



K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Agriculture & K-State Research and Extension

Department: 4-H Youth Development

1. What are your Department’s mission and vision and how does your organization contribute to achieving the University’s and your College’s/Major Unit’s vision for K-State 2025?

Our Vision: Youth in 4-H will grow and develop into healthy, caring adults prepared to meet the challenges and opportunities of a globally connected world.

Our Mission: 4-H Youth Development engages youth in reaching their full potential through partnerships with caring adults.

Our Purpose: The Department of 4-H Youth Development provides leadership for 4-H youth development programs and is a valuable partner in developing and delivering educational programs and initiatives that prepare youth to reach their full potential. The Department is also a partner in addressing the grand challenges identified by KSRE, including water, global food systems, health, vital communities, and leadership for tomorrow.

Our Goals:

- Goal A: Build the quality and sustainability of 4-H Youth Development programs across Kansas.
- Goal B: Increase pathways and positive youth development opportunities that help all young people reach their full potential.
- Goal C: Prepare youth to enter the workforce with 21st century knowledge and skills, in fields’ critical to a competitive global economy.
- Goal D: Plan for and leverage areas of credible influence in which Kansas 4-H, KSRE and KSU are viewed as global leaders in preparing youth for the future.
- Goal E: Attract and keep talented professionals with the skills and attributes that contribute to a high quality, sustainable youth development program.
- Goal F: Pioneer new ways for youth and adults to volunteer their time, talent and service to accomplish the goals of 4-H youth development.
- Goal G: Diversify funding sources and increase revenue generation towards targeted 4-H youth development initiatives.

2. What are your Department’s key strategic activities and outcomes?

3. Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes. (If your Department or similar unit is not in a College or Major Unit, skip this question.)

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
<i>What we plan to do...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>
<p>Goal A. Build the quality and sustainability of 4-H Youth Development programs across Kansas.</p>	<p>A1 Youth protection standards are fully implemented across the organization.</p> <p>A2 Build on learning and delivery models through pilot efforts, replicating proven practices, validating promising approaches, and testing innovative models. [Q1]</p>	<p>A1 Volunteer middle management systems are in place and operational in local Extension units.</p> <p>A2 4-H structures are continuously monitored to serve the needs and interests of today’s youth and families and leads to a high quality experience. [Q1, G4]</p>	<p>A1 Youth in 4-H have positive experiences and build positive relationships, within a positive environment for growing and developing into healthy, caring adults.</p>
<p>Goal B. Increase pathways and positive youth development opportunities that help all young people reach their full potential.</p>	<p>B1 Engage underserved youth and their families, in safe and active learning experiences grounded in positive youth development. [J3]</p>	<p>B1 Increased participation of new and underserved youth in 4-H programs by 25%.</p>	<p>B1 4-H is viewed as a welcoming, inclusive, vibrant, youth development organization. [J3]</p>

	<p>B2 Establish new clubs in which youth fully participate in 4-H and engage in relevant and age appropriate programming.</p> <p>B3 Increase volunteer recruitment from new audiences by 20% over 3 years.</p> <p>B4 Develop and pilot models for reaching new audiences that can be replicated and scaled across Kansas, both rural and metro. [J3]</p>	<p>B2 Increase volunteer and leader recruitment from new audiences by 25%.</p> <p>B3 Youth in 4-H have positive experiences, build positive relationships within a positive environment.</p> <p>B4 Youth in 4-H set and achieve their goals and aspirations for the future.</p> <p>B4 Youth and adults involved in 4-H value a cultural sense of place.</p> <p>B4 4-H serves the needs and interest of diverse youth and families. [J3]</p>	<p>B2 Youth grow and develop into healthy, caring adults.</p> <p>B3 As adults, individuals involved in 4-H demonstrate well-informed, ethical behavior and are active in their communities. [J3]</p>
<p>Goal C. Prepare youth to enter the workforce with 21st century knowledge and skills, in fields' critical to a competitive global economy.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> Youth will demonstrate responsibility, critical thinking and problem solving skills through informed decision making. Youth will demonstrate leadership efficacy. Youth will demonstrate their ability to work effectively in teams. Youth will demonstrate the ability to communicate through multiple methods and media. Youth will see science in their future and recognize the relevance of science. Youth in 4-H will aspire to post-secondary education. 	<p>C1 Focus on learning resources that intentionally leads to the desired outcomes for youth. [D1]</p> <p>C2 Introduce a food, agriculture, science initiative to inspire and equip young people to meet KSRE grand challenges. [J4]</p> <p>C3 Align grant funded projects to support local units focusing on critical 4-H mission area.[J2]</p> <p>C4 Create, pilot and evaluate engaging content through digital media. [Q1]</p>	<p>C1 Increased youth participation in science, healthy living, civic leadership or global food programs. [D1]</p> <p>C2 Youth involved in 4-H will demonstrate an ability to prioritize and make informed decisions and apply them to real world situations. [J4]</p> <p>C3 Youth involved in 4-H will demonstrate positive health behaviors and are physically, emotionally and socially competent. [D4]</p> <p>C4 Increased participation in domestic and international learning experiences that build skills in cultural competence. [D4, J4, T2 – 1]</p>	<p>C1 Kansas will have a national reputation in preparing youth with 21st century skills and for jobs and careers critical to the future. [D1]</p> <p>C2 Young people involved in 4-H will enter the workforce with 21st Century skills, in fields critical to a competitive global economy. [J4]</p> <p>C3 The needs of employers are met with a well prepared, skilled workforce that is equipped to work in a global environment. [D4]</p> <p>C4 Individuals involved in 4-H demonstrate well-informed, ethical behavior and are active in their communities.</p>
<p>Goal D. Plan for and leverage areas of credible influence in which Kansas 4-H, KSRE and KSU are viewed as global leaders in preparing youth for the future.</p>	<p>D1 Define, target and invest in strategic areas of opportunity [I1 T1-1]</p> <p>D2 Kansas 4-H will increase collaboration and connections with</p>	<p>D1 Increased public and private partnerships.</p> <p>D2 Increased opportunities for youth as partners in innovation, invention and</p>	<p>D1 Kansas 4-H has a reputation as leaders in youth development and preparing youth for the future. [J2]</p> <p>D2 Youth involved in 4-H are engaged</p>

	<p>colleagues across the KSU system, North Central region and with its strategic partners. [J2]</p> <p>D3 Engage youth and adults in areas that advance agriculture and fields related to global food systems. [J7]</p> <p>D4 Establish 4-H as a partner in innovation, invention and entrepreneurship. [J7]</p>	<p>entrepreneurship. [J2]</p> <p>D2 Increase practice and application of STEM skills in the context of agriculture</p> <p>D3 Increased opportunities to explore and pursue careers related to food, climate, natural resources. [J7]</p> <p>D4 Increase in youth in interdisciplinary and sciences and food related science degrees. [J7]</p> <p>D4 Youth recognize their place in the global system.</p>	<p>in solutions that are critical to their future. [J2]</p> <p>D3- D4 4-H youth development is viewed as a long term solution to ensure food security and global economic stability. [J7]</p>
<p>Goal E. Attract and keep talented professionals with the skills and attributes that contribute to a high quality, sustainable youth development program.</p>	<p>E1 Identify state and NC region metro educators' workgroup to focus on increasing 4-H in metro areas.[J3]</p> <p>E2 Expand KSRE/4-H intern program to reach new audiences.</p> <p>E3 Realign faculty/staff around critical issues and strategic goals.[G4]</p> <p>E4 Coordinate 4-H YD professional development across KSRE via the YD Program Focus Team.</p> <p>E5 Prepare staff to operate in different cultural settings. [G4]</p> <p>E6 Hire Extension staff with capacity in YD, volunteer engagement and reaching new audiences.[L4,L5, J3]</p>	<p>E1 Staff demonstrates high performance and accountability, address changing needs. [J3]</p> <p>E2 Adequate staffing is available to support the work and accomplishment of goals.</p> <p>E3 Faculty specializes in topics that align with strategic goals. [G4]</p> <p>E4 Staff and volunteers are prepared and skillful in operating in different cultural settings. [G4]</p> <p>E5,E6 Professional staff are recognized for their leadership in piloting new models and replicating promising practices that increase opportunities for youth development. [G4]</p>	<p>E1 Kansas 4-H has a reputation as leaders in non-formal education, youth development and volunteer development.</p> <p>E3—E6 Increased pathways and positive youth development opportunities exist that help all young people reach their full potential.</p>
<p>Goal F. Pioneer new ways for youth and adults to volunteer their time, talent and service to accomplish the goals of 4-H youth development.</p>	<p>F1 Volunteers are screened, trained and prepared to work with youth.</p> <p>F2 Volunteers are recruited to align with critical mission areas. [J2, J3]</p> <p>F3 Expand the number of 4-H volunteers representing new and underserved audiences</p>	<p>F14-H volunteers reflect the demographics of local communities or populations. [J2, J3]</p> <p>F2 Volunteer middle management systems are in place and operational across local units.</p> <p>F2 Extension Boards and Program Development Committees are</p>	<p>F1 4-H is distinguished for its high quality volunteer systems that provide safe places for youth to learn. [J2, J3]</p> <p>F2 Active, well-trained 4-H volunteers contribute to a high quality youth development experience and are recognized for their work.</p> <p>F2- F5 Increased pathways and positive</p>

<p>Goal G. Diversify funding sources and increase revenue generation efforts towards targeted programmatic and 4-H youth development initiatives.</p>	<p>F4 Expand the number of 4-H alumni that serve in volunteer roles.</p> <p>F5 Extension Boards and Program Development Committees are involved and committed to increasing opportunities for positive youth development. [I1], [J2, J3]</p>	<p>recognized for their leadership in piloting new models and replicating promising practices that increase opportunities for youth development. [J2, J3]</p>	<p>youth development opportunities reach all youth reach their full potential. [J2, J3]</p>
	<p>G1 Target and invest areas that support the critical mission areas of 4-H [H1, I1]</p> <p>G2 Grow corporate and foundation dollars in science, healthy living, civic engagement and ag and food science initiatives. [H1]</p> <p>G3 Prepare staff to be skilled in donor education, resource development and philanthropy. [H1]</p> <p>G4 Increase/leverage the unique capacity of Rock Spring 4-H Center.</p> <p>G5 Partner with Kansas 4-H Foundation and National 4-H Council to accomplish 4-H strategic goals. [H1]</p>	<p>G1 –G2 Increase investment in positive youth development through grants and contracts are dedicated to critical mission areas. [H1]</p> <p>G4 Youth, volunteers and staff value and support Rock Springs 4-H Center.</p> <p>G5 Common evaluation measures measure impact across all grant funded projects.</p> <p>G5 Drive additional revenue by accelerating mission-based partnerships that address the KSRE grand challenges of water, health, vital communities, food production and leadership.</p>	<p>G1 Kansas 4-H programs are high quality and sustainable through diversified funding sources. [H1]</p> <p>G2 Kansas 4-H has a reputation for addressing challenges that are relevant and show impact.</p> <p>-G3 – G5 4-H youth development is viewed as a long term solution to preparing young people to address challenges and opportunities of a globally connected world.</p>

4a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

The primary assets of the Department are strong partnerships across KSRE and with local units across the state. Other resources include experienced faculty and staff who are strongly committed to positive youth development and the mission of KSRE and KSU. The strategic efforts in reaching new and underserved audiences has gained additional resources and opportunities for growth.

4b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?

Stronger relationships across the College of Agriculture as well as with other Colleges are needed if we are to increase pathways for youth and achieve our mission of preparing young people to fields critical to a global economy.

5. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?

The Department of 4-H Youth Development will work in collaboration with COA, K-State Research and Extension and with our private partners, Kansas 4-H Foundation and National 4-H Council.

6. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?
(See *below*)

6. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics

Links to Common Elements
CE-3 - Diversity CE-4 - External Constituents CE-5 - Funding CE-6 - International

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)	T1-A - Increased intellectual and financial capital to support RSCAD T1-B - More clusters/centers of collaborative RSCAD focus		
T4 - Engagement, Extension, Outreach and Service Theme 4 Metrics: T4-2 - Total extramural-funded expenditures for Engagement initiatives at the local, state, national, and international level T4-3 - # of partnerships by sector and geographic boundary supporting collaborative research, education, and engagement T4-4 - # of engagement activities and programs disaggregated by geographic boundaries T4-5 - # of participants involved in community-based research and outreach projects	T4-E - Increased extramural funding for Engagement initiatives at the local, state, national, and international level T4-F - Recognition as leaders in Engagement within our state and nation		T4-P - Recognized as a leader in Engagement reaching both rural and urban communities

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
<p>T5 - Faculty and Staff</p> <p>Theme 5 Metrics:</p> <p>T5-4 - # and % of faculty and staff participating in international experiences</p>	<p>T5-D - Effective evaluation processes that result in accountable faculty and staff with a clear understanding of their job expectations and how they contribute to the University's mission</p>	<p>T5-G - Successful recruitment and retention of a talented and high performing, diverse workforce</p>	