

National 4-H Learning Priorities: Volunteerism for the Next Generation

Knowledge and Skill Rubric and Syllabus
08/07/09

APPENDICES

Appendix 1: Logic Model: Volunteerism for the Next Generation

Learning Priorities: Volunteer Development for the Next Generation Logic Model

Vision

Extension 4-H Youth Development staff throughout the nation will implement consistent, high quality volunteer programs that develop a highly educated and empowered diverse volunteer work force that is recognized by stakeholders and our organizational system for the impact they have with youth.

Mission:

To increase the competencies in volunteer development, volunteer program management, and volunteer delivery systems through education for paid 4-H youth development staff nationwide.

Inputs	Outputs	Outcomes	Impacts
	Activities	Participation	Long
Research National Learning Priority Rubric PRKC Model	Review existing research and best practice programs	Agents/Educators	
Discussion input from Volunteer Trainers Learning Academy/ ACCESS 4-H Professional Development Survey VRKC Model/Research	Develop rubric of skills/knowledge needed by novice thru expert staff	Community Workers, Paraprofessionals Administrators	Staff at all levels of responsibility apply volunteer development and management principles in county and state 4-H youth development programs
Existing curriculum: Michigan Curric, TAXI, etc. Current Volunteer Research: Urban Institute Study for UPS Sarah Steele Evaluation Study Staff	Develop, edit and compile best curriculum/resources for staff development	Volunteerism learning priority team and steering committee	Staff seek additional training in volunteer development and management as determined through their professional development plan Stakeholders and the Extension Organization value, support and recognize volunteer development and management skills within staff
Everone Ready by Energize Inc. Funding for Resources	Implement teaching and evaluation plan for staff development		Staff develop network for support of volunteer development and management

Assumptions:

1. Volunteer development is multifaceted and on going dynamic system for 4-H Youth Development Programs. Volunteers are critical to the success and delivery of 4-H Youth Development programs. 4-H programs are delivered primary though volunteers.
2. Volunteer development and management are critical core competencies for 4-H Youth Development staff. Volunteer development and management training requires outcomes learned and reinforced over time.
3. 4-H Youth Development staff are engaged in volunteer development and management within their total job responsibilities. It is not their total job. Development of a volunteer system is critical

External Factors:

1. Each state staffing model is different, but all engage volunteers.
2. Each state may place a differing priority on the need for volunteer development and management training and support
3. 4-H volunteer systems are based on long term traditions and the analysis of the volunteer delivery system has not occurred to insure meet current volunteer trends.

EVALUATION

What do you want to know?

How will you know it?