4-H Grows 4-H Professionals

2016 NYS 4-H Spring In-Service
Welcome!
OUR EDUCATOR TEAM
By the Numbers

CCE Associations
56

4-H Educators
197

Volunteers
13,409

4-Hers
188,560

Numbers from March 2016 HR report and 2015 ES-237

Educator:Volunteer Ratio
1:239

Educator:Youth Ratio
1:957

Adult:Youth Ratio
1:14
197 New York State 4-H Educators

Job Classifications

- Program Educators (13%)
- Community Educators (47%)
- Resource Educators (16%)
- Team Coordinators (5%)
- Issue Leaders (8%)
- Senior Educators (2%)
- Exec Directors (5%)
- Extension Associates (3%)
- Other Roles (2%)

Years of Service

- Less than 5 (31%)
- Between 5 and 10 (14%)
- Between 10 and 16 (14%)
- Between 15 and 20 (15%)
- 20 or more (10%)
- Unknown (16%)

Numbers from March 2016
Number of 4-H Educators

- North Country: 30
- Capital: 29
- South East: 39
- South Central: 39
- Finger Lakes: 24
- Western: 20
- North Central: 16

Numbers from March 2016
<5 Years of Service
31% overall

North Country
30%

North Central
31%

Western
50%

Capital
34%

South Central
33%

South East
23%

Finger Lakes
21%

Numbers from March 2016
>15 Years of Service
25% overall

North Country
7%

Capital
28%

South East
62%

North Central
17%

Western
14%

Finger Lakes
14%

South Central
28%

Numbers from March 2016

Cornell Cooperative Extension is an employer and educator recognized for valuing AA/EEO, Protected Veterans, and Individuals with Disabilities and provides equal program and employment opportunities.
NYSACCE4HE Members
54% overall

North Country
77%

North Central
44%

Capital
59%

Western
90%

Finger Lakes
63%

South Central
44%

South East
26%

Numbers from March 2016
DEFINING 4-H PROFESSIONAL DEVELOPMENT
What does it mean to be a 4-H Professional?
Competency Models

• Next Generation Youth Work Coalition
• 4-H Professional Research, Knowledge, and Competencies
• Educator/Agent Perceptions of Competencies
• By Career Stage
• Skills & Attributes of 21st Century Extension Professionals
• CCE Framework for Educator Excellence
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SKILL DEVELOPMENT & LEARNING PATHWAYS
What kinds of professional development do you find most valuable?
Current Opportunities

• Cornell Cooperative Extension
• 4-H
• Horticulture
• Act for Youth
• eXtension
• Partners
Current Opportunities

• Take Root!
  – Educator and Volunteer Enrichment
  – Principles, practices and skill-building center on garden-based learning techniques.
  – Topics may include PYD in the garden, program development and evaluation, program expansion, fundraising, design...
Planning Across Your Career

• 3 groups:
  – Entry
  – Colleague
  – Advisor

• Identify:
  – Professional development priorities
  – Available opportunities
  – Gaps/needs
BUILDING RELATIONSHIPS
Leadership Listening Pairs

- Listening without interruption = better thinking
- Taking turns = everyone gets heard
- Communicate interest, encouragement, & confidence in people's intelligence and abilities
- Cultivate new relationships

Adapted from Natural Leaders Initiative
NYSACCE4-HE
Mentoring Committee
Who are your mentors?

Your Name

Mentor’s Name

Topic/reason
Who are your mentees?

Your Name
Mentee’s Name
Topic/reason
Leadership Listening Pairs
NYS 4-H Youth Development

Head   Heart   Hands   Health

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DOCUMENTING EXPERIENCE, RECOGNIZING ACHIEVEMENT
Talking about your Work
Leadership Listening Pairs
Elevator Speech

• A clear, brief message or "commercial" about you. Use it to describe who you are and who your company is. Communicate what you do and show enthusiasm.

• Typically 30 seconds or 8-10 sentences.

• Can be adjusted for a variety of goals!

Sourced from UC Davis.
Elevator Speech/Alternative Bio Activity

• Pick at least two:
  – County Legislator Meeting
  – Presentation for a Youth Group
  – Presentation for a Peer Group
Sharing and Celebrating your Work