Promoting professional development activities designed to enhance organizational efficiency and effectiveness

V(A). Planned Program (Summary)

1. Name of the Planned Program
Promoting professional development activities designed to enhance organizational efficiency and effectiveness

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>
</tr>
</thead>
<tbody>
<tr>
<td>604</td>
<td>Marketing and Distribution Practices</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>610</td>
<td>Domestic Policy Analysis</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>802</td>
<td>Human Development and Family Well-Being</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>803</td>
<td>Sociological and Technological Change Affecting Individuals, Families and Communities</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>805</td>
<td>Community Institutions, Health, and Social Services</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>806</td>
<td>Youth Development</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>901</td>
<td>Program and Project Design, and Statistics</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>902</td>
<td>Administration of Projects and Programs</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>903</td>
<td>Communication, Education, and Information Delivery</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

V(C). Planned Program (Inputs)

1. Actual amount of professional FTE/SYs expended this Program

<table>
<thead>
<tr>
<th>Year: 2007</th>
<th>Extension</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1862</td>
<td>1890</td>
</tr>
<tr>
<td>Plan</td>
<td>55.0</td>
<td>0.5</td>
</tr>
<tr>
<td>Actual</td>
<td>8.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

2. Actual dollars expended in this Program (includes Carryover Funds from previous years)

<table>
<thead>
<tr>
<th></th>
<th>Extension</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith-Lever 3b &amp; 3c</td>
<td>1890 Extension</td>
<td>Hatch</td>
</tr>
<tr>
<td></td>
<td>72481</td>
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</tr>
<tr>
<td>1862 Matching</td>
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<td>0</td>
</tr>
<tr>
<td></td>
<td>607731</td>
<td>0</td>
</tr>
<tr>
<td>1862 All Other</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>700368</td>
<td>0</td>
</tr>
</tbody>
</table>

V(D). Planned Program (Activity)

1. Brief description of the Activity
Promoting professional development activities designed to enhance organizational efficiency and effectiveness

Total activities held in 2007 were 496

2. **Brief description of the target audience**
   - Local Government
   - County Commissioners
   - County Departments and/or Agencies
   - County Administration
   - Cities, Towns, and Municipalities
   - State Government
   - Legislators
   - Legislative Staff
   - Governmental Agencies
   - National Government
   - Congressional House & Senators
   - Congressional Staff
   - Federal Agencies
   - Faculty and Staff
   - Extension Specialists
   - Program Assistants
   - Clerical Staff
   - Extension Faculty
   - Research Faculty
   - Teaching Faculty
   - Program Leader, Extension Faculty
   - Professional Organizations
   - FAECS
   - NACAA
   - FAE4-HA
   - FAEP
   - ESP
   - Volunteers
   - Overall Advisory Council/Committee
   - Program Advisory Committees
   - Volunteers for specific programs/projects
   - Media
   - Print media
   - Television
   - Radio
   - Benefactors and Donors
   - Businesses
   - Foundations
   - Individuals
   - Community Organizations
   - Inter-Governmental Agencies & Organizations
   - Granting Organizations
   - Non-Governmental Organizations (NGO)
   - Service Organizations
   - Charitable Organizations
   - 501C-3 Organizations
   - County Fair Boards
   - State Fair Associations
   - Neighborhood Associations
   - Environmental Associations
   - Farm Bureau
   - Commodity Groups
   - Private Industry
   - Independent Business
   - Commodity Producer Groups
   - Agribusiness Enterprises
   - Students
   - Graduate students
   - Undergraduate students
   - Interns
   - Public and Private School Students
   - Florida Educational Institutions
   - State Universities
   - Community Colleges
   - Private Universities
   - Public & Private Schools
   - Other University of Florida Entities
   - General Public
   - Families
   - Youth
   - Individuals
   - Home Owners

(V(E). Planned Program (Outputs))

1. **Standard output measures**

   **Target for the number of persons (contacts) reached through direct and indirect contact methods**

<table>
<thead>
<tr>
<th>Year</th>
<th>Direct Contacts Adults</th>
<th>Indirect Contacts Adults</th>
<th>Direct Contacts Youth</th>
<th>Indirect Contacts Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan</td>
<td>64740</td>
<td>65235768</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2007</td>
<td>57256</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

2. **Number of Patent Applications Submitted (Standard Research Output)**

   Patent Applications Submitted

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan</td>
<td>0</td>
</tr>
<tr>
<td>2007</td>
<td>0</td>
</tr>
</tbody>
</table>

   Patents listed

3. **Publications (Standard General Output Measure)**

   Number of Peer Reviewed Publications

<table>
<thead>
<tr>
<th>Year</th>
<th>Extension</th>
<th>Research</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan</td>
<td>2007</td>
<td>9</td>
<td>0</td>
</tr>
</tbody>
</table>

(V(F). State Defined Outputs)

Output Target
Output Measure

- classroom enrichment

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>10</td>
<td>0</td>
</tr>
</tbody>
</table>
### V(G). State Defined Outcomes

<table>
<thead>
<tr>
<th>O No.</th>
<th>Outcome Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Conduct meaningful formal and nonformal needs assessment. Design appropriate evaluation strategies for educational programs. Design programs for appropriate ages and stages of development. Increased knowledge of program development, implementation and evaluation. Increased knowledge of program planning for diverse audiences. Increased understanding of cultural norms, values and beliefs. Involve culturally diverse groups in program planning, implementation and evaluation. Write measurable educational program objectives. Adoption of effective volunteer development and management strategies. Ease transition of new UF/IFAS Extension faculty to a new job. Foster open communication and dialogue among new and seasoned UF/IFAS Extension professionals. Increase knowledge of Extension programming methods. Increase knowledge of the role of CES. Increase use of basic skills needed to become an effective Extension educator. Create an awareness of communication and marketing methods for internal and external audiences. Demonstrate the effectiveness of communication and marketing methods. Increase the amount and use of communication among internal and external audiences. Increased confidence in the use of appropriate technology. Increased knowledge of the uses of technology. Integrate technology in educational programming. Demonstrate appropriate leadership skills. Demonstrate appropriate time management skills and use of time management tools and resources. Demonstrate responsible use of available personnel resources such as leave systems, employee assistance, and health programs. Effectively utilize goal-setting strategies as a tool for prioritizing, decision making, and time management. Evaluate program decisions utilizing critical and strategic thinking skills. Set personal priorities inclusive of work, family, and personal goals. Understand and value the role of Extension as a scholarly contribution to the University community. Understand the role of multiple intelligences in program design and delivery. Utilize strategic planning skills in designing long-term Extension programs. Adequate facilities to meet needs of faculty, staff, and clientele Development and implementation of training material Enhance interaction with county administration and county government Enhanced efforts to recruit, hire, train and retain outstanding faculty and staff Enhanced interaction between all levels &amp; divisions of IFAS Enhanced interaction with County Commissioners Enhanced program productivity resulting from Volunteers and Advisory group assistance Improved understanding of UF/IFAS Extension, Research, and Teaching mission Increased dependence by county government on Extension expertise Increased input into faculty program development Increased positive relations and coverage by the media Increasing funding Interaction between DED's, Center Directors, CED's, Department Chairs and UF/IFAS administration Interaction with County Administrators Manage a balanced budget Number of county/state officials trained Orientation of faculty and staff Successful collaboration with other agencies or groups Successful communication with Volunteers and Advisory groups Successful promotion, permanent status and tenure of faculty Successfully meeting County and State expectations</td>
</tr>
<tr>
<td>2</td>
<td>Improve competencies of Extension faculty from inservice training</td>
</tr>
<tr>
<td>3</td>
<td>Improved competencies of Extension faculty form inservice training</td>
</tr>
</tbody>
</table>
Outcome #1

1. Outcome Measures

Conduct meaningful formal and nonformal needs assessment. Design appropriate evaluation strategies for educational programs. Design programs for appropriate ages and stages of development. Increased knowledge of program development, implementation and evaluation. Increased knowledge of program planning for diverse audiences. Increased understanding of cultural norms, values and beliefs. Involve culturally diverse groups in program planning, implementation and evaluation. Write measurable educational program objectives. Adoption of effective volunteer development and management strategies. Ease transition of new UF/IFAS Extension faculty to a new job. Foster open communication and dialogue among new and seasoned UF/IFAS Extension professionals. Increase knowledge of Extension programming methods. Increase knowledge of the role of CES. Increase use of basic skills needed to become an effective Extension educator. Create an awareness of communication and marketing methods for internal and external audiences. Demonstrate the effectiveness of communication and marketing methods. Increase the amount and use of communication among internal and external audiences. Increased confidence in the use of appropriate technology. Increased knowledge of the uses of technology. Integrate technology in educational programming. Demonstrate appropriate leadership skills. Demonstrate appropriate time management skills and use of time management tools and resources. Demonstrate responsible use of available personnel resources such as leave systems, employee assistance, and health programs. Effectively utilize goal-setting strategies as a tool for prioritizing, decision making, and time management. Evaluate program decisions utilizing critical and strategic thinking skills. Set personal priorities inclusive of work, family, and personal goals. Understand and value the role of Extension as a scholarly contribution to the University community. Understand the role of multiple intelligences in program design and delivery. Utilize strategic planning skills in designing long-term Extension programs. Adequate facilities to meet needs of faculty, staff, and clientele. Development and implementation of training material. Enhance interaction with county administration and county government. Enhanced efforts to recruit, hire, train and retain outstanding faculty and staff. Enhanced interaction between all levels & divisions of IFAS. Enhanced interaction with County Commissioners. Enhanced program productivity resulting from Volunteers and Advisory group assistance. Improved understanding of UF/IFAS Extension, Research, and Teaching mission. Increased dependence by county government on Extension expertise. Increased input into faculty program development. Increased positive relations and coverage by the media. Increasing funding. Interaction between DED's, Center Directors, CED's, Department Chairs and UF/IFAS administration. Interaction with County Administrators. Manage a balanced budget. Number of county/state officials trained. Orientation of faculty and staff. Successful collaboration with other agencies or groups. Successful communication with Volunteers and Advisory groups. Successful promotion, permanent status and tenure of faculty. Successfully meeting County and State expectations.

2. Associated Institution Types

(No Data Entered)

3a. Outcome Type:

Change in Condition Outcome Measure

3b. Quantitative Outcome

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>10</td>
<td>0</td>
</tr>
</tbody>
</table>

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

(No Data Entered)

What has been done

(No Data Entered)

Results

(No Data Entered)

4. Associated Knowledge Areas

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>(No Data Entered)</td>
<td>(No Data Entered)</td>
</tr>
</tbody>
</table>
Promoting professional development activities designed to enhance organizational efficiency and effectiveness

**Outcome #2**

1. **Outcome Measures**
   - Improve competencies of Extension faculty from inservice training

2. **Associated Institution Types**
   - 1862 Extension
   - 1890 Extension

3a. **Outcome Type:**
   - Change in Action Outcome Measure

3b. **Quantitative Outcome**

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>(No Data Entered)</td>
<td>112</td>
</tr>
</tbody>
</table>

3c. **Qualitative Outcome or Impact Statement**

**Issue (Who cares and Why)**

In order to remain at the cutting edge it is important for county faculty to have the most up to date research based information in the areas in which they specialize. In particular new faculty needs to feel that they understand who at they should be doing. Each time a new county faculty member leaves it costs IFAS approximately $70,000 (Higgins, 2006). New Extension faculty also needs to learn the county culture and they do this through the Florida State/County Experience.

**What has been done**

New Agent training is being redesigned to provide a year-long certified program for new faculty. It is hoped this will increase retention. New State faculty are working with two counties in their areas of specialization so that they learn through this form of training what it is like in the counties. Many new state faculty have had no prior experience working within county Extension offices.

**Results**

There is an increase in satisfaction among new county faculty. State faculty are providing joint projects with county faculty including website development, curriculum development, training video's and programs etc. In order to do this they must work with the counties for at least a year. All those who have completed the year have completed one to two programs with their host counties showing that they understand the needs and the culture.

4. **Associated Knowledge Areas**

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>901</td>
<td>Program and Project Design, and Statistics</td>
</tr>
<tr>
<td>902</td>
<td>Administration of Projects and Programs</td>
</tr>
<tr>
<td>903</td>
<td>Communication, Education, and Information Delivery</td>
</tr>
</tbody>
</table>

**Outcome #3**

1. **Outcome Measures**
   - Improved competencies of Extension faculty form inservice training

2. **Associated Institution Types**
   - 1862 Extension
   - 1890 Extension

3a. **Outcome Type:**
   - Change in Action Outcome Measure

3b. **Quantitative Outcome**

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>(No Data Entered)</td>
<td>0</td>
</tr>
</tbody>
</table>

3c. **Qualitative Outcome or Impact Statement**
Promoting professional development activities designed to enhance organizational efficiency and effectiveness

Issue (Who cares and Why)

What has been done

Results

4. Associated Knowledge Areas

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>901</td>
<td>Program and Project Design, and Statistics</td>
</tr>
</tbody>
</table>

V(H). Planned Program (External Factors)

External factors which affected 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.)

Brief Explanation

{No Data Entered}

V(I). Planned Program (Evaluation Studies and Data Collection)

1. Evaluation Studies Planned
   - After Only (post program)
   - Before-After (before and after program)
   - During (during program)
   - Time series (multiple points before and after program)
   - Case Study

Evaluation Results

In the Promoting professional development activities designed to enhance organizational efficiency and effectiveness program area there were more than 496 activities completed in 2007 to provide solutions to critical needs in this program area. Faculty and staff expended 58644.8 hours on these programs. As a result, Extension faculty had more than 57256 direct clientele contacts. In activities within these programs more than 2540 activity attendees were evaluated and more than 2505 participants showed a knowledge, behavior or conditional change as outcomes to the research-based educational program(s) they attended. Over $1380580 dollars were expended in this program from state, county and federal sources. This program included both integrated and multistate components. More than 3208 hours were expended by volunteers in this program area at a value of $51,488.40.

Key Items of Evaluation