

4-H YOUTH

Plan of Work For FY 77

North Carolina
Agricultural Extension Service
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PLAN OF WORK (FY 77)

SITUATIONAL STATEMENT

The potential 4-H audience in North Carolina is just over one million young people with slightly more than one-half being male. Fifty-eight percent of these youth reside in rural areas. Approximately 71 percent are white and 29 percent are non-white.

In 1975, 90,640 youth (or approximately 8 percent of the total youth population between 9 and 19 years of age) were enrolled in the North Carolina 4-H Program through participation in community clubs, special interest groups, project clubs and other special activities. Sixty-three percent of this enrollment are white and thirty-seven percent are non-white. Forty-five percent are males and fifty-five percent are females. Since 1970 the percentage of members 12 years of age or younger increased from 59 to 67 percent while the 16-19 age category decreased from 10 to 7 percent. This increase in younger membership occurred while the percentage of the population in these age categories in North Carolina decreased.

Seventy-six percent of the present 4-H members reside in rural areas. This represents a decrease of nine percent in rural membership since 1970; however, the total rural youth population of 4-H age also decreased and presently stands at 58 percent.

The number of leaders involved in the 4-H Program increased only slightly since 1970, from 11,175 to 11,368. The increase is the result of more junior or teen leadership while the actual number of 4-H adult leaders decreased. In this same time period, the membership in 4-H almost doubled.

The opportunities afforded today's youth are greater than those of any past generation. They are, in general, born into a better standard of living than the world has ever known. Expectedly, they will attain a higher level of education. Automation and scientific advancement will allow them to live longer, healthier lives during which they will have a wider choice of career opportunities as well as more time to pursue their own personal interests.

The stepped up pace and current trends of today's society have, consequently, changed the interests and life styles of youth. Confronted with drug and alcohol abuse, greater freedom in sexual relationships, an increase in broken homes, more leisure time, and an environment that potentially may not be able to meet their needs, they must become able to function independently and to make personally clarified decisions earlier in life. If they are to cope physically, socially, and psychologically with these changes, they must not only have a foundation in knowledge acquired; but they must also have skills in acquiring new knowledge and the self-confidence and self-esteem which enable them to act intelligently in social and personal situations.

With so many increased demands upon their time and energies, youth have a special need for opportunities to help them clarify values upon which to base their own sense of self-satisfaction, their relationships with others, and their ability to cope with the world in which they live.

PURPOSE NUMBER	TASK NUMBER	PURPOSE DEFINITION
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4-H Curriculum Development

Total Estimated Man Days: 554

The content of this program area is learning experiences that promote youth development. The major methods include projects, workshops, demonstrations, exhibits and exchanges. Examples of activities included in this area of program are international education including IFYE, 4-H projects, 4-H television, special emphasis programs, camping, recreation, exchange programs, community development and 4-H literature development.

Long Range Objective: To develop learning experiences, program guidelines and delivery systems that are most likely to capture the interest of youth and result in the development of life skills.

50	001	To develop learning experiences which are most likely to capture the interest of youth and result in the mastery of life skills. Estimated man days: 380
	002	To systematically investigate, formulate and introduce a procedure(s) for 4-H curriculum development. Estimated man days: 119
35	003	To cooperatively plan and implement a 4-H EFNEP Program. Estimated man days: 55

4-H Program Development

Total Estimated Man Days: 272

The contents of this area are organization development and the program development process. The emphasis is on working with and through groups of people to plan, implement and evaluate 4-H programs. The methods used in this area include 4-H councils, 4-H leader organizations, 4-H clubs and groups, 4-H committees and other 4-H organizations. Activity in this area of program include planning directed toward a long-range program plan, development of an annual plan of work, organization of new 4-H clubs and groups, assistance to various 4-H organizations, etc.

Long Range Objective: To review and revise procedures for the organization, operation and management of 4-H program development groups.

<u>PURPOSE NUMBER</u>	<u>TASK NUMBER</u>	<u>PURPOSE DEFINITION</u>
55	004	To prepare materials to assist Extension agents in the planning, design, implementation and management of 4-H program development groups. Estimated man days: 167
	005	To conceptualize the group dynamics and principles of organization development for the operation of the 4-H program. Estimated man days: 105

4-H Staff Development

Total Estimated Man Days: 418

The contents of this area are history, philosophy, objectives and organization and operation of 4-H; volunteer leadership development; teaching-learning process as it relates to youth development and management and administration of 4-H. The major methods used include personal contacts, training meetings, correspondence courses, use of multi-media materials and study tours. The major activities in this program area are identification, recruitment, training, placement, support and evaluation of staff in the 4-H program. The audiences in this program area are professional 4-H staff, 4-H program assistants and adult and youth volunteers.

Long Range Objective: To develop and articulate a systematic orientation and in-service education program for specialists, Extension agents and program assistants working in 4-H.

80	006	To orient all new Extension employees doing 4-H work to the philosophy, objectives, methods, procedures, roles and role relationships used in 4-H work in North Carolina. Estimated man days: 124
81	007	To provide in-service education opportunities to all Extension staff doing 4-H work to maintain a high level of proficiency in the conduct of 4-H programs. Estimated man days: 109
		<u>Long Range Objective:</u> To develop, use and support a large corps of trained junior, teen and adult volunteers serving a number of roles in the 4-H program.
45	008	To prepare alternative programs for the identification, placement, training and support of junior, teen and adult volunteers to work with youth and other volunteers in 4-H. Estimated man days: 185

PURPOSE
NUMBER

TASK
NUMBER

PURPOSE DEFINITION

4-H Program Support

Total Estimated Man Days: 300

The contents of this area are resource development and program interpretation. The focus is on the development of material and financial resources and the public support necessary to provide developmental opportunities for youth. The methods used are personal contacts, mass media, reports, meetings and informational-promotional publications. Activities in this area are the identification of resource needs, budgeting, donor contacts, public relations and interpretation and promotion. Audiences are prospective 4-H leaders and members, parents, donors and the general public.

Long Range Objective: To develop human, material and financial resources and the public support necessary to provide developmental opportunities for youth.

75	009	To develop a management system to identify and secure needed material and financial support at the state and county levels. Estimated man days: 210
	010	To identify and use three to five interpretive ideas for the promotion of youth and adult participation in and support of the 4-H program. Estimated man days: 90

4-H Evaluation and Accountability

Total Estimated Man Days: 184

The content of this area is twofold: documenting and reporting 4-H program results and evaluating individually one's role in the program. The focus is on gathering data on the impact of the 4-H program on youth, adults and the community and preparing the information so that it is usable by the publics to whom Extension is accountable for 4-H. Professionals as well as clientele also need assistance to be able to evaluate their own participation. The major activities are applied surveys and action research, screening and writing reports, the involvement of citizens in program evaluation and interaction leading to self-evaluation.

Long Range Objective: To gather data on the impact of the 4-H program on youth, adults and the community and prepare the information so that it is usable by the publics to whom Extension is accountable for 4-H.

<u>PURPOSE NUMBER</u>	<u>TASK NUMBER</u>	<u>PURPOSE DEFINITION</u>
75	011	To begin construction of a model for 4-H program evaluation that will guide the gathering of subjective and objective data to document results of the 4-H program on youth, adults and the community. Estimated man days: 105
75	012	To maintain balance in the total 4-H program with respect to audience, structure, subject matter content, methods and approaches. Estimated man days: 79

Summary of Results

The goals established in this Annual Plan of Work are designed to achieve the long range mission of increasing the efficiency and effectiveness of the 4-H program in North Carolina. Participation during FY 77 will increase by 11,000 4-H members and 2,600 volunteer leaders. This will be accomplished without the addition of paid staff to the program. The efficiency of county Extension agents will be increased by 80 4-H members and 18 4-H leaders per agent FTE during the year.

A systematic approach to curriculum development, the establishment of principles and practices of program development and the development of a model for evaluation and accountability will add to the effectiveness of youth development in the 4-H program.

ANNUAL PLAN OF WORK SUMMARY FORMAT
 (Coded Data for Machine Processing)

YEAR 1976-77

COUNTY CODE 915

TASK	AREA OF EMPHASIS	PURPOSE	INCOME CHARAC- TERISTIC	LOCATION	PRIMARY SUBJECT	PRIMARY COM- MODITY	PRIMARY AUDIENCE TYPE	PRIMARY DELIVERY PROCESS	DAYS PLANNED
001	4	50	1	2	380	N/A	46	10	380
002	4	50	1	2	380	N/A	46	04	119
003	4	35	2	2	340	N/A	46	10	55
004	4	55	1	2	245	N/A	46	04	167
005	4	55	1	2	245	N/A	46	04	105
006	4	80	1	2	245	N/A	46	04	124
007	4	81	1	2	245	N/A	46	04	109
008	4	45	1	2	220	N/A	46	04	185
009	4	75	1	2	380	N/A	46	04	210
010	4	75	1	2	371	N/A	46	10	90
011	4	75	1	2	380	N/A	46	04	105
012	4	75	1	2	380	N/A	46	04	79