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4-H CLUB

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PLAN OF WORK

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William C. Cooper
Extension District 4-H Club Agent
Negro Work

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A & T COLLEGE

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GREENSBORO, NORTH CAROLINA

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*District
4-H Club Agent*



AGRICULTURAL EXTENSION SERVICE

COOPERATIVE EXTENSION WORK IN AGRICULTURE & HOME ECONOMICS
AGRICULTURAL AND TECHNICAL COLLEGE
GREENSBORO, NORTH CAROLINA

April 3, 1963

Mr. L. R. Harrill
State 4-H Club Leader
State College Station
Raleigh, North Carolina

Dear Mr. Harrill:

I am submitting the 4-H Club Plan of Work
for the District Negro 4-H Club Agent at A. and
T. College.

Respectfully submitted,

William C. Cooper
Extension District 4-H Club Agent
Negro Work

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4-H PLAN OF WORK

A & T COLLEGE
Greensboro, North Carolina

I. THE SITUATION:

Ever since the District meetings were held in December of 1960, for all county extension personnel, North Carolina has been moving toward getting all of its club work done through the Community 4-H Club method. In the meetings of 1960, the idea was discussed with the agents. Reasons why this idea would improve club work in North Carolina were given. A study of progress reports on Community 4-H Club work indicated that at the beginning of 1963, some specific situation factors, as stated below, were in the picture. The 52 counties were in varying degrees of development. There were six counties still in schools and had not started any 4-H Club work. Six counties were out of schools and had some community 4-H Club work, but not organized according to the recommended practices. Five counties were still in schools and had some organized Community club work. One county was out of schools and had no community club work. Thirty-four counties were out of schools and in varying stages of Community 4-H Club work. Even though most of the counties seemed to be following the basic seven steps in the Community 4-H Club development, most

of them had short cut the basic steps. This has slowed progress and created problems. There were some vacancies in some counties and new personnel in others. There were new agents in Martin, Franklin, Warren, Wayne and Wilson counties. New agents were expected in Chatham, Robeson, Bertie and Northampton counties before July 1, 1963. The new agents already on the job and those to be placed will not have the background training on Community 4-H Club concept and procedures for organization.

Only one or two of the counties had a definite written program of work for developing Community 4-H Club within the county. When agents have been training leaders, the area that seems to have given the most trouble has been helping the leaders understand how to develop the local club program.

At the state office, there was only one District 4-H Club Agent to work with the 52 counties. The second person has been ill since August, 1962. There were no indication as to when the person would return to work.

People in North Carolina are still faced with problems of increasing their income by expansion of farm enterprises efficiency and off farm employment. They are trying to improve housing and get conveniences. Improving the quality of education, and developing community pride, leadership and citizenship ability among themselves are other areas of concern. These

relate to 4-H Club work; they point up the need for educational opportunities to be provided for 4-H members within the counties and beyond the county line.

II. OBJECTIVES FOR THE YEAR:

Based on the situation, the 4-H Club Agent will work in conjunction with the district supervisors, the state agents and the 4-H Club staff to carry out the following objectives:

- A. Work with agents to evaluate the Community 4-H Club program in their counties; procedures followed and techniques used to develop volunteer adult leadership to date will be studied.
- B. Develop in agents the ability to teach leaders how to more effectively base their local club program on the overall county extension program.
- C. Develop in agents the understanding of how certain activities such as projects, demonstrations, camping, State 4-H Week, etc., fit into and support the agents' teaching program, designed to develop leadership and citizenship of the people within the county.
- D. Develop in agents the value of a written program and plan of work for development of Community 4-H Club work within the county.

- E. Develop in agents the ability to make decisions about commitments basic to their teaching in the further development of Community 4-H Club program. The commitments are to include a written program and plan of work on a long time basis and for the current year.
- F. Develop an understanding with extension personnel and people outside extension so effective educational opportunities may be provided for development of young people within and beyond county lines.

III. APPROACH TO WORK IN 1963:

Based on the situation and objectives, development of volunteer 4-H leadership for Community 4-H Club work will be the foundation for teaching agents. The District 4-H Club Agent will work with the 4-H Club staff in Raleigh and other state staff members at A & T College in making the approach to teach agents how to make continuous progress with Community 4-H Clubs. The district 4-H agent will also work with committees, subject-matter specialists and people outside of extension in giving an overall direction to the new approach in doing 4-H Club work in the state and providing opportunities for educational activities beyond county lines for 4-H Club members.

A. What Will Be Taught:

1. Evaluation of Community 4-H Club work in relation to seven basic steps - all counties.

2. The background information and procedures for doing Community 4-H Club work will be taught to all new agents - nine counties.
 3. How to teach leaders to build their local club program based on the overall county extension program - all counties.
 4. How to go about the principles and procedures for developing a long-time program of work and an annual plan of work for Community 4-H Club work in the given county - all counties.
 5. How to help people understand the values of educational opportunities and events as part of the county teaching plan for the development of people - all counties.
- B. Who Will Do The Teaching:

The training of agents in the above areas will be done primarily by the state staff members from A & T College. The principal teachers will be the district supervisors and district 4-H Club agent. These people will work as a team sometimes and sometimes as individuals. People other than A & T staff members will assist in the teaching at the discrepancies of the administration and the state agents.

- C. How The Teaching will Be Done:

District training meetings will be held with agents to give them the opportunity to help evaluate the progress that

they have made and to give them additional information about the involvement of people to do Community 4-H Club work. The major portion of the training will be done in county conferences or small groups of agents. In most of the county conferences, the 4-H Club agents and the two district supervisors will work as a team. A series of individual county conferences and small group meetings will be held with agents whereby they will evaluate the procedure they have followed in terms of using the basic seven steps as the standards for comparison. The ways of improving the teaching and the development of volunteer leadership will be agreed on county by county as this evaluation takes place in the conference. A sample plan of work will be sent to each county as a basis guide that they may use to get a written program and plan of work developed for Community 4-H Club work. Conferences, district meetings and small group meetings will be held with agents to help them understand new literature that is being developed and how to use it. The conference will also be held with agents in the county to help them understand how to develop a local club program based on the county program of work. This will be done to help them improve their teaching of leaders and program planning. Some teaching of the agents will be done

through correspondence and working with committee of agents who will in term correspond with agents.

D. Providing of Addition Educational Opportunities:

The district 4-H Club agent will work in cooperation with agents, committees, state agents, district supervisors, specialists, leaders, club members, 4-H Alumni representatives and members of the 4-H Club Foundation in order to carry out educational opportunities and support of 4-H Club work beyond the county level. Activities in which district agents will be deeply involved are as following:

1. The Board of Directors and Membership of the 4-H Club Foundation.
2. 4-H Alumni Steering Committee.
3. District 4-H Club committees.
4. District Demonstration Days.
5. Southeastern District 4-H Family Day.
6. State 4-H Camping.
7. State 4-H Livestock Judging.
8. State 4-H Club Week.
9. State 4-H Dairy Judging.
10. State 4-H Conservation Conference.
11. State YMW Conference.
12. Three District Recognition Days.

In addition, the 4-H Club agents will be involved in special adult activities such as: State Home Economics Council meeting; The Farm and Home Week; and work with the A I D Program as they attend the College. Some time will be devoted to other special activities that we will develop during the year.

E. Giving and Receiving Cooperation:

The District 4-H Club Agents will work with other departments, agencies and individuals to get support for 4-H Club work and give support where requested. The 4-H Agents will serve on special committees at the request of the administration and the state agents.

F. In-Service Training and Self Improvement:

Time will be devoted to in-service training and communication which will include monthly staff meetings in Raleigh, staff meeting at A & T and special instructional meetings for self improvement which will develop from time to time. Self improvement will also include reading and study of certain educational and research materials.