

# Expectations of All ANR Educators



Extension - Agriculture  
and Natural Resources

## I. Core Job Expectations (“Have to do’s”)

- a. Be actively engaged in your role on Plan Commission as designated by state statute (most counties). Educators are strongly discouraged from serving as President. Do not serve on Board of Zoning Appeals. If not a resident of the county, the educator will serve as a member of the Plan Commission in a non-voting advisory capacity. Non-resident educators should not serve on the Plan Commission of their county of residence.
- b. Participate in Land Use trainings to keep up-to-date.
- c. Provide Pesticide Applicator Recertification Program (PARP) trainings in county and complete certification requirements by completing Core and Category 1 Agriculture Pest Management within first year of employment dependent upon OISC class schedules.
- d. Complete weekly Crop and Weather reporting to NASS during growing season.
- e. Complete National Incident Management System (NIMS) IS 100 and IS 700 on-line training courses.
- f. Conduct ongoing needs assessment in ANR with ANR Advisory Committee (not a goal in itself after first year).
- g. Your Extension program should include you teaching frequently.
- h. Include at least 2 signature programs in your educational offerings.
- i. Conduct evaluations of some of the key educational events you lead to measure short and medium-term impacts and report those results in Digital Measures.
- j. Provide plant and pest diagnostics and management recommendations for local stakeholders.
- k. Assist livestock and poultry producers with management recommendations.
- l. Assist County Team with the Fair (all hands-on deck).
- m. Attend State ANR Fall Retreat.
- n. Connect with stakeholders in all facets of Agriculture and Natural Resources. Work closely with Indiana Conservation Partnership members (FSA, NRCS, SWCD, DNR, and FWS).
- o. Interact with local media in a positive manner.
- p. Depending on county needs, engage with the following expectations:

### General ANR

- i. Participate in On-Farm Research, PAC field days and research, or INfield Advantage.
- ii. Assist with Master Gardener program and volunteers, community gardens, and farmers markets.
- iii. Introduce yourself to County Emergency Management Director. Determine if your county EMA Plan has the County Extension ANR Educator as a primary or secondary support agency. If listed as primary, contact ANR Program Leader’s office.
- iv. As needed, fulfill the “livestock in disasters” Emergency Support Function 11 of your county’s emergency management plan.

### Hort/Urban Ag

- i. Coordinate Master Gardener program and volunteers.
- ii. Assist community gardens and farmers markets as needed.
- iii. Assist as needed with demonstration gardens and plots.
- iv. Collaborate with non-governmental organizations (NGOs) active in horticulture.

- v. Work closely with Indiana Native Plant and Wildflower Society, Solid Waste District, and city parks.
- vi. Provide Urban Agriculture educational programs.
- vii. Be recognized for leadership within your area in Urban Agriculture programs.
- viii. Actively participate with other Urban Agriculture educators and the Urban Agriculture Coordinator in development and delivery of programs.
- ix. Provide resources and assistance to urban farmers, community gardens, farmers' markets, local health departments, USDA, local food councils, and other related Urban Ag entities.
- x. Work with IDEM and other regulatory agencies when needed.
- xi. Be an active member of the DFFS Focus Group.

### **Urban Ag**

- i. Provide Urban Agriculture educational programs.
- ii. Be recognized for leadership within your area in Urban Agriculture programs.
- iii. Actively participate with other Urban Agriculture educators and the Urban Agriculture Coordinator in development and delivery of programs.
- iv. Provide resources and assistance to urban farmers, community gardens, farmers' markets, local health departments, USDA, local food councils, and other related Urban Ag entities.
- v. Work with IDEM and other regulatory agencies when needed.
- vi. Be an active member of the DFFS Focus Group.

## **II. Goal-Oriented Expectations (“Expected to do’s”)**

- a. Develop and maintain an area of expertise that matches your training/skills and the county needs.
- b. Select and report on at least one goal contributing to a “Focus Group” in ANR.
- c. Leadership of at least one program (e.g. submit impact statement) under that goal.
- d. Additional team work in programming and deliverables demonstrated under that goal, including teaching.
- e. Other goals selected among ANR goals should reflect needs of the county and result in county and area programming to address those needs.
- f. Educators with split appointments may have one goal from the other area and one from either area in addition to their ANR focus group-related goal.
- g. Evidence of teaching, program delivery, and assessment under all three goals.

## **III. For split appointments, the list of requirements is still largely the same. The number of goals directly related to ANR is less. Percentage of assignment is considered in accomplishments.**

### **Indicators:**

- 1) Indicators that identify when an educator is working at an exceptional level?**
  - Lead and teach programs inside the county, regionally (P2), and statewide (P3).
  - Participate in the delivery and development (P2) of programs.
  - Participate in the delivery and development (P3) of signature programs.
  - Lead or participate in efforts to secure outside funding through local grants or gifts (P2), regional or state grants (P3), or as a co-PI with campus specialists (P4).
  - Develop a reputation statewide for expertise in an area (P3).

- Have county programs adopted in other counties (P2).
- Receive positive feedback from participants in programs.
- Include positive impact in addition to outputs in annual report.
- Use negative or lukewarm feedback to improve programs.
- Use needs assessment in program planning and delivery.
- Include needed programming in areas outside of area of expertise.
- Participate fully in area and Focus Group activities, including leading when appropriate.

**2) Indicators that identify when an educator that is **not meeting expectations?****

- Relying too much on others for program delivery.
- Not seeking input through needs assessment.
- Not being connected to certain groups of clientele.
- Not relaying a story in annual report and impact statements.
- Focusing on outputs, not impacts, in annual report.
- Reporting lukewarm feedback on programs selected for reporting.
- Receiving negative reviews from Extension Board.
- Focusing programs only on areas of comfort.
- Lack of engagement with the local Ag community.

# **ANR Programmatic Goals for Educators**

## **Diversified Farming and Food Systems**

Goal 1: To build capacity for all forms of farm diversification throughout the state through innovative educational programs, practical research, connecting people, relationship building, and networking.

OR

Goal 2: To enhance the sustainability of farmers and local businesses to position themselves to take advantage of opportunities and technology adoption in the local and regional food supply chains, including the supply, procurement, and consumption of Indiana food products.

## **Farm Management**

Goal: To build capacity of agribusinesses and farms to address economic issues in business planning, operational management, strategic decision making, marketing and business transition. To assist farmers in dealing with stress related to volatile markets and unusual weather.

## **Field Crops**

Goal: To enhance Indiana stakeholders' understanding of crop production issues; to support decision-making by farmers in the production, protection, and storage of agronomic crops, including corn, soybeans, wheat, hay/forage, and other field crops; to enhance the long-term sustainability of field crop production by improving soil health; and to improve profitability through the use of digital agriculture techniques.

## **Food and Farm Safety**

Goal: To enhance the adoption of farm and food safety practices and emergency preparedness to reduce risk and mitigate impact of foodborne illness, farm accidents, and farm and community emergencies.

## **Horticulture**

Goal: To enhance Indiana stakeholders' understanding of commercial horticulture issues, including production, protection, and marketing; to enhance understanding of the opportunities and challenges of production of horticultural crops in protected environments; to improve production, protection and decision-making in the turf industry; to improve practices and decision-making of homeowners/backyard gardeners.

## **Livestock**

Goal 1: Educate and train producers on best management practices across food animal species to increase the financial stability for producers.

OR

Goal 2: Help producers identify and address issues affecting forage quality and to increase utilization of forage testing techniques to better address forage feeding requirements.

OR

Goal 3: Provide stakeholders with resources and training regarding health, wellbeing, safe handling, nutrition, reproductive management, marketing, and processing to support informed decision making and timely interventions for commercial and small scale production of livestock, poultry and companion animals.

## **Natural Resources and Land Use**

Goal 1: To foster integrative decision making and natural resource management plans to sustain and improve resources for food, fiber, fuel and drinking water, promote economic growth, create recreation opportunities, improve health of forests, waterbodies, and other ecosystems, provide wildlife habitat, or conserve open space and wildlands.

OR

Goal 2: To enhance Indiana stakeholder's understanding and decision making about land use planning, policies, and practices that enhance their local environment and community quality of life.

## **Signature Programs**

American Citizen Planner

Annie's Project

Beginning Farmer

Beginning Livestock and Poultry 101

IPM Field Crops

Master Gardener

Rainscaping Education

The Nature of Teaching

Unmanned Aerial Systems