V(A). Planned Program (Summary)

Program # 1

1. Name of the Planned Program

4-H Youth Development

2. Brief summary about Planned Program

Communities in Colorado depend on quality, contributing members of society. Fostering productive community members begins with our young people. 4-H is Colorado State University's premier youth development program. Positive youth development addresses broader developmental needs of youth, in contrast to deficit-based models which focus solely on youth problems. Positive youth development occurs from an intentional process that promotes outcomes for young people by providing opportunities and relationships and externally, through the delivery of projects and curriculum designed according to the best practices of youth development.

Therefore, in order to be prepared to succeed in a quickly changing world, our young people need a sense of competence, usefulness, belonging, and power. Studies have shown that youth who have developed these senses are involved in positive group settings and become productive citizens and successful young adults. Also, adolescents who have developed these characteristics appear to be more likely than others to engage in pro-social behavior. 4-H targets critical skills (life skills) that help cultivate these senses.

In order for youth in Colorado to cultivate critical life skills, the 4-H Youth Development work team will strive to incorporate the three mission mandates from National 4-H Council which are Science, Engineering and Technology (STEM), Healthy Living, and Citizenship.

Program delivery is via one of six different delivery methods 1) Organized clubs, 2) School enrichment, 3) Short term/special interest, 4) School-age child care, 5) After school programs, 6) Camping.

3. Program existence : Mature (More than five years)

4. Program duration : Long-Term (More than five years)

5. Expending formula funds or state-matching funds : Yes

6. Expending other than formula funds or state-matching funds : Yes
V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
<th>% 1862 Extension</th>
<th>% 1890 Extension</th>
<th>% 1862 Research</th>
<th>% 1890 Research</th>
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</thead>
<tbody>
<tr>
<td>806</td>
<td>Youth Development</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
<td><strong>0%</strong></td>
<td><strong>0%</strong></td>
<td><strong>0%</strong></td>
</tr>
</tbody>
</table>

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

Communities in Colorado depend on quality, contributing members of society. Fostering productive community members begins with our young people. 4-H is Colorado State University’s premier youth development program. Positive youth development addresses broader developmental needs of youth, in contrast to deficit-based models which focus solely on youth problems. Positive youth development occurs from an intentional process that promotes outcomes for young people by providing opportunities and relationships and externally, through the delivery of projects and curriculum designed according to the best practices of youth development.

Therefore, in order to be prepared to succeed in a quickly changing world, our young people need a sense of competence, usefulness, belonging, and power. Studies have shown that youth who have developed these senses are involved in positive group settings and become productive citizens and successful young adults. Also, adolescents who have developed these characteristics appear to be more likely than others to engage in pro-social behavior. 4-H targets critical skills (life skills) that help cultivate these senses.

In order for youth in Colorado to cultivate critical life skills, the 4-H Youth Development work team will strive to incorporate the three mission mandates from National 4-H Council which are Science, Engineering and Technology (SET), Healthy Living, and Citizenship. Program delivery is via one of six different delivery methods 1) Organized clubs, 2) School enrichment, 3) Short term/special interest, 4) School-age child care, 5) After school programs, 6) Camping.

2. Scope of the Program

- In-State Extension
- Multistate Extension

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

- 4-H Youth Development is a well-respected and effective youth development program in Colorado.
- A successful 4-H youth development program is dependent on adequate numbers of competent and well trained volunteers.
- Colorado 4-H Youth Development staff collaborates with other CSU Extension staff and community partners to accomplish desired impacts.
- The Colorado 4-H Youth Development Program provides youth a unique and inclusive setting for individual life skill development and mastery of subject matter competencies through the interactions with caring adults (paid and volunteer).
- 4-H youth development staff has the ability to recognize and understand the needs of individuals in communities, and to facilitate educational opportunities in response to those needs.

2. Ultimate goal(s) of this Program
4-H empowers youth to reach their full potential by working and learning in partnership with caring adults.

- **4H 1:** 4-H Youth Development volunteers and staff positively influence the development of youth and continually develop their competencies as adult volunteers who work with youth. Survey instrument to measure the following learning outcomes can be found at: http://www.colorado4h.org/research_impact/surveys/VolunteerKnowledgeAndSkillSurvey.pdf
- **4H 2:** 4-H Youth Development volunteers develop capacity and have a positive influence on the well-being of their communities. Survey instrument to measure changes in the following action outcome can be found at: http://www.colorado4h.org/research_impact/surveys/Survey-VolunteerImpactOnCommunities.pdf
- **4H 3:** Youth become caring and contributing members of society through life skill development attained in the 4-H program. Survey instrument to measure the following changes in this action outcome can be found at: http://www.colorado4h.org/research_impact/surveys/MemberLifeSkillSurvey.pdf
- **4H 4:** Colorado youth will have an increased understanding and interest in Science, Technology, Engineering, and Math skills to enhance the STEM talent pool to benefit our country and to enhance their marketability as they enter the work force.
- **4H 5:** Colorado K-12 youth have the academic and personal skills needed for success in work and life.

### V(E). Planned Program (Inputs)

**1. Estimated Number of professional FTE/SYs to be budgeted for this Program**

<table>
<thead>
<tr>
<th>Year</th>
<th>Extension</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1862</td>
<td>1890</td>
</tr>
<tr>
<td>2014</td>
<td>49.0</td>
<td>0.0</td>
</tr>
<tr>
<td>2015</td>
<td>50.0</td>
<td>0.0</td>
</tr>
<tr>
<td>2016</td>
<td>50.0</td>
<td>0.0</td>
</tr>
<tr>
<td>2017</td>
<td>50.0</td>
<td>0.0</td>
</tr>
<tr>
<td>2018</td>
<td>50.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

### V(F). Planned Program (Activity)

**1. Activity for the Program**

- Support traditional club programs by recruiting and establishing new clubs;
- Conduct after school and school enrichment programs that provide curriculum in Science, Technology, Engineering and Math (STEM), leadership, citizenship and life skills development;
- Develop new curriculum in response to new audience needs;
- Strengthen the volunteer management system needed to implement the 4-H Youth Development program by: conducting agent trainings to develop volunteer management skills; developing tools to support volunteer management system; delivering volunteer leader training; developing new funding support through individual and group solicitation, grant applications and fee-for-service programs.
2. Type(s) of methods to be used to reach direct and indirect contacts

**Extension**

<table>
<thead>
<tr>
<th>Direct Methods</th>
<th>Indirect Methods</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Education Class</td>
<td>● Public Service Announcement</td>
</tr>
<tr>
<td>● Workshop</td>
<td>● Newsletters</td>
</tr>
<tr>
<td>● Group Discussion</td>
<td>● Web sites other than eXtension</td>
</tr>
<tr>
<td>● One-on-One Intervention</td>
<td>● Other 1 (Newspaper column)</td>
</tr>
<tr>
<td>● Demonstrations</td>
<td>● Other 2 (Public meetings)</td>
</tr>
<tr>
<td>● Other 1 (eXtension)</td>
<td></td>
</tr>
<tr>
<td>● Other 2 (phone calls &amp; e-mail)</td>
<td></td>
</tr>
</tbody>
</table>

3. Description of targeted audience

- For 4-H Youth Development programming - all Colorado youth, ages 5 - 19.
- For volunteers - interested adults, parents, community members, seniors, partner agencies.
- For increased funding - potential funding entities, including grant providers.

**V(G). Planned Program (Outputs)**

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
  - Direct Adult Contacts
  - Indirect Adult Contacts
  - Direct Youth Contacts
  - Indirect Youth Contact
- Number of patents submitted
- Number of peer reviewed publications

✔ Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.
V(H). State Defined Outputs

1. Output Measure

- 4H 10. Web Hits: Number of web hits regarding 4-H topics, excluding pages of Agent Resources and Blog areas of the site.
- Funding: Grant dollars generated to support 4-H Youth Development programs.
- Value of Volunteers’ Time: Value of volunteers’ time that Colorado 4-H adult volunteers provide to 4-H programming, based an average donation (CPRS average hours/year/volunteer) at $22.03/hour (national average for value of time, adjusted for Colorado)
- 4H1. Trainings, Classes, Workshops, Field Days, Educational Activities, or Events for youth (examples might include: NWSS, Ag Fest, MQA Training, etc.)
- 4H 5. Community Meetings Convened [examples: Advisory Groups, Councils, Coalition Meetings, Boards]
- 4H 11. Press/News Release or Column (number submitted)
- 4H9. Newsletters (This is number of newsletters, not number mailed or number of Coloradans who received them.)
- 4H 8. Direct Communication/Education by telephone and/or e-mail
- 4H 10. Websites (number of Websites & number of hits)
- 4H 2. Trainings for Volunteers (one-on-one)
- 4H 13. Emergency/Disaster Response. (one-on-one)
- 4H 6. Community Meetings Facilitated [examples: Focus Group, Citizen Forum, Round Table Dialogue, Strategic Planning Process]
- 4H 7. Community Coalitions, Collaborations, Alliances Formed to Address a Specific Issue [list specific groups/issue]

✔ Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.
### V(I). State Defined Outcome

<table>
<thead>
<tr>
<th>O. No</th>
<th>Outcome Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>4H 1.1: 4-H Youth Development volunteers continually develop their competencies as adult volunteers who work with youth: increase leadership capacity; foster life skill development in youth; increase effectiveness of Extension programs, contribute to increased public service; increase skills in audience(s) in which they work.</td>
</tr>
<tr>
<td>2</td>
<td>4H 4.1: Colorado youth apply STEM knowledge and skills in club, community and academic projects and programs. <a href="http://www.colorado4h.org/research_impact/surveys/STEM.pdf">http://www.colorado4h.org/research_impact/surveys/STEM.pdf</a></td>
</tr>
<tr>
<td>3</td>
<td>4H 1.1: 4-H Youth Development programs positively influence the development of youth. Youth develop life skills: contribute to community improvement; set goals; make decisions; keep records; speak in public; lead.</td>
</tr>
</tbody>
</table>
Outcome # 1

1. Outcome Target

4H 1.1: 4-H Youth Development volunteers continually develop their competencies as adult volunteers who work with youth: increase leadership capacity; foster life skill development in youth; increase effectiveness of Extension programs, contribute to increased public service; increase skills in audience(s) in which they work.

2. Outcome Type: Change in Action Outcome Measure

3. Associated Knowledge Area(s)
   ● 806 - Youth Development

4. Associated Institute Type(s)
   ● 1862 Extension

Outcome # 2

1. Outcome Target

4H 4.1: Colorado youth apply STEM knowledge and skills in club, community and academic projects and programs.
http://www.colorado4h.org/research_impact/surveys/STEM.pdf

2. Outcome Type: Change in Action Outcome Measure

3. Associated Knowledge Area(s)
   ● 806 - Youth Development

4. Associated Institute Type(s)
   ● 1862 Extension

Outcome # 3

1. Outcome Target

4H 1.1: 4-H Youth Development programs positively influence the development of youth. Youth develop life skills: contribute to community improvement; set goals; make decisions; keep records; speak in public; lead.

2. Outcome Type: Change in Action Outcome Measure

3. Associated Knowledge Area(s)
   ● 806 - Youth Development
4. Associated Institute Type(s)
   - 1862 Extension

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes
   - Natural Disasters (drought, weather extremes, etc.)
   - Economy
   - Appropriations changes
   - Public Policy changes
   - Government Regulations
   - Competing Public priorities
   - Competing Programmatic Challenges
   - Populations changes (immigration, new cultural groupings, etc.)
   - Other (competing family priorities)

Description

Participation in 4-H Youth Development programs does not come without cost. If funding is not sufficient, scholarship help for families may not be available and individuals may be forced to not participate. Families have the opportunity to choose from many different activities for youth. 4-H may lose membership to other youth activities. At the same time, population shifts to urban sites could increase 4-H Youth Development participation if 4-H is able to establish and maintain relevant programs in non-rural environments.

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

- After Only (post program)
- Retrospective (post program)
- Before-After (before and after program)
- During (during program)
  - Livestock Project Survey - Retrospective evaluation based on self-assessment prior to their 4-H experience compared to the present.

Survey instrument to measure STEM learning outcomes can be found at:
http://www.colorado4h.org/research_impact/surveys/STEM.pdf