This document was created to assist educators in developing an understanding of how the Extension Career Stream Level Guidelines and Purdue Competencies fit within Extension. If you have questions, please reach out to your District Director.

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| **Extension Career Stream Level Guidelines** |   |   |
|  | P1-P2 | P3 | P4 | P5 |
| **Expertise** | Local | Regional | State | National |
| **Geographic Coverage** | County | Area/District | State | Multi-state or national events |
| **Impact Statements** | Collective impact | Success story/collective | Mid to long-term impact statements | Mid to long-term impact statements |
| **Relationship Building**  | Local relationships | Regional relationships | State relationships | National Extension relationships |
| **Leadership** | Support Area/District efforts | Lead Area/District efforts | Lead state-wide efforts | Lead focus areas |
| **Resource Generation & Fee-Based Activities** | Local grants for local programs and fee-based activities | Regional or state level grants and fee-based programs  | Grant opportunities with campus and fee-based activities | Grants and fee-based activities that support new programming |
| **Programming** | Deliver programs | Develop programs | Development team on state-wide programs | Multi-state or national deployment |
| **Publications & Curriculum** | Newsletters | Newsletters | Works with teams to Revise or create curriculum | Recognized as a leader in the creation of curriculum |

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| **Competencies** |   |   |   |   |
|  | P1-P2 | P3 | P4 | P5 |
| **Culture and Values** |  |  |  |  |
| **Diversity, Equity & Inclusion** | We are an EEO organization. It is our priority to represent and serve a diverse population and be an inclusive organization. | We are an EEO organization. It is our priority to represent and serve a diverse population and be an inclusive organization.  | We are an EEO organization. It is our priority to represent and serve a diverse population and be an inclusive organization. | We are an EEO organization. It is our priority to represent and serve a diverse population and be an inclusive organization. |
| **Organizational Citizenship, Positive Relationships & Teamwork** | Helping others, building relationships and contributing to teams | Helping others, building relationships and contributing to and leading teams | Helping others, building relationships and contributing to and leading teams | Helping others, building relationships and contributing to and leading teams |

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| **Competencies**  |

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|  |  | P1-P2 | P3 | P4 | P5 |
|  | **Job Performance** |   |   |   |   |
|  | **Needs Assessments & Advisory Boards** | Advisory Committee is meeting a minimum of twice per year and identifies priorities with educators reporting back on programming accomplishments and impact. | Advisory Committee is meeting a minimum of twice per year and identifies priorities with educators reporting back on programming accomplishments and impact. The advisory committee is involved with programming through marketing, partner in program delivery, and program funding. | Advisory Committee is meeting a minimum of twice per year and identifies priorities with educators reporting back on programming accomplishments and impact. The advisory committee is involved with programming through marketing, partner in program delivery, and program funding. | Advisory Committee is meeting a minimum of twice per year and identifies priorities with educators reporting back on programming accomplishments and impact. The advisory committee is involved with programming through marketing, partner in program delivery, and program funding. |
|  | **Statewide/Signature programs** | Educators will have four, except those with CED responsibilities will have three | Educators will have four, except those with CED responsibilities will have three | Educators will have four, except those with CED responsibilities will have three | Educators will have four, except those with CED responsibilities will have three |
|  | **Learning Events** | 20-40 annually  | 20-40 | 20-40 | 20-40 |
|  | **Authored Impact Statements** | Need 1; team or individual | Need 2; team and individual | Need 3; team and individual | Need 3; team and individual |
|  | **Communication & Marketing of Programs** | Uses various means for marketing of programs. | Uses various means for marketing of programs. | Uses various means for marketing of programs. | Uses various means for marketing of programs. |

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|  | **Competencies**  |   |   |   |   |
|  |  | P1-P2 | P3 | P4 | P5 |
|  | **Professional & Career Development** | **Development** |   |   |   |
|  | **Professional Development** | Attends and Incorporates knowledge from relevant professional development into Extension Programs | Attends and Incorporates knowledge from relevant professional development into Extension. Facilitates the professional development of educators and/or volunteers. | Attends and Incorporates knowledge from relevant professional development into Extension Programs. Facilitates the professional development on a regional basis.  |  Attends and Incorporates knowledge from relevant professional development into Extension Programs. Facilitates the professional development of educators and/or volunteers on a state or national basis. |
|  | **Onboarding** | Completes new educator onboarding and required trainings | Completes all required trainings | Completes all required trainings | Completes all required trainings |
|  | **Coaching & Mentoring** | Seeks feedback from mentors and coaching from others | Uses skills to mentor, develop and coach others. Seeks feedback from mentors and coaching from others | Uses skills to mentor, develop and coach others. Seeks feedback from mentors and coaching from others | Uses skills to mentor, develop and coach others. Seeks feedback from mentors and coaching from others |