

DEPARTMENT OF AGRICULTURE/AGRIBUSINESS TENURED FACULTY REVIEW 2011

Faculty Member: Joe Stellato; Professor
County/Department: Shawano, Ag/Agribusiness
Date of Review: June 2011

Program Responsibilities:
80% 4-H Youth Development
20% Administrative (County Dept. Head)

Section 1. Major Program Development/Implementation/Teaching/Impacts

Programs include: Extending Youth Development and Adult Leadership Development Education to Non-Traditional Audiences, Strengthening 4-H Leadership and Project Support, and Extension Office Administration.

A. Program: *EXTENDING YOUTH DEVELOPMENT AND ADULT LEADERSHIP DEVELOPMENT EDUCATION TO NON-TRADITIONAL AUDIENCES*

SITUATION: Socio-economic barriers, cultural barriers, transportation issues, family schedules, parental support issues and lack of awareness can restrict opportunities for many youth and adults to participate in traditional 4-H Clubs. Even in Shawano County, with our relatively large 4-H enrollment of 663 members across 25 clubs, we are reaching only 8% of all youth between age 6 and 19 (8307 youth, U.S. Census data) through traditional 4-H Clubs. The Shawano County Agriculture and Extension Education Committee therefore identified a need to deliver “4-H style, hands-on learning” experiences to non – 4-H youth and adults throughout Shawano County. Our AEEC, as well as the entire Shawano County Board of Supervisors, have stated that Extension **MUST** reach a wider audience to be considered a *cost – effective* unit of county government.

RESPONSE: This agent employs several approaches to delivering Extension Youth Development and Adult Leadership Development Education to non-traditional audiences. The most common approach has been to partner with schools and other organizations to deliver in-school and after - school educational programs, with emphasis on “hands-on” learning activities. Between 500 and 700 non – 4-H youth and adults are reached annually through the programs described below.

1. ***Serving on an advisory committee to develop an Alternative Education Program for At-Risk Students at Shawano High School.*** This agent was asked by school administrators to bring a “hands-on learning perspective” to a committee charged with developing a program to help struggling, at - risk students graduate from High School on time, but with adequate social skills and “soft skills” needed for success in the workplace.
2. ***Organized a Youth Skateboard Club, supervised fund-raising efforts and construction of a free public skateboard park for youth.*** Skateboarding became popular in Shawano County but no safe, designated skateboard park existed for youth to enjoy their sport. This caused many youth to skateboard in public and private parking lots, on building steps and ramps, and on streets and sidewalks. Business owners and other organizations became concerned about liability issues if skaters became injured on their properties, and began posting “No Skateboarding” signs. The City of Shawano passed ordinances banning skateboarding in most places. As a result, numerous youth were being ticketed for skating, with parents becoming upset and skaters developing an antagonistic relationship with local police. ***The real issue was that youth had no safe, designated area to practice their sport.*** Upon fielding many phone calls on the issue, this agent conducted public meetings for skaters and parents, and organized the Shawano County 4-H Skate Team (youth club) to begin fund-raising, design a skate park and find a location for a public skate park in the City of Shawano.

3. **Teaching Personal Financial Management Education to Middle School Youth.** Partnering with the local Junior Achievement (JA) organization, this agent has taught personal financial management education to 168 seventh-graders at Shawano Middle School since 2005. Six to eight class sessions (1.5 hours in length) are taught each year. JA does offer a “canned curriculum” for volunteers to use, but after using it the first year and observing low student interest, this agent developed a more “hands-on” curriculum covering similar topics.
4. **“Test – Taking Tips” program for elementary school students.** This agent was asked by Bowler and Marion School Districts to help staff prepare students for required state WKCE proficiency exams. This agent developed a 35 minute Power Point presentation called “Test - Taking Tips.” This interactive presentation covers points students need to know for success on any kind of test, such as getting enough sleep the night before the exam, eating properly the night before and morning of the exam, types of food and drink to avoid (caffeinated beverages, high sugar foods, etc.), and then works through common types of questions they will see on the WKCE exams, and strategies for answering them correctly.
5. **Programs for Teens and Adults: “Real Colors Temperament Assessment, What You Need to Know BEFORE Buying a Used Car and Job Interview/Resume Writing Skills.”** This agent frequently serves as a guest speaker, teaching topics listed above for Shawano School District, Chamber of Commerce and UW-Green Bay. “Buying a Used Car” has also been taught at Wisconsin 4-H & Youth Conference and the Shawano – Menominee Counties’ “Money Management Conference,” a program for both youth and adults.
6. **Teaching, Recruiting and Training VISTA volunteers for the Stockbridge-Munsee Tribe (S-M) After School and Summer School programs.** Due to budget cuts, After-School and Summer School programs offered at the S-M Family Center were short on staff, often having only one person supervising up to 25 youth in grades K – 3 after school. To provide assistance, this agent recruited and trained four Summer VISTA volunteers plus one Year – Round VISTA during 2007 to 2010. The VISTA volunteers were assigned to work with tribal After-School and Summer School programs, providing extra staff and serving as positive role models for youth.

OUTCOMES: Outcomes listed below correspond to items listed under “RESPONSE.”

1. **Our Alternative Education committee** of school staff, business leaders and this agent surveyed Shawano County employers, asking them what attributes made younger employees (age 18 – 25) successful or unsuccessful on the job (Exhibit 1). Based on their responses, our committee adopted a “hands-on” learning approach to curriculum development and teaching life/career skills for at-risk students. The program also provides community service opportunities to help students develop citizenship skills. **Our committee applied for and secured \$91,000 in grant funding from the Wisconsin Dept. of Public Instruction (DPI) to begin implementing the program for the 2009 – 2010 school year.** Teacher Ryan Francour was hired and the new alternative education program (called “Life Applications Alternative Program” or LAAP) was initiated during fall of 2009. Twelve students enrolled the first year and seven more were added for 2010 - 2011. New students will be added (as incoming freshmen) until a full capacity of 28 is reached. Some benefits of this program are that **“students who displayed disruptive and/or non-productive behavior in traditional classrooms have been removed from that venue and placed into this program - benefiting both settings. Behavior referrals have decreased, academic success has increased. Graduation progress has increased with this group of students...”** according to Shawano High School Assistant Principal Jill Sharp. In

addition, a program evaluation completed by first-year students and parents gleaned high numerical scores on a rating scale of 1 to 5, plus the following comments (Exhibit 2):

From Students: “Learned better teamwork.” “Teacher was awesome.”
“Did better in school.” “Enjoyed going” (2 respondents)
“Earned better grades (4 respondents) and actually learned something.”

From Parents: “I felt involved in my son’s education.” “Gave my son confidence.”
“Let the students work at own pace.” “I saw a positive change at home.”
“It sets the students up for success.” “Wanted to go to school.”
“What was taught in school, actually sticking.”

First – year evaluation results and student/parent/administrator comments listed above indicate that a good start has been achieved. Students are making observed educational progress through LAAP. As the program continues, further evaluation and tracking of students will be conducted to determine graduation rates and eventual job placement success.

2. **Shawano County 4-H Skate Team members**, led by this agent, attended Shawano Park and Recreation Commission and City Council meetings to discuss the need for a skateboard facility in Shawano. Members and parents worked at fund-raising events from 2004 – 2008, designed the skate park, selected a site for the future skate park and developed park rules. By participating in the democratic process, these formerly disenfranchised youth learned how to make their voices heard in a positive manner by going through the proper channels. When youth demonstrated that they were willing to work at fund-raising events to achieve their goal, they also convinced local officials and citizens they were deserving of financial assistance. **This agent then secured grants of \$15,000 and \$10,000 from a local foundation and Shawano County, respectively.** By early 2008, the Skate Team raised just over \$35,000 through fund-raisers, donations and grants. The City of Shawano donated land worth \$25,000 adjacent to a city park for skate park construction. The Shawano County Land Conservation Department provided technical assistance (engineering and concrete specifications) for the skate park. A builder was selected via competitive bidding and construction began on July 8, 2008. **An 8,000 square foot, all – concrete skate park now stands in the City of Shawano. The park is free and open to the public.** Free admission guarantees access to all youth, regardless of economic situation. The skate park serves as a permanent reminder of the “power of youth” to bring about positive change in the community by getting involved in local government. The skate park is used by dozens of youth each year, including youth from surrounding communities (Exhibit 3).
3. **Personal Financial Management Education for Middle School Youth:** This agent partners with Junior Achievement to teach the following personal financial management concepts to Shawano 7th graders: Choosing a Career; “Choosing a College/Technical College; How to Fill Out a Job Application; How Compound Interest Works for You; Saving for College; Saving for Retirement; Balancing a Checkbook; Household Budgeting and the Real Cost of Smoking.” To determine learning retention, this agent administers an unannounced quiz on the last day with students each year. Although students are not given any time to review or prepare for the quiz, four years of data shows an average quiz score of 92% out of a possible 100%, indicating strong retention of concepts taught (Exhibit 4).
4. **This agent’s presentation on “Test – Taking Tips” for grades 3 - 6 has been highly received by students and teachers.** Bowler Elementary School has asked this agent to repeat the presentation at their elementary school four years in a row (2008 – 2011) and Marion elementary has requested the presentation two years running. Between 200 and 240 students

are reached each year (25 to 30 students per grade level per school). Teachers, administrators and school counselors have stated that students need to hear this information from a “different face to help it sink in.” Bowler student test scores have improved over this four –year period. Although this agent cannot take sole credit for that improvement, the Bowler Principal, Native American Counselor and teachers have stated that the “Test – Taking Tips” presentation, combined with other efforts by school staff, have played a role in improving student WKCE test scores. In addition, Bowler’s student body is 50% Native American, an audience traditionally under-represented in UWEX programs. Both Marion and Bowler schools also have a high proportion of limited – income students, another disadvantaged group this agent has attempted to reach through in-school educational efforts (Exhibit 5).

5. ***This agent has become established as a local resource/guest speaker/instructor for local organizations by teaching “Real Colors Temperament Assessment, What You Need to Know BEFORE Buying a Used Car and Job Interview/Resume Writing Skills”.*** “Real Colors” has been taught as the first session of our “Leadership Shawano County” adult leadership development program each year since 2007, training roughly 20 adults per year. As word of this program’s value has spread, this agent has also taught this program for Shawano School District staff (47 adults, January 2009), for the Shawano Chamber of Commerce (45 adults, January 2010) and for the UW-Green Bay “Administrators Summit” (17 adults, July 2010). “Real Colors” has also been taught for Shawano High School Family and Consumer Education Classes, reaching approximately 120 students. ***Evaluation results show that “Real Colors” participants gain improved understanding of temperament and work styles, and more confidence in work place teams, community groups and with family members (Exhibit 6).*** This agent also conducts mock job interviews and critiques resumes and cover letters for at – risk students each year at Shawano High School. At – Risk teachers report that students have improved their resumes, job interview skills and cover letters as a result of working with this agent, and have asked this agent to come back and work with students every year since 2008 (Exhibit 7). Evaluations from teen participants at Wisconsin 4-H and Youth Conference and SHS Family & Consumer Ed. classes have indicated that “What You Need to Know BEFORE Buying a Used Car” is valuable to them and will be used when they make future car purchases. A participant evaluation of this programs is found in Exhibit 8.
6. ***Placing VISTA Volunteers at the Stockbridge-Munsee Reservation has proven to be an effective method of bringing Extension Education to this previously underserved audience.*** VISTA volunteers work with youth in grades K – 12, teaching elementary-age youth to eat healthier, get along with one another, make healthy snacks, avoid drug and alcohol abuse, personal safety, tribal culture, Internet safety and other life skills. Middle and high school youth are taught strategies to avoid drug and alcohol abuse, domestic violence and date rape; teen pregnancy issues, HIV/AIDS prevention, Yoga for stress relief and fitness, and engage in community service projects. S-M VISTA Volunteers teach/supervise approximately 120 youth per year. VISTA’s recruited by this agent have been Native American college students, and the VISTA opportunity provides needed work experience for these young adults. ***A new working relationship with the Stockbridge – Munsee Tribe has been forged through these efforts, and this agent is now invited to serve as a guest speaker for the S – M After - School Program several times per year.***

B. Program: STRENGTHENING 4-H LEADERSHIP AND PROJECT SUPPORT

SITUATION: A fundamental component of the Shawano County 4-H Program is the 4-H project learning experience. The 4-H program depends on local volunteer leadership to provide instruction and guidance to youth participants. Program challenges identified in 2006 were as follows:

1. Many long-time 4-H adult volunteer leaders were stepping down. Thus, the need to train and network new adult volunteer leaders became a high priority.
2. Over 200 youth participate in 4-H Livestock (beef, sheep and swine) projects in Shawano County annually. Volunteer leaders had for years concentrated almost exclusively on fitting and showing skills at project meetings. Youth were NOT being exposed to the full range of animal science learning opportunities available through 4-H, such as livestock and meats judging, career opportunities, and gaining an understanding of the science behind many animal husbandry practices.
3. Increasingly busy families are having difficulty attending monthly 4-H club meetings, plus the multitude of countywide project meetings available to them. A new, more convenient way of delivering hands-on learning opportunities was needed.....something that required less travel time and fewer nights away from home.
4. Financial Management and Accounting for Shawano County 4-H Leaders, Inc. (our county 4-H leaders association) was a consistent challenge. **Shawano County 4-H is unique in that we are the only county 4-H program that operates our 4-H Food Stand beyond the county fair.** Because of this, over \$100,000 of revenue and nearly as much expense “passes” through our 4-H program annually. However, 4-H finances were NOT being managed to maximum advantage. Too much money was sitting in our 4-H checking account earning zero interest. A new 4-H Treasurer was elected every 2 – 4 years, so tracking our numerous business transactions and obtaining timely financial reports was inconsistent. This made it difficult for our leader association directors to make sound financial decisions for the benefit of everyone in the program.

RESPONSE:

1. **This agent plans and teaches 4-H Volunteer Leader Training annually.** Experiential learning and utilization of youth leaders is emphasized at 4-H leader training programs. A participant evaluation of a leader training program conducted by this agent during 2010 is shown in Exhibit 9.
2. **An extensive program of countywide Livestock Project meetings has been developed by this agent working together with our 4-H Livestock Key Committee.** Topics have been expanded to include “Careers in the Livestock Industry, What Makes a Quality Meat Animal, Livestock Feeding and Nutrition, MAQA, Meat Processing, Meat Animal Judging, Judging of Retail Meat Cuts and more. These are in addition to just fitting and showing topics, as was the case in prior years (Exhibit 10).
3. **This agent planned and launched the first “4-H Super Saturday” event in 2009.** “Super Saturday” is a project learning and adult leader training day, where participants can choose from different sessions offered on a variety of topics and try new projects. Parents and other adults participate in leader training while their kids are in the project learning sessions. This allows more efficient use of time for busy 4-H families. A participant evaluation of our 2010 “4-H Super Saturday” event is shown in Exhibit 11.
4. **This agent worked extensively with the 4-H Executive Board, 4-H Treasurer and 4-H Program Assistant to revamp our accounting system and budgeting process** for Shawano County 4-H Leaders, Inc. Monthly and annual “actual to budgeted” reports are now routinely presented to our 4-H leaders association and Executive Board. Please see Exhibit 12.

OUTCOMES: Outcomes listed below correspond to items listed under “RESPONSE.”

1. *Approximately 168 adult volunteers have been trained at our 4-H leader training programs during 2006 – 2010.* Our volunteer training emphasizes teaching youth through Experiential Learning and involving older youth in leadership roles. On post-workshop evaluations, 93% of participants stated that their knowledge about the 4-H philosophy of working with youth had “increased greatly” or “increased some,” and 87% rated the training as “Very Valuable.” When asked “How will you use the ideas of experiential learning as a result of this orientation?” the following quotes were obtained:

- “Make sure to utilize older youth for demonstrations more often.”
- “Will use what was learned, especially with the younger children.”
- “Set an example to help youth.”
- “Let them try things on their own; just guide their direction.”
- “Knowing how to handle situations about safety.”
- “Guide kids, don’t do it for them.”
- “Will try to include youth leaders as much as possible.”
- “Will help me organize project meetings.”
- “Can’t wait to implement ideas and share knowledge with other leaders.”

Other benefits of empowering 4-H volunteers through leader training include:

- ***One volunteer started a 4-H Robotics Project*** in Shawano County which has grown to include over 80 youth per year.
- ***A husband-wife leader team started a 4-H Trapping Project*** (10-12 youth annually).
- ***Two leaders started a 4-H Dairy Quiz Bowl team*** involving 15 – 20 youth per year.
- ***This agent worked with adult volunteers to develop lesson plans and initiate countywide project meetings in woodworking, aerospace, electricity and small engines.*** These offerings have helped retain some older boys in 4-H.
- ***Youth leaders are now utilized extensively as “helpers”*** to adult leaders at project meetings. This provides older youth with leadership and community service experience.
- ***A husband-wife leader team started a 4-H Livestock Judging team*** (8–12 youth annually).

2. *A random sample of 50 4-H Livestock Project members (ages 10-19) was asked to identify what they learned by participating in countywide 4-H Livestock Project meetings (March, 2011).* Respondents reported they have learned the following livestock management skills:

- Rules and requirements that must be met to sell my project animal – 84%
- What livestock buyers want to see in a properly finished market animal – 72%
- How to calculate the cost of raising my project animal – 52%
- How and what to feed my project animal to produce a quality carcass – 76%
- Career opportunities available in the livestock industry – 50%
- How to select quality livestock for my project and/or breeding – 70%
- Medicated feed withdrawal times and to observe them - 64%
- To keep records on my project animals – 66%
- Using safe animal handling and moving practices – 52%
- Have learned about animal rights issues – 52%
- Have learned proper show ring ethics and behavior – 60%

These survey results demonstrate that youth are now learning more than just fitting and showing skills through their 4-H Livestock Project participation.

3. *Our 4-H Super Saturday program has been a tremendous success!* The first Super Saturday (SS) event was held in March 2009, at Shawano High School with 103 participants. Our second Super Saturday was held in January, 2010 and had 148 participants! Our third Super Saturday

event in January 2011 had 182 participants! Topics have included shooting sports, aerospace, woodworking, small engines, knitting, crochet, sewing, crafts, robotics, livestock project meetings, photography, group games, juggling, astronomy, foods and nutrition, 4-H adult leader training and club officer training. **Participant evaluations indicate a high degree of satisfaction with our Super Saturday format, as evidenced by the large increase in attendance each year.** Super Saturday allows participants to attend up to four project meetings, complete several fair projects, and try new projects all in a single day. "Super Saturday" is now a fixture in our 4-H program.

4. Financial management and accounting functions of Shawano County 4-H Leaders, Inc. now support the project learning experience and leadership development programs.

Working with our 4-H Executive Board, this agent has implemented several positive changes:

- Our 4-H Leaders, Inc Treasurer position was changed from an elected to an appointed position. Our new Treasurer is an accountant by trade, and she is now also a paid, part – time employee of our leaders' association. Her knowledge and skills enable us to maintain compliance with IRS regulations and receive timely financial reports for all key committees.
- Shawano County 4-H Leaders, Inc. now receives bi-monthly and annual budget reports, comparing actual to budgeted expenses. **Accurate financial reports have enabled our leaders' association to begin providing grants up to \$500 per year to any 4-H key committee in support of their project area.** Grants have been used for new equipment or supplies for project work and to sponsor travel/lodging expenses for our Dairy Quiz Bowl, Dairy Cattle Judging and Livestock Judging teams. Grants have also been provided to offset costs for our Jr. Dairy Cattle exhibitors at Wisconsin State Fair. More cost-sharing is now provided to older youth participating in 4-H award trips. This has encouraged more youth to participate in these leadership development activities, as evidenced by increased participation in Wisconsin 4-H and Youth Conference (10 participants in 2011, up from zero in 2007); increased participation in U.S. Space Camp (5 youth in 2010, up from 1 or 2 in prior years), Wisconsin State Fair Jr. Dairy Show (20 youth in 2010, up from seven youth in 2003). **Shawano County 4-H Leaders, Inc. are now being directed like the non-profit business they actually are.**

Section 2. Team Work Within UWEX and with External Partners:

- Teach annually for Leadership Shawano County, Stockbridge-Munsee Tribe's After School Program, and Shawano, Bowler and Marion Schools (see section 1).
- Advisory Committee for Shawano High School Life Applications Alternative Program.
- Statewide 4-H STEM (Science, Technology, Engineering and Math) Team.
- Serving on new statewide 4-H "Connecting Youth with the Outdoors" Program Team.
- Serve on committee to plan and conduct District 4-H Winter Leadership Camp for teens.
- Teach "Lawnmower and Power Equipment Safety" at Lincoln County Safety Day Camp 2008 to 2011, reaching 75-100 youth annually (at request of Lincoln County 4-H Staff).
- District Bus Transportation Coordinator for Wisconsin 4-H and Youth Conference, 2010 - 11
- Advisor to Shawano County 4-H Skate Team
- Advisor to Shawano County 4-H Leaders, Inc. and 25 associated 4-H Clubs & Leaders
- Advisor to the following Shawano County 4-H Key Committees:

Dairy	Livestock (beef, sheep, swine)	Horse
Shooting Sports	Mechanical Sciences	Softball
Small Animals	Dairy and Meat Goats	4-H Food Stand
Photography	Endowment Fund	Aerospace

Section 3. Contributions to the Profession/University

- Central District Representative for 4-H Youth Development Programs; 2008 – Present.
- Statewide Planning Committee for Wisconsin 4-H and Youth Conference; 2007- Present.
- Presenter at Wisconsin 4-H and Youth Conference 2010 and 2011
- Presenter at District 3 WACEC Conf. 2010: “Teaching Financial Concepts to Middle School Youth”
- Assumed significant Agriculture/Agribusiness teaching and programming duties from July 2009 – July 2010 when our UWEX Agriculture Agent position was vacant, in addition to my 4-H Youth Development and Department Head responsibilities.

Section 4. Applied Research/Publications:

- “The Clover Line” – 4-H Family Newsletter published 10 times per year and mailed to 476 4-H families and High School Ag Instructors via regular mail and website posting.
- High School Job Skills Assessment Survey 2009 (with LAAP Advisory Committee, 2009).

Section 5. Administrative Responsibilities and/or Research Programs:

- Shawano County UWEX Department Head 1996 – Present. Responsible for administration, personnel matters, budget development and county board relations for four UWEX faculty, one WNEP Educator, one county – funded 4-H Program Assistant and three support staff.
- Grant administrator for Shawano Skate Park Construction project.

Section 6. Professional Development (past five years):

- NAE4-HYDP National Conference at Milwaukee, Wisconsin 2006
- 4th Forage Teaching and Technology Conference, Dairy-Forage Research Farm, 2007
- Computer Skills and Software Training offered by Shawano County - annually
- Central District Faculty In-Service Training (8 times per year).
- Wisconsin JCEP Conference 2006 – 2010
- Using Quickbooks for Farm Accounting, UW-Fondulac, 2009
- Wisconsin 4-H STEM Training, Wausau, WI 2008 and 2009.
- Power of Wind (wind energy) Training, Eau Claire, WI 2010
- UWEX Statewide Department Head Conference – Annually
- Statewide and District WACEC Meetings - Annually
- Area Nutrient Management/Soil & Water Management Update at Shawano, 2010

Section 7. Future Plans for Professional Development 2011 and Beyond

- 4-H STEM Training Update, May 17 and 18, 2011 at Tomahawk, WI
- UWEX Statewide Department Head Conferences and annual JCEP Conferences
- District Department Head Meetings and WISLINES
- MAQA Training – as required for beef, sheep and swine 4-H projects
- Central District 4-H In-service Training programs
- Computer skills training offered by Shawano County

Section 8. Additional Programs, Awards or Information You Want to Highlight and Share:

Power of Youth” Successful Program Team Award for Central District 4-H Executive Board Training Program, 2007. Awarded by Wisconsin Association of Extension 4-H Youth Development Professionals (WAE4-HYDP).

FUTURE DIRECTIONS & PROFESSIONAL DEVELOPMENT PLAN FOR 2011 – 2016

JOE STELLATO

**4-H YOUTH DEVELOPMENT AGENT AND DEPARTMENT HEAD
SHAWANO COUNTY UWEX**

Training Needed to Augment My 4-H Youth Development Agent Role

Dairy and Livestock Projects: Updates on animal health regulations from both UWEX specialists and WDATCP will be needed to keep our annual county fair in compliance with current animal health rules and regulations. Participation in MAQA training will allow this agent to teach these concepts to youth and adults locally, and to assist youth with becoming certified. Training from the new State 4-H Science, Technology, Engineering and Math Specialist (Joanna Skluzacek) as well as the UWEX Dairy Youth Specialist (Beth Heinz) is needed to find new ways of introducing more science education into traditional 4-H Dairy and Livestock projects.

Adult and Youth Leadership Development: Since adult and youth leadership development is a critical component of successful county 4-H programs, this is an area where continual training is needed. Training on How to Manage Volunteers Effectively in view of increasing time demands on parents and youth will become increasingly important, and will be requested of State 4-H Specialist Staff. Insurance and Liability Issues in Non-Profit Organizations and Financial Management for Non-Profit Organizations are other training topics that will be requested on Department of Youth Development WISLINES, at Central District Ins-Service Training programs and possibly at future JACEP Conferences.

Youth – In – Governance Programs: Shawano County Supervisors have requested the start of a “Youth – In – Governance” program, where high school students will serve as youth advisors on various county board committees. This agent will attend in-service training programs on the topic and seek additional resources on starting a “Youth – In – Governance” program in Shawano County. Guidance will also be sought from colleagues who have already implemented such programs in their respective counties.

Training Needed to Augment My Department Head Role

Valuable in-service training is offered to county department heads on an ongoing basis by UW-Extension. This agent will regularly participate in Statewide UWEX Department Head Conferences, District Department Head Meetings and District Department Head WISLINES as offered by UWEX Administration. Valuable information is also gained at WACEC District Meetings and the annual State WACEC Conference.