

# Adult Leadership Development

Adult Leadership Development

## V(A). Planned Program (Summary)

### 1. Name of the Planned Program

Adult Leadership Development

## V(B). Program Knowledge Area(s)

### 1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
102	Soil, Plant, Water, Nutrient Relationships	10%			
802	Human Development and Family Well-Being	50%			
805	Community Institutions, Health, and Social Services	30%			
806	Youth Development	10%			
<b>Total</b>		<b>100%</b>			

## V(C). Planned Program (Inputs)

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

Year: 2008	Extension		Research	
	1862	1890	1862	1890
<b>Plan</b>	10.0	0.0	0.0	0.0
<b>Actual</b>	2.0	0.0	0.0	0.0

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

Extension		Research	
Smith-Lever 3b & 3c 50000	1890 Extension	Hatch	Evans-Allen
	0	0	0
1862 Matching 105617	1890 Matching	1862 Matching	1890 Matching
	0	0	0
1862 All Other	1890 All Other	1862 All Other	1890 All Other
0	0	0	0

**V(D). Planned Program (Activity)**

**1. Brief description of the Activity**

The Adult Leadership Development planned program includes the following initiatives: Community Leadership, Master Gardeners, Community Education Outreach Service (CEOS), 4-H Volunteer Leadership, and Volunteerism Leadership.

The goals of this planned program include: 1) to develop the reputation of the Extension Service as a credible provider of leadership development education; 2) to increase knowledge and awareness of Extension professionals, community groups and individuals of the value and importance of enhanced leadership skills; 3) to develop more people willing to assume leadership roles in their communities, and make existing and emerging leaders more effective in what they do; 4) to strengthen individuals and families through continuing education, leadership development and community involvement for the betterment of all; 5) to strengthen the faculty and staff skills, knowledge and techniques to develop an effective volunteer management program; 6) to increase volunteer leadership skills through participation in WVU-ES programs; and to train and involve Master Gardeners in educational programs, community service, and leadership development.

Activities include training Extension faculty and adult volunteers in regional trainings; training CEOS adult volunteers in public speaking and other leadership techniques; completing; training community volunteer managers in the basics of effective management of volunteer programs; conducting team leadership and youth/adult partnership conferences; conducting one session on leadership resources at the Extension Professional Development Day each year; participating in other leadership professional development opportunities; partnering with other leadership organizations in West Virginia; holding leadership workshops for West Virginia citizens; providing 30 hours of Master Gardener (MG) classes for every trained MG; managing MG volunteer activities and recognizing their service; providing leadership development and other advanced MG training.

**2. Brief description of the target audience**

The primary audience includes current Extension faculty, CEOS members, Master Gardener members, 4-H volunteers, community members, state and local officials.

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

**1. Standard output measures**

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

	<b>Direct Contacts Adults</b>	<b>Indirect Contacts Adults</b>	<b>Direct Contacts Youth</b>	<b>Indirect Contacts Youth</b>
<b>Year</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
<b>Plan</b>	23087	86137	2490	5184
2008	14672	66138	2109	8110

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

**Patent Applications Submitted**

<b>Year</b>	<b>Target</b>
<b>Plan:</b>	0
2008:	0

**Patents listed**

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

**Number of Peer Reviewed Publications**

	<b>Extension</b>	<b>Research</b>	<b>Total</b>
<b>Plan</b>	0	0	
2008	0	0	0

**V(F). State Defined Outputs**

**Output Target**

**Output #1**

**Output Measure**

Number of training activities in adult leadership development

Year	Target	Actual
2008	400	506

**Output #2**

**Output Measure**

Number of educational materials created or updated.

Year	Target	Actual
2008	99	370

**Output #3**

**Output Measure**

Number of educational materials about adult leadership development distributed.

Year	Target	Actual
2008	332	15617

**Output #4**

**Output Measure**

Number of people receiving educational materials in adult leadership.

Year	Target	Actual
2008	57939	18097

**Output #5**

**Output Measure**

Number of new counties participating in adult leadership initiatives.

Year	Target	Actual
2008	61	11

**Output #6**

**Output Measure**

Number of outside organizations or groups participating in adult leadership initiatives.

Year	Target	Actual
2008	112	214

**Output #7**

**Output Measure**

Number of new grants and contracts supporting adult leadership initiatives.

Year	Target	Actual
2008	10	20

**Output #8**

**Output Measure**

Number of pounds of vegetables donated to the hungry by Master Gardener programs.

Year	Target	Actual
2008	{No Data Entered}	3000

**Output #9**

**Output Measure**

Amount of dollars secured in new funds to support adult leadership programs

Year	Target	Actual
2008	{No Data Entered}	104317

**Output #10**

**Output Measure**

Number of volunteer hours contributed by adult leadership development participants

Year	Target	Actual
2008	{No Data Entered}	491500

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**Output #11**

**Output Measure**

Number of West Virginians who volunteered their time because of their involvement in adult leadership development initiatives

<b>Year</b>	<b>Target</b>	<b>Actual</b>
2008	{No Data Entered}	6468

**V(G). State Defined Outcomes**

O No.	Outcome Name
1	Number of participants in adult leadership program initiatives who increased their knowledge.
2	Number of participants in adult leadership development initiatives who changed their attitudes or opinions
3	Number of participants in adult leadership initiatives who increased their motivatin to adopt a skill or accomplish an activity.
4	Number of participants in adult leadership development initiatives who adopted a skill.
5	Number of participants in adult leadership development initiatives who changed a hapbit or procedure.
6	Number of people and organizations that collaborated with adult leadership development initiatives.
7	Number of new adult leadership development initiatives implemented by trainees.
8	Amount of money raised by program participants to support initiatives in adult leadership development.
9	Number of people in adult leadership development initiatives who improved their lives.
10	Number of groups or organizations that changed their structure, philosophy, or mission because of involvement in adult leadership development initiatives.
11	Number of changes in social conditions because of adult leadership initiatives.
12	Number of changes in economic conditions because of adult leadership development initiatives.

**Outcome #1**

**1. Outcome Measures**

*Not reporting on this Outcome for this Annual Report*

**2. Associated Institution Types**

**3a. Outcome Type:**

**3b. Quantitative Outcome**

Year	Quantitative Target	Actual
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**3c. Qualitative Outcome or Impact Statement**

**Issue (Who cares and Why)**

**What has been done**

**Results**

**4. Associated Knowledge Areas**

KA Code	Knowledge Area
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**V(H). Planned Program (External Factors)**

**External factors which affected outcomes**

Economy

Competing Programmatic Challenges

**Brief Explanation**

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

**1. Evaluation Studies Planned**

After Only (post program)

Retrospective (post program)

Before-After (before and after program)

During (during program)

## **Evaluation Results**

The evaluation instrument that was used with the community leadership workshops measured five categories including overall evaluation of the session, educational material and content, the instructor's knowledge of subject and teaching ability, skills learned, behavior changes, and suggestions for improvement. The pre- and post-tests used by the Master Gardeners measured the knowledge change from each workshop. Results included the following:

- 56% indicated they gained knowledge.
- 46% indicated a change in attitude regarding leadership topics.
- 43% indicated a change in skills.
- 39% indicated they were motivated to adopt a skill.
- 35% indicated they have adopted the skill
- 30% indicated they would change a habit or adopt a procedure
- 22% indicated that they had improved their lives.

## **Key Items of Evaluation**