



University of Maryland Extension
2010 Individual Extension Plan
 Planning Period January 1, 2010 – December 31, 2010

Name				Directory ID	University Title – Choose from drop-down menu
Employment Date	Extension Appt %	Research Appt %	Instruction Appt %	Location	Working Title

Description of the Nature and Purpose of this Position *Enter description in paragraph format*

Duties & Responsibilities	Teaching (Program Development), Planning, Implementation, and Evaluation <i>This should be a general description of your efforts in this area.</i>
	Scholarship <i>All tenured and tenure-track Extension faculty must have scholarship as part of their IEP. Be specific.</i>
	Resource Development <i>List current or planned efforts regarding obtaining extramural funding to support Extension programming. You may also include specific volunteer recruitment efforts.</i>
	Service <i>List committees or service roles that you perform in support of UME, the University, and to your profession. You should include one Public Relations effort that you plan to participate in during 2010.</i>
	Administrator (CED and Supervisory Responsibilities) <i>Specific administrative and supervisory responsibilities should be listed here.</i>

Program Specific Responsibilities – All UME faculty are expected to be working with one or more UME Impact Teams in 2010. Additionally at least 70-80% of Extension Planned time will be spent programming in these areas.

Natural Resources & Energy Conservation & Sustainability	Your Role – use drop-down menu	% of time allotted
Impact Team your work supports - Choose from Drop-Down	Your Role – use drop-down menu	% of time allotted
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“All programs will be conducted in accordance with the UME Affirmative Action Plan (2003). Participants will have access to programs and facilities without regard to race, color, gender, religion, national origin, sexual orientation, age, disability, or marital or parental status. Public notification will include media statements as provided by UME Media Statement Policy.”

Affirmative Action and Diversity is a part of all themes and all program plans should include information for accommodating a diverse population.

**Program Planning Details for Extension Program Area
Impact Team your work supports - Choose from Drop-Down**

Situation Statement *Enter description in paragraph format*

Assumptions *Enter description in paragraph format*

External Factors *Enter description in paragraph format*

Outcome Summary *Enter description in paragraph format*

Specific Inputs Inputs –

Extension Educator - ??? of their time

60 MCE Volunteers

\$2,000 raised annually to support scholarships, educational materials, and awards for volunteers

Maryland Association of Environmental and Outdoor Education

WHEP Curriculum

4-H Forestry Invitational Curriculum

BayWise Curriculum

Project WET Curriculum

Nature Rocks

County School Administration

County Environmental Center Staff

The Power of Wind Curriculum

Specific Outputs Outputs –

Work with the County 4-H Camp Center Advisory Board for the camp center to complete the Maryland Green Center Application.

Assist MCE Volunteers to serve as middle managers for the County 4-H WHEP and Forestry Program. (6 MCE Volunteers, 30 youth)

Assist the Camp Program Committee in the development, implementation, and evaluation of a 4-H Day Camp related to water quality and the Chesapeake Bay. (50 youth)

Provide volunteer trainings for 4-H Club Leaders on incorporating environmental science activities into the club setting and establishing Family Nature Clubs. (2 new clubs, 25 volunteers trained, 45 youth)

Collaborate with the County Elementary School Science Curriculum Specialist to incorporate The Power of Wind into the 4th grade science curriculum.

(4 schools, 324 students)

Collaborate with the County Master Gardeners to conduct a Junior Master Gardener school enrichment program within the 3rd reading program. (3 schools, 220 students)

Collaborate with the County Environmental Center to establish a Citizen Science Program for high school students. (25 youth)

Specific Outcomes for Individualized Program Efforts (List Below)

Outcomes		Evaluation Indicators	Evaluation Methods
Short Term (1-2 yrs)	<ul style="list-style-type: none"> - Increased awareness and knowledge of natural resource conservation and energy conservation issues and practices. (pre and post or end of class evaluation results; perceived economic impacts) - Increase in number of participants and audience diversity in educational programs (teacher education, volunteers, diversity, nontraditional audiences, etc) 	<i>Enter indicators here</i>	<i>Evaluation methods here</i>
Medium Term (3-4 yrs)	<p>Medium –</p> <p>Clientele will implement sustainable management practices for aquatic, forests wildlife, soil and air resources (implementation rate; # of practices utilized)</p> <p>Increase in natural resource conservation educational efforts in public schools (increase in school conservation projects, curricula)</p> <p>Development and implementation of existing and new waste management utilization practices (teaching recycling programs and waste volume, new incorporation practices).</p>	<i>Enter indicators here</i>	<i>Evaluation methods here</i>
Long Term (5+ yrs)	<p>Long –</p> <p>Improvement in water quality in various ecosystems (water quality parameters measurements)</p> <p>Increase use of renewable and alternative energy sources in Maryland (increase in X% in alternative energy sources use from the current X%)</p>	<i>Enter indicators here</i>	<i>Evaluation methods here</i>

	<p>use; count the number of entities using alternative energy)</p> <p>Increase energy efficiency and conservation (per capita use, reduction in energy use, heating with wood, community energy systems)</p> <p>Increased environmental literacy of youth and adults and increase pursuit of environmental careers.</p>		
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Outcome Summary *Enter description in paragraph format*

Specific Inputs *Enter description in paragraph format*

Specific Outputs *Enter description in paragraph format*

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Medium Term (3-4 yrs)	<i>Enter outcome statements here</i>	<i>Enter indicators here</i>	<i>Evaluation methods here</i>
Long Term (5+ yrs)	<i>Enter outcome statements here</i>	<i>Enter indicators here</i>	<i>Evaluation methods here</i>

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Extension Professional Development- Employees are UME’s most valuable asset. To enhance the effectiveness of extension employees and to increase the professional value of extension, opportunities for development and training are essential. Training in both **subject matter** and **process skills** is important to insure increased capacity of educators to better educate Maryland citizens.

UME Core Competencies include **Knowledge of the Organization, Technical Experience, Programming, Professionalism, Communications & Marketing, Human Relations,** and **Leadership**. These competencies provide the framework for professional development. For more information, visit <http://wred.umd.edu/Core-Competencies/Home.htm>

Faculty professional development plans should include specific plans for enhancing both technical/subject matter knowledge and process skills such as needs assessment, program planning, teaching techniques, and evaluation methods. Professional Development must enhance the work of the Impact Team(s) with which you are affiliated. By increasing skills and knowledge, educators will be better able to meet goals identified in the programs planned for the year. It is recommended that educators plan 10-12 days for Professional Development for 2010.

Professional Development

(Recommended amount for 2010 is 10-12 days)

Enter Professional Development Plan here. Please note which Core Competency skills will be addressed with each event planned.

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Signatures and Approvals

Date submitted or approved

Faculty Member

County Director (for Field Faculty only)

State Program Leader

Regional Director/Department Chair