

**4-H Youth Development
Program Review Process
Two-Year Review**

Purpose:

1. Provide staff member (faculty and academic staff) an opportunity to share program progress during the two years with the 4-H Youth Development Program Liaison and mentor.
2. Identify areas for improvement and opportunities for professional development.
3. Explore future career opportunities and direction.

Topics to be discussed:

- A. What are your primary responsibilities in your position? What does “Youth Development educator” mean to you?
- B. Planning
 1. What process have you utilized in identifying county program needs during this second year?
 2. Who have you involved in the planning process?
 3. What has been the focus of your program efforts over the past two years?
 4. How has your multi-year and annual plan of work assisted you with priority setting? (Review multi-year and annual plans)
 5. How have you started evaluation of major programs?
 6. What are your plans for evaluating major programs in the future?
- C. Implementation and Impact
 1. How would you describe your educational leadership of the 4-H Youth Development program?
 - i. Techniques or strategies utilized to ensure an effective volunteer delivery system?
 - ii. How have volunteers been empowered to provide leadership in your county program?
 2. How have you reached out to diverse and underrepresented audiences?
 3. Describe your participation in community networks.
 4. How have you documented teaching and program effectiveness? Share examples.
- D. Professional Accountability
 1. How and where have you shared reports and supportive materials?
 2. How have you developed your professional competencies?
 3. How have you contributed to the county extension office team?
 4. How have you contributed to the discipline of youth development? Within Extension? Beyond Extension?
- E. Professional Development Needs
 1. What professional development would help you to reach your objectives or do better within your position?
 2. What resources are needed to meet your professional development needs?