

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

Purposes:

1. Provide staff member (faculty and academic staff) with an opportunity to share program progress during the first three years.
2. Identify areas for improvement and opportunities for professional development.
3. Explore future career opportunities and direction.

Participants:

Faculty member – Faculty Member, District Director, County Department Head, Department SRP Committee Member from the district, Mentor, 4-H Youth Development Program Liaison

Academic Staff member – Academic Staff Member, District Director, County Department Head, Mentor, 4-H Youth Development Program Liaison

Outcome:

Faculty member – Written feedback will be shared with the Faculty Member in summary form. A copy of the summary is also sent to the 4-H Youth Development Program Leader, District Director, County Department Head, Department of Youth Development Chair, Department of Youth Development SRP Committee member, and Department of Youth Development Mentor.

Academic Staff member – Written feedback will be shared with the Academic Staff Member in summary form. A copy of the summary is also sent to the 4-H Youth Development Program Leader, District Director, County Department Head, and Mentor.

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?
 2. Who have you involved in the planning process?
 3. What has been the focus of your program efforts over the past three years?
 4. What outcomes did you establish for your program priorities?
 5. How has your multi-year plan of work assisted you with priority setting? (Review multi-year plan)

6. If major changes have occurred in your plans, how have you documented the need for these changes?
 7. What has been your plan for evaluation of major programs?
- C. Implementation and Impact
1. How would you describe your educational leadership of the 4-H Youth Development program?
 - a. Techniques or strategies utilized to ensure an effective volunteer delivery system?
 - b. 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 networks that have helped extend programs to the community.
 4. How was teaching a major part of your program?
 5. How have you documented teaching and program effectiveness? Share examples.
 6. Share evidence of scholarship in teaching and programming.
- D. Professional Accountability
1. Where and how 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. Other
1. What are your personal and professional goals for the future?
 2. Other success, issues, concerns, needs?