

January 6, 2010

TO: 4-H Professionals in Washington State



FROM: Dan Bernardo, Dean and Director, CAHNRS and WSU Extension



Linda Kirk Fox, Associate Dean and Associate Director, WSU Extension

RE: 4-H Program Review Report

Washington State 4-H conducted a comprehensive review December 7 – 11, 2009 to validate and strengthen the Washington State University 4-H Youth Development Program. This review focused on state level systems that are intended to support county programming. County level programming was not part of this review. We are pleased to share with you the complete report and ask that you actively engage over the next several months in the dialogue and planning to prioritize and plan the implementation steps to fulfill the recommendations.

The 4-H Review Components and Recommendations in the report are as follows:

1. Program Planning and Accountability (pages 2 – 4)
2. Volunteer Development (pages 4 – 6)
3. Professional Development and Training (pages 7 – 8)
4. External Relations & Resource Development (pages 8 – 9)
5. Youth Engagement (includes delivery methods, curriculum, and programs) (pages 10 – 16)

General Recommendations as summarized on page 1 of the attached report:

Program Diversity - Efforts must be made for all aspects of the 4-H Program to show greater parity with the youth population of Washington.

Management Versus Leadership - Those responsible for all aspects of the program must shift their emphasis from management of programs to leadership for positive youth development. This will be reflected in program activity from program planning to professional development and volunteer development.

Build clarity & measurements of outcomes – For the program to be successful it is important for program leadership and participants to be clear about the reasons they conduct 4-H Programs. For outcomes to have any value they must be measurable and reportable.

Build capacity of faculty, staff, and volunteers – Washington State University 4-H Programs are blessed with many talented faculty and staff. They must be empowered and provided with consistent professional development and training to provide leadership for appropriate program development.

Ensure program quality – Quality must be the hallmark of the Washington State 4-H Program, and this must be reflected in the types of results that are reported in impact reports, publications and programs like ambassadors and KYG. Quality will only be assured when program planning is the result of all collaborators coming together to create a statewide plan of work that is focused on important outcomes as noted above.

Consistent and powerful messages – The image of the 4-H Program must be crafted, protected and promoted to ensure that potential members, families, funders and the general public understand that 4-H is about positive outcomes for young people.

Our action plan for addressing the issues and recommendations put forth in the report will involve discussions of the report will occur over the course of the next six to nine months.

How to get involved? Attend the 4-H Summit. The 4-H Summit, joint with the Food \$ense annual spring conference, will be held February 23 - 25 at the Double Tree Hotel, Spokane. Ample time is planned on the agenda to review the recommendations and to create a common vision and foster collaboration among all those involved in the Washington 4-H Program.

Thank you for participating in the review through you (or a representative of your unit) attendance at the session in meetings in Renton where the Review Team was based, or at Lewis, Benton/Franklin, Spokane, and Snohomish counties where site visits were conducted. We also wish to extend a special thanks to Pat BoyEs and Mary Katherine Deen and all the state staff for their hard work in pulling off such a successful review.

Attachment

cc: Provost Bayly, Extension administrators, T Power

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