4-H MENTORING TOOLS

Professional Needs Assessment

Prior to the establishment of a mentoring relationship, the mentee is encouraged to complete a 4-H Professional Needs Assessment Survey to determine areas in which the individual needs assistance or training. It is the mentee’s prerogative whether to share their assessment with their mentor and/or their NYSACCE4-HE Committee Representative. This assessment is to be considered confidential and is only for the use in assisting the mentee.

4-H Programming Cycle

The 4-H Programming Cycle provides a visual illustration of how a 4-H educator integrates scholarship into 4-H program efforts. This cycle forms the basis for the programmatic work of all educators and should be reviewed periodically throughout the mentoring process.

4-H Performance Goals Worksheet

The primary tool utilized in the mentoring process is the 4-H Performance Goals Worksheet. The worksheet mirrors the 4-H Programming Cycle and is designed to assist the mentee in developing programs which fulfill local needs in a scholarly fashion.

Performance goals, established by the mentee and his/her supervisor, should be shared with the mentor to help direct the focus of the mentoring relationship.

Other Helpful Tools

These are a variety of professional development tools which can be helpful to the mentee in meeting the duties of the 4-H educator position and fulfilling the requirements for promotion and awards. These include:

- NAE4-HA Core Competencies for Youth Development Professionals (4-H PRK Professional Research and Knowledge Taxonomy)
  http://www.national4-hheadquarters.gov/comm/4h_prodev.htm

All tools referred to in this guide, as well as additional tools, can be found on the NYSACCE4-HE website: http://sp.nys4h.cce.cornell.edu/staff/Pages/NYSACCE4-HE.

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