

UK Program & Staff Development Quarterly News Brief

Spring
2016



Previously, the Plan of Work has been a main concern among counties, given that agents are required to work with their advisory councils and volunteers to develop the document. The Plan of Work serves as an outline of how each county plans to address the needs and issues of local citizens over the course of a four-year cycle. However, in the current age of accountability, it is clear that the Plan of Work is no longer the sole responsibility of county staff. Over the course of more recent Plan of Work cycles, specialists and administrators have played a pivotal role in the process. From identifying state-level issues to providing evaluation tools, this team approach has enhanced the capacity to provide assistance to local clientele. This year will be no different. We expect the same collaborations between agents and specialists to not only develop programs, but assess the impact that our Extension programs have on Kentuckians across the state. This year's Plan of Work process has remained relatively the same; we are still incorporating a grass roots model to solicit feedback from counties. However, a few new terms and strategies are in place that will aim to build upon our reporting efforts.

Strategic Initiatives

As of July 2016, our programmatic efforts will be categorized under Strategic Initiatives. The Strategic Initiatives provide an overall focus for program areas. These were derived from years of county conversations, district forum discussions around needs identification, as well as prioritized state trends. In other words, these capture what we have been addressing in the past and provide direction on the future needs of our clientele.

Major Programs

Major programs have been identified by Assistant Directors/Program Areas under each Strategic Initiative. Agents can select one or more major programs that they will utilize within the county. Each major program has a logic model, evaluation tools and curriculum in some cases. Given that the logic models will provide a majority of the components that exist in the county Plan of Work template, this will assist agents in programming, as well as in developing the Plans of Work. The evaluation tools will also help agents strengthen other reports (i.e., success stories) by improving the capacity to document results. The Major Programs will be provided in a drop-down list in KERS, similar to PAC Codes and will function as such. For example, when agents log in to KERS to select a coding for stats, success stories or to identify areas in the Plan of Work, they will select from this list. Administrators, specialists, associates

and other state staff will utilize the major programs in a similar way when reporting success stories and statisticals.

Program Indicators

The program indicator report will be a county report (completed by agents) that takes the place of what is now known as priority indicators and featured programs. However, the functionality will be very similar to each of the previous reports. These new indicators will include some participation numbers (e.g., # of individuals attending...), but the majority aims for short term and intermediate level outcomes. These numbers can be provided with greater accuracy (than the current priority indicators) because the evaluation tools can be used to gather this data. Program Indicators will be used extensively to document success and prepare reports for local, state and federal stakeholders.

We look forward to the implementation of these new components. Please don't hesitate to contact us if you have any questions.

Sincerely,

Kenneth Jones
Director

News

PSD welcomes Dr. Jeffrey Young as the new Kentucky CES Director of County Operations! Sarah Bowker, PSD Program Coordinator visited with Dr. Young last week to learn more about his vision for KY CES...[read more](#)

New Website Resource for CES Personnel: PSD has another brand new website, ces-personnel.ca.uky.edu, where you will be able to find career information for new and seasoned Agents and Assistants, Extension Internship Program information, County review process information, and policies and procedures for County offices, for CES, and for UK.

County Program Reviews, the 4 year process where review teams visit each county Extension office, is set to begin in 2016! This process provides a great opportunity for counties to identify areas for improvement while letting the rest of the Cooperative Extension Service find out about the great things they are doing in their local communities. Review teams of four (4) individuals will begin contacting their respective counties soon to set up their review dates. If you have any questions about the process, please contact Thomas Keene in the Extension Personnel office at thomas.keene@uky.edu or (859) 257-7490.

Extension Interns Summer 2016: We have gotten off to a great start with the summer internship process! This year we had over 170 candidates to apply for the internship from 26 institutions across the country. The intern orientation will be held April 15th in Lexington. Supervising agents are highly encouraged to attend along with the summer interns. ***It is not too late to become a county host for the internship program!*** This pipeline gives us the opportunity to continue to develop students whom have a passion and desire to be an extension agent. If your county is interested in hosting a summer intern please contact Mia Farrell at antomia.farrell@uky.edu or (859) 218-4800.

Agents in Action

New Extension Agents, Winter 2016: PSD warmly welcomes the new County Extension Agents who completed their orientation in January. Learn more about our seven new colleagues...[read more](#)

Success Story: *Jerry Brown (Boone County), Garden Produce to the County Fair.* County Cooperative Extension Service is working to educate our residents on the value of farming to their livelihood. One way is by educating our children about agriculture and helping them to see the results of their produce...[read more](#)

Success Story: *Brenda Cockerham (Johnson County), Extension Homemakers Coordinate Response to Flood.* When a flood devastated the Red Bush Community in 2015, the Red Bush Extension Homemakers Club and the Kentucky Extension Homemakers Association responded...[read more](#)

Professional Development Opportunities

IN-SERVICE: Using Data to Communicate an Effective Success Story. March 22nd, 9:30AM – 3:00PM Lexington, KY. This in-service, offered in conjunction with the Epsilon Sigma Phi annual meeting, will offer useful information to Extension professionals across all program areas with a focus on using data to report impact and success stories. Robin Adams-Cheeley is not only a highly effective speaker/trainer, but she was an Extension specialist at one time in her career. The training will aim to motivate attendees to develop a stronger commitment to sharing the good work done within our communities and across the state, and will also highlight the risks that can follow when our organization is not proactive in communicating our public and private value to stakeholders. The session will include an entertaining lecture, hands-on group activities and a share/evaluation session. You do not need to be an ESP member to attend. Cost is \$49. [Registration form.](#)

WEBINAR: Writing Impactful Success Stories. May 4th at 2pm EST and May 10th at 10am EST. This hour long webinar, led by PSD Extension Specialists Pam Sigler and Tanya Dvorak, will focus on the importance of writing success stories as well as how to write impactful and effective success stories. Sign up on [KERS](#).

Teaching Tips: Tanya Dvorak provides helpful information on learning and teaching styles as they relate to working with adult learners...[read more](#)

Evaluation Tips: Pam Sigler shares the PSD resource for pre/post evaluation that will help you capture program outcomes...[read more](#)

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