

2020-2021 4-H Program Goals and Expectations

4-H Goals are Connected to 4-H Mission Areas and Volunteerism

Civic Engagement/Leadership: 4-H civic engagement and leadership programs empower young people to be well-informed individuals who are actively engaged in their communities and the world. Youth learn about civic affairs, build decision-making skills and develop a sense of understanding and confidence in relating to and connecting with other people.

STEM/Agriculture: 4-H STEM programs provide youth the opportunity to learn about Science, Technology, Engineering and Math (STEM) through fun, hands-on activities. Topics that may be included in this mission area are plant, animal, environmental, food, engineering, robotics, aerospace, computer, and other technologies.

Healthy Living: 4-H healthy living programs help 4-H youth learn how to lead lives that balance physical, mental, social and emotional health and well-being.

4-H Volunteer Development: 4-H volunteer development programs serve as a force multiplier in reaching more youth in representative, equitable ways. Strong 4-H volunteer development is critical to long-term, sustainable, and high-functioning clubs.

Objectives should focus on the following.

1. 4-H Program growth (with strategy) – describe steps you plan to take to grow the county 4-H Program in each respective mission area. How will you include youth and adult volunteers in the development and implementation of this strategy to reach a diverse youth audience in each mission area?
2. Volunteer development - in what ways will you provide opportunities for youth and adult volunteers to develop their skills so that they will be able to assist with the implementation of programming in this mission area? How will volunteers be equipped with the skills and knowledge that they need to lead a safe, effective educational program for youth? Volunteers are capable of (and should be) assisting with the implementation of mission area programming. They can't assist us with program growth if they are not provided with the tools and expectation to do so.
3. Evaluation of educational programming with 4-H Common measures – evaluating the effectiveness of the programs offered in each mission area is essential. 4-H Common Measures is one tool that can be used to evaluate the knowledge gained and attitudes of those who have participated in the program. Which one or two programs in this mission area do you plan to evaluate using 4-H Common Measures in the coming year? Are there other programs you will evaluate using a different evaluation tool?

This will be shared with educators when talking with them: (this is not an all inclusive list)

4-H Youth Development Expectations

- Program Growth: 4% growth goal for each county resulting in an increase in the number of youth participants and new 4-H Clubs across Indiana. Additional expectation that growth goals include evidence of strategies for reaching new audiences of youth who have previously been underserved or underrepresented in programs. It is also important to note that enhancing the programming within existing clubs is a good way to retain existing members and gain new ones. (Incorporating the “Supporting New 4-H Families” resources is one method to achieve this expectation.)
- 2 SPARK Clubs focused on NEW audiences of youth, per county. These should be volunteer led and afford the opportunity to connect **new** volunteers with new ideas and new energy.
- To build a consistent program statewide, each county should have participation over time in key statewide 4-H events such as State 4-H Jr Leader Conference, 4-H Academy, 4-H Round Up, 4-H Leadership Summit, Teens as Teachers, and Experience 4-H opportunities.
- Market and increase attendance and participation in statewide, educational 4-H events and activities; participate as a chaperone in at least one of these events annually.
- Meet with Expansion and Review Committee at least two times per year to identify future programming opportunities and methods to continue to grow the county program to meet the needs of the county population.
 - *For assistance with guidelines for Expansion and Review Committees and resources for working with these committees see: Indiana 4-H Intranet/Staff and Volunteer Resources/4-H Expansion and Review*
- Increase number of volunteers and deliver at least 3 Volunteer Development Trainings per year: Increase the diversity of the volunteers serving the 4-H Program so that the 4-H volunteers are representative of the demographics within the county population. Expand new volunteer resources, training/development opportunities and quality of materials.
 - Staff should be interfacing with 4-H volunteers on a regular basis. For programming ideas that can be shared with volunteers see: *Indiana 4-H Intranet/Staff and Volunteer Resources/ and the volunteer tab of the Indiana 4-H Website*. Many resources are available such as: 4-H Mentor Manual, 4-H Youth Development Council Handbook, Indiana 4-H Leadership Summit, North Central Region 4-H Volunteer e-Forums, Essential Elements of 4-H Youth Development, New 4-H Volunteer Orientation, and resources related to each of the 4-H Mission Areas. *Please note:* volunteer development should be designed for all 4-H volunteers; not just those who lead 4-H clubs.
- Follow Policy and Procedures for screening and approving Adult 4-H Volunteers.

- Serve as an advisor to 4-H Council, 4-H Fair Board (if applicable), and related groups. Incorporate volunteer development as appropriate for these advisory boards including use of the Indiana 4-H Youth Development Council Handbook (<https://extension.purdue.edu/4h/Pages/CouncilHandbook.aspx>).
- Provide oversight to the financial management of 4-H accounts, including financial Reviews/Audits, collection of annual Financial Reports, and appropriate filing of reports with the IRS and state governmental agencies.
- Provide leadership and guidance to others during county fair activities
- Attend and actively participate in Fall 4-H Youth Staff Conference
- Provide programming in each mission area and develop expertise in one of the areas
- Work with Educators in the County Office and across the Area/District to offer program opportunities.
- Seek opportunities to engage with programming at the State level.
- Utilize 4-H Common Measures for evaluation/impact statements
- Utilize 4-H Online 2.0 and Fair Entry
- Volunteer at Indiana State Fair