Organizational Development

Organizational Development

V(A). Planned Program (Summary)

1. Name of the Planned Program

Organizational 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
805	Community Institutions, Health, and Social Services	100%			
	Total	100%			

V(C). Planned Program (Inputs)

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

Year: 2008	Extension		Research	
	1862	1890	1862	1890
Plan				
Actual	13.3	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 554314	1890 Extension 0	Hatch 0	Evans-Allen 0
1862 Matching 554315	1890 Matching 0	1862 Matching 0	1890 Matching 0
1862 All Other 0	1890 All Other 0	1862 All Other 0	1890 All Other 0

V(D). Planned Program (Activity)

1. Brief description of the Activity

UW-Extension Cooperative Extension's organizational development efforts cut across program areas and institutional partnerships. Building the capacity of Wisconsin's government, quasi-government, and non-profit organizations is the unifying theme of quite diverse and targeted initiatives.

2. Brief description of the target audience

UW-Extension Cooperative Extension faculty and staff reach a variety of audiences including leaders of non-profit, government, and quasi-governmental organizations; managers, boards of directors; county boards of supervisors; town boards and city councils, general membership of organizations in integrated leadership programs, and volunteers.

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	{NO DATA ENTERED}	{NO DATA ENTERED}	{NO DATA ENTERED}	{NO DATA ENTERED}
2008	17731	0	0	0

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

Patent Applications Submitted

Year	**Target**
Plan:	
2008:	0

Patents listed

3. Publications (Standard General Output Measure)

Number of Peer Reviewed Publications

	Extension	**Research**	**Total**
Plan			
2008	0	0	0

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	Participants will increase awareness, knowledge, and ability to use data or information about trends, conditions or strategies to address key issues facing their community organization.
2	Participants, organizations and communities have adopted best practices as a result of the Extension educational program.
3	Participants, organizations and communities have increased or leveraged resources such as funding, in-kind service or volunteers.
4	Organizations, governmental entities, businesses and communities create, retain, or expand sustainable economic, social, natural, physical, or human opportunities for people.

Organizational Development
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

3c. Qualitative Outcome or Impact Statement

Issue (Who cares and Why)

What has been done

Results

4. Associated Knowledge Areas

KA Code	Knowledge Area

V(H). Planned Program (External Factors)

External factors which affected outcomes

Natural Disasters (drought,weather extremes,etc.)
Economy
Appropriations changes
Public Policy changes
Competing Public priorities
Populations changes (immigration,new cultural groupings,etc.)
Other (Reorganization of the Organizational Development Team)

Brief Explanation

Reorganization of the Organizational Development Team: Organizational development is a capacity-building approach applied to many educational programs across all Cooperative Extension program areas. This approach helps participants, organizations and communities address a variety of priority issues on the basis of organizational structure, function and leadership. Because the Organizational Development Team was reorganizing, organizational development was not included in the 2008-2012 federal plan of work. The Organizational Development Team leadership in Wisconsin found it necessary to re-examine its team approach, to include interdisciplinary representation across UW-Extension Cooperative Extension, to redefine the institutional response to this need and identify measurable outcomes for capturing impacts through evaluation. The planned program organizational Development is being included in the 2008 federal report for continuity since it has been restored to the 2009-13 and 2010-2014 federal plans of work.

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

1. Evaluation Studies Planned

After Only (post program)

Evaluation Results

Issue

In this era of accountability and shrinking resources, community organizations (nonprofits, foundations, agencies, governmental units, schools, coalitions) are challenged to demonstrate and report results. Few community members have training or experience in evaluation or results-based thinking. Nor are outcome evaluation knowledge and skills learned in a single training session or through sporadic assistance. An ongoing, comprehensive process is needed that builds community capacity for long-term sustainability.

Response

This UW-Extension Cooperative Extension initiative has evolved to include a focus on building evaluation capacity among others including UW-Extension staff in the roles of mentors, team leaders, state liaisons and project directors. The tested and revised 500 page teaching and facilitation resource was published in 2008, providing in one place a complete set of activities, handouts and presentations covering the basics of program evaluation. Three in-state professional development workshops reached fifty colleagues across three program areas. Another 14 national and regional presentations included NEA4YD, Extension Urban Conference, and a 2-day American Evaluation Association presentation reaching another 350 Extension educators, evaluators, academics, and practitioners. A combination of evaluation strategies have been used to assess the value of trainings and training materials including end-of-session questionnaires and verbal feedback to presenters. Telephone interviews of past participants have provided insights to their valuation of and actual use of the materials. Web statistics and unsolicited feedback provide additional evaluative information. The new resource is available at: http://www.uwex.edu/ces/pdande/evaluation/bceo/index.html

Results

End-of-workshop evaluations and follow-up surveys reveal the following types of outcomes: increased knowledge and understanding of outcome evaluation, how to plan an outcome evaluation, logic modeling, differentiating activities from outcomes and new ways to communicate results. Participants report improved skills in data collection methods and analysis techniques. Quantitative and qualitative data show increased confidence among participants to engage in outcome measurement and to teach and help others in their organizations. All participants validated the need for and importance of organizational and community capacity building in evaluation for accountability and learning purposes. Comments included: "Actually, I feel confident to teach others...that's because of the 3-ring binder. What a great resource." "I now feel confident in teaching about qualitative data analysis." "Our municipal plan commissions often use community surveys to gather public input during comprehensive planning processes. What we have learned here will help."

Key Items of Evaluation