteer mobilization and actually measuring the impact they are having versus measuring the impact of one program on one youth audience.

###### **What has been done**

The volunteer mobilization plans provide a foundation for the type of programs with emphasis on volunteers as the target audience. The approach includes trainings, volunteer resources, evaluation tools and in-depth program plans. These plans were made in all individual counties in Texas with implementation beginning in calendar year 2015.

### Results

No measurable results are available at this point. However, volunteer mobilization results are anticipated after calendar year 2015. The volunteer mobilization plan approach was outlined, as well as a timeline template developed. Evaluation tools have also been developed and provided to Regional Program Leaders and County Extension Agents, aimed at capturing results related to volunteers reach (# of youth), project areas volunteers led, observed changes in youth, as well as personal changes as a leader, and needs of volunteers to be a more effective leader.

### 4. Associated Knowledge Areas

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

### Outcome #4

#### 1. Outcome Measures

% increase of readiness by participants for the world of work.

#### 2. Associated Institution Types

- 1890 Extension

#### 3a. Outcome Type:

Change in Action Outcome Measure

#### 3b. Quantitative Outcome

Year	Actual
2014	134

#### 3c. Qualitative Outcome or Impact Statement

##### Issue (Who cares and Why)

The 4-H program empowers youth to reach their full potential, working and learning in partnership with caring adult adults. Traditionally, parent involvement has been a critical component for program success. Reaching new and underserved audiences will require that additional volunteer bases be engaged to address the needs of local youth.

##### What has been done

The Cooperative Extension Program 4-H program recruited, screened and trained 200 adult volunteers. Three grants were secured to support developing teens as volunteers.

### Results

According to survey responses, 67% of adult volunteers state the professional and adult leadership development they received better prepared them for work.

#### 4. Associated Knowledge Areas

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

#### Outcome #5

##### 1. Outcome Measures

% increase in value for service for participants.

##### 2. Associated Institution Types

- 1890 Extension

##### 3a. Outcome Type:

Change in Condition Outcome Measure

##### 3b. Quantitative Outcome

Year	Actual
2014	190

##### 3c. Qualitative Outcome or Impact Statement

###### **Issue (Who cares and Why)**

The opportunity to value and practice service has been identified as one of the eight essential elements of positive youth development. It is also a critical component for successful volunteer recruitment and retention. Giving back to others in meaningful ways helps youth and adult leaders learn about themselves as well as gain exposure to the larger community.

###### **What has been done**

Teen volunteers and adult leaders have been able to serve others as project leaders, contest judges/coaches/mentors, club managers, ambassadors, and committee members. Additional service opportunities have included cleaning cemeteries, donating shoes to school children, providing care boxes to soldiers, cleaning cages at animal shelters, serving the homeless dinner, providing science lessons at a museum, rebuilding playgrounds, etc.

###### **Results**

According to survey responses, 95% of adult volunteers state the professional and adult leadership development they received better prepared them for work.

#### 4. Associated Knowledge Areas

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

#### Outcome #6

##### 1. Outcome Measures

% of participants who apply citizenship, leadership, and job skills.

##### 2. Associated Institution Types

- 1890 Extension

##### 3a. Outcome Type:

Change in Action Outcome Measure

##### 3b. Quantitative Outcome

Year	Actual
2014	91

##### 3c. Qualitative Outcome or Impact Statement

###### **Issue (Who cares and Why)**

The 4-H National Framework for Volunteerism states the organization relies on the strong ethic of volunteerism. The active preparation, training, and involvement of volunteers improve the credibility and integrity of the 4-H program. It is important that once additional knowledge is gained, volunteers apply skills inside the 4-H setting.

###### **What has been done**

Teen volunteers and adult leaders have been trained with science-related job skills (robotics and equine management) and developed citizen leadership around healthy living. Some others have been recruited to serve on committees and manage clubs.

###### **Results**

According to survey responses, 91% of adult volunteers state they have been able to apply citizenship, leadership, and/or job skills in or outside the 4-H context.

#### 4. Associated Knowledge Areas

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

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806 Communities  
Youth Development

#### **V(H). Planned Program (External Factors)**

##### **External factors which affected outcomes**

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

##### **Brief Explanation**

No external factors reported

#### **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**