

Staffing and Program Clusters/Integrated Work 4-H/FCS/Ag

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Program Clusters

- Coordinated Efforts
- Partner and work together across county
- Programming in Western MD as a cluster is difficult with geographic stretch
- Trying to be proactive and work together
- Being Committed
- Doing regional events – judging, mechanical science examples on shore
- Use technology when you can!
- FEA, PA role in this regionalization – encourage the state committee to move forward
- Don't force "clustered" programs if they don't fit or feel natural. Go with ideas in common
- Go through process to make clustering happier – what are resources?
- Mapping of all staff positions – only tenure track faculty – consider staff and specialists
- AED position has not changed clustering in programming areas
- Consideration – there is a breaking point of programming and effort without additional staff
 - Priority – resource development
 - Don't accept funding without additional staffing being funded.
- Partnerships with additional agencies – not just other 4-H
- Need stronger relationship with state office – not getting info back from state office

Integrated Work – FCS/4-H/Ag

- Already a good working relationship
- Look at FSNE/EFNEP working together. Great coordinator in Baltimore City

Educator Mentorship

Nia, Donielle, Amy, Karol, Jennie, Elaine

Tenure Track vs FEA vs P Ast

1. CED/AED Need to be knowledge of mentorship program and their role to be clearly defined.
2. Structured program along defined objectives
 - a. Expectations/goals
 - b. Where is your mentor located in relation to you (program cluster)
 - c. Pairs within program
 - d. Tenure with a tenure track, tenured or experience or FEA with a FEA/P Ast
3. Mentoring for PTR (for all of Extension)
 - a. A formal Process – 2 Tracks

Track 1: Programmatic 4-H Orientation

1. Grouped based upon your arrival to the MD 4H program
2. Emphasis on building programmatic knowledge

Track2: APT (appointment, promotion & tenure) (all of extension)

1. Grouped based upon your reviewal cycle
2. Appoint subcommittees 1 year prior to 5yr submission, and committee will work with mentee
 - a. Show true examples of scholarship to use as a model
 - b. Emphasis of showing impacts
3. Have stages where the mentees come together with a committee member periodically to build packet over time, not all at once

Working with Parent/Volunteer

Barbara, Sharon, Tom, Ruby, Lanora, Conrad, Denise, Mike

- Challenge of getting volunteers to become middle manager
- Communication challenges due to finding cats to printing and postage
- State-wide newsletters or cluster-newsletter (have a section for local information)
- Interceptive calendar can print list of dates
- Training and screening volunteers
- Managing volunteers
 - Conflict resolution training with volunteers
 - Moving on after conflict
- Impact team
 - Require more of our time
 - Leads to new demands for volunteers
 - Some impact teams don't want our input or provide feedback
- Feeling like we are neglecting families to support cluster/region/state responsibilities

Coordination between the state and county/city offices

Chris Johnston, Sheryl Bennett, David Gordon, Kristen Wilson, April Hall, Chris Rein, Barbara Dobbins

Highlight a cluster – or specific county program

Grant Consistency – Financial Funding for Programming

Program Impacts and Evaluation

ORRA – process

Online – QA, my4H, Vol Trainings??

Monthly Webinars – great but should be recorded

1 hour format – possibly more time for questions or sending in questions prior

Specialist assigned to cluster – consistency of messages and meetings

Southern MD going to begin ¼ meetings – Eastern shore has done 20

Better communication – person to answer phone, timely response to calls and emails or put away messages on email or phone

Work provided – blackberries

When difficult decisions have to be made we need to have a timely response

Specialists – attend achievement, specialist attend quarterly meeting, help with transition to clusters

Web site – will be tremendous help – must be updated

Monthly Topics

Clarification – in writing of enrollment categories

Clarification on Impact Teams

Update Specialist Responsibilities

Guidelines for Termination of a volunteer

We need to have opportunity to send topics

Need open dialogue time – reclusterings – need retrain once ID'd

Animal Science Quality Assurance

Cynthia, Shannon, Cindy, Donna, Bonnie, Kathy

1. QA same test for all species?
 - a. Lots of time to do the same thing
 - b. Time to do it, short?
 - c. Geared to market animals
2. Jr/Int/Sr – so we'll know when they have to take again