

Promoting professional development activities designed to enhance organizational efficiency and effectiveness

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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

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
604	Marketing and Distribution Practices	10%	10%	0%	
610	Domestic Policy Analysis	10%	10%	0%	
802	Human Development and Family Well-Being	10%	10%	0%	
803	Sociological and Technological Change Affecting Individuals, Families and Communities	10%	10%	0%	
805	Community Institutions, Health, and Social Services	10%	10%	0%	
806	Youth Development	10%	10%	0%	
901	Program and Project Design, and Statistics	10%	10%	0%	
902	Administration of Projects and Programs	20%	20%	0%	
903	Communication, Education, and Information Delivery	10%	10%	0%	
Total		100%	100%	0%	

V(C). Planned Program (Inputs)

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

Year: 2008	Extension		Research	
	1862	1890	1862	1890
Plan	55.2	0.5	0.0	0.0
Actual	32.9	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 330352	1890 Extension	Hatch	Evans-Allen
	0	0	0
1862 Matching 330352	1890 Matching	1862 Matching	1890 Matching
	0	0	0
1862 All Other 330352	1890 All Other	1862 All Other	1890 All Other
	0	0	0

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V(D). Planned Program (Activity)

1. Brief description of the Activity

• Conduct workshops and meetings •Deliver services •Develop products, curriculum, resources •Provide training •provide counseling •Make assessments •work with the media •develop partnerships

2. Brief description of the target audience

All UF/IFAS extension professionals in 67 counties and State faculty with extension appointments.
 UF/IFAS Faculty & Staff
 County faculty and staff

V(E). Planned Program (Outputs)

1. Standard output measures

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

	Direct Contacts Adults	Indirect Contacts Adults	Direct Contacts Youth	Indirect Contacts Youth
Year	Target	Target	Target	Target
Plan	64000	2500000	0	0
2008	250535	251829	0	0

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

Patent Applications Submitted

Year Target

Plan: 0

2008: 0

Patents listed

3. Publications (Standard General Output Measure)

Number of Peer Reviewed Publications

	Extension	Research	Total
Plan	10	0	
2008	20	0	20

V(F). State Defined Outputs

Output Target

Output #1

Output Measure

{No Data Entered}

Not reporting on this Output in this Annual Report

Year	Target	Actual
2008	{No Data Entered}	{No Data Entered}

V(G). State Defined Outcomes

O No.	Outcome Name
1	Number of program participants that indicate information is up-to-date and accurate Number of program participants that indicate information was delivered in time to use it Number of program participants that indicate information is relevant to their situation Number of program participants that indicate information is easy to understand Number of program participants that indicate they used Extension information to solve a problem Number of program participants that indicate Extension information solved a problem Number of program participants that are satisfied with Extension's services. Number of faculty using appropriate evaluation procedures Number of faculty with activities planned, implemented and evaluated by volunteers. Number of faculty with volunteers leading other volunteers. Number of faculty using effective volunteer development strategies. Number of faculty using appropriate technology Number of faculty using appropriate delivery methods Number of faculty utilizing appropriate marketing methods and techniques Number of faculty and staff receiving personal growth development Number of faculty satisfied with their job. Number of Faculty and Staff with high levels of performance Number of planning sessions that include advisory members Number of planning sessions that include governmental officials Number of planning sessions that include faculty and staff Number of participants that are satisfied with the information received from Extension Number of participants that solved a problem using Extension's information. Number of educational activities that involve multiple faculty/collaborators. Number of new initiatives funded by grants and contracts Number of new initiatives funded by county government Number of new initiatives funded by state government Number of extension positions

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

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

- Natural Disasters (drought, weather extremities, etc.)
 - Economy
 - Appropriation changes
 - Government regulations
 - Competing Public priorities
 - Competing Programatic Challenges

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

Program Development, Implementation and Evaluation

Extension faculty are required by UF/IFAS to demonstrate the effectiveness of their programs. Many faculty do not have a background in evaluation and data analysis. Many faculty do not have knowledge of or access to the various evaluation options available to them. TurningPoint is an audience response system that is easy to use and builds upon PowerPoint, a commonly used application in workshops and group presentations. This program will increase knowledge of the use and availability and appropriateness of this new and powerful yet simple technology. TurningPoint allows for immediate audience response to questions directed to them in PowerPoint presentations. The participants learn how to use the tool to evaluate and make training sessions interactive and therefore, more interesting and engaging to their audience.

An in-service training was conducted in 2008 for 15 faculty members in the Central Florida district to introduce them to TurningPoint Technology. 100% of the faculty who participated in the TurningPoint training had an increase in knowledge gain and intend to use the technology within the next six months in at least one training session.

Faculty in several counties are currently using this technology in their workshops and receiving very enthusiastic response from the audience. They report that the data collection is seamless and easy to report in UF/IFAS accountability application. Because of the interest in the technology following training, in 2009, TurningPoint training and software/hardware will be provided to all Florida districts.

Effective Communication and Technology

After talking to many agents in 2008 about creating narrated PowerPoint presentations, then converting them to online Articulate learning modules, several agents in the South Central district have taken up the challenge. Several Articulate projects are underway and several learning modules have been posted.

Over the past several years, a similar increase in the use of other applications has occurred. Examples include YouSendIt.com, a free service to send large files, EventBrite.com an event registration program, Aweber.com, an e-mail list management service, and Elluminate.com, an online meeting/teaching program. Florida Extension sees improved technology and methods of communication an important means of reaching more people with effective research-based methods of program delivery.

Key Items of Evaluation

Nationally Developed Professional Development Programs with Florida involvement

4-H Faculty throughout the nation have uneven access to high quality relevant professional development opportunities.

Expanded Professional development Syllabi have been developed by 3 of the 5 national teams: Evaluating for Impact, Expanding Outreach to New and Underserved Audiences, and Volunteerism for Youth programs. Clientele reached: approximately 400, knowledge based

2. A full 10 module training curriculum has been developed by the Essential Elements Content team, and the Organizational Systems team is delivering 2 e-learning events on Scholarship for the Extension System in early 2009. Clientele reached: approximately 200, knowledge based

3. All 5 teams have developed the pre-post self assessment instruments that will guide individuals in selecting professional development opportunities for themselves. These will enhance the Florida Faculty Professional Development Program.