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 Area Director.

Resources <https://www.purdue.edu/hr/lod/media/videos/jf/story_html5.html>

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| **Extension Career Stream Level Guidelines** |   |   |
|  | P1 | P2 | P3 | P4 | P5 |
| **Expertise** | Entry level experience | Local | Regional | State | National |
| **Statewide/Signature programs** | Educators will deliver 2 except those with less than 1 year experience | Educators will deliver 4, except those with CED responsibilities will have 3 | Educators will deliver 4, except those with CED responsibilities will have 3Leadership responsibilities or delivering in a broader geography | Educators will deliver 4, except those with CED responsibilities will have 3Leadership responsibilities or delivering in a broader geography | Educators will lead 4 except those with CED responsibilities will have 3Leadership:-curriculum updates-impact statements-data collection |
| **Learning Events****Sessions** **Number of Participants**  | 20-25 learning events 30-40 sessions 15-20  | 20-25 learning events 30-40 sessions 15-20  | 25-30 learning events40-50 sessions15-20 | 30+ learning events50+ sessions15-20 | 30+ learning events50+ sessions15-20Demonstrated leadership of learning events/teams |
| **Authored Impact Statements** | Need 1; team or individual except those with less than 1 year experience  | Need 1; team or individual  | Need 2; team and individual | Need 3; team and individual  | Need 3; team and individual |
| **Leadership** | Contributes to local efforts  | Leading local efforts & Support Area efforts | Lead Area efforts | Lead state-wide efforts | Lead focus areas or Lead national efforts |
| **Funding for Salaries** | $2000 annually | $4000 annually | $4000 annually | $4000 annually  | >$4,000 annually  |
| **Funding** | Follow state-wide programmatic fee-based activity guidelines | Local grants/sponsorships for local programs and fee-based activities | Regional or state level grants/sponsorships and fee-based programs  | Grant/sponsorships opportunities with campus and fee-based activities | Grants/sponsorships and fee-based activities that support new programming |
| **Innovation** | Innovative team programming | Innovative programming on local bias with development and leadership role  | Innovative on an area basis with development and leadership role | Innovative programing on a state basis with development and leadership roles  | Innovative programming on a national basis with development and leadership role.  |
| **External Collaboration** | Extension collaboration (Local and Area)  | Local collaboration with outside partners.  | Area Collaboration with partners outside Extension  | State collaboration  | Multi-State/national collaboration |
| **Programming** | Delivers programs | Deliver programsDemonstrating innovationCollaborating between program area | Develop programs | Development team on state-wide programs | Multi-state or national deployment |
|  | **Competencies** |  |  |  |  |  |
|  | **Job Performance** | P1 | P2 | P3 | P4 | P5 |
|  | **Needs Assessments & Advisory Boards** | Identify and recruit individuals to serve on advisory committees | Advisory Committee is meeting a minimum of twice per year and identifies priorities with educators reporting back on programming accomplishments and impacts.  | Advisory Committee is meeting a minimum of twice per year and identifies priorities with educators reporting back on programming accomplishments and impacts. 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 impacts. 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 impacts. The advisory committee is involved with programming through marketing, partner in program delivery, and program funding. |
|  | **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. | Uses various means for marketing of programs. |
|  | **Professional &** **Career Development** | P1 | P2 | P3 | P4 | P5 |
|  | **Professional Development** | Completes all required training. | 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. |
|  | **Coaching & Mentoring** | Seeks feedback from mentors and coaching from 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  | Uses skills to mentor, develop and coach others. Seeks feedback from mentors and coaching from others |
| **Culture and Values** | P1 | P2 | P3 | P4 | P5 |
| **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. | We are an EEO organization. It is our priority to represent and serve a diverse population and be an inclusive organization. |
| **Organizational Leadership Positive Relationships, Teamwork & Collaboration** | Helping others, building relationships and contributing to teams | 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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