

UNIT PLAN OF WORK (3 YEAR)

(TO IMPACT GRAND CHALLENGES/STATE PRIORITY ISSUES)

Table 1: Complete the information below

Unit:	2
Program Year	Oct 1, 2022 –Sept 30, 2025

PURPOSE: *TO PROVIDE AN OVERVIEW OF*

- *STATE PRIORITY ISSUES THAT WERE IDENTIFIED AS A RESULT OF THE UNIT IMPACT FOCUSED NEEDS ASSESSMENT*
- *INCLUSION PLANS FOR REACHING UNDERREPRESENTED AUDIENCES FOR PROGRAMMING AND COMMITTEE/COUNCIL RECRUITMENT AND RETENTION*

PLEASE NAME THE FILE FOR YOUR PLAN USING THE FOLLOWING FORMAT:

2022-2025 Unit Plan of Work_Unit2

Illinois Extension’s Grand Challenge Goals and State Priority Issues

<p>(ECONOMY) Grow a Prosperous Economy</p> <ul style="list-style-type: none"> • Workforce Preparedness/Advancement • Financial Wellbeing • Economic Vitality 	<p>(FOOD) Maintain a Safe & Accessible Food Supply</p> <ul style="list-style-type: none"> • Food Access • Food Safety • Food Production
<p>(COMMUNITY) Support Strong and Resilient Youth, Families, and Communities</p> <ul style="list-style-type: none"> • Involvement and Leadership • Connectedness and Inclusion • Thriving Youth 	<p>(HEALTH) Maximize Physical and Emotional Health for All</p> <ul style="list-style-type: none"> • Chronic Disease Prevention and Management • Social and Emotional Health • Healthy and Safe Community Environments
<p>(ENVIRONMENT) Sustain Natural Resources in Home & Public Spaces</p> <ul style="list-style-type: none"> • Enhancing and Preserving Natural Resources • Engagement with Home and Community Landscapes and Environment 	

Instructions: Complete each of the following tables.

Table 1: **Overview of State Priority Issues Targeted Across Unit**

Table 2: **Goals to Address the Thriving Youth State Priority Issue 2022-2025 (4-H Statewide Goals)**

Table 3: **Unit Councils/Committees Your Unit Plans to Target for Improved REG Representation**

Table 4: **Programming Audience(s) Your Unit Plans to Target for Improved REG Representation**

UNIT OVERVIEW

Complete Table 1 to summarize the rationale for the priority issue(s) your unit will address as a result of completing the Unit Impact Focused Needs Assessment process.

Table 1: Overview of State Priority Issues to Target 2022-2025		
State priority issue targeted	Rationale for selection (copy and paste from Table 5 in the <i>FINAL_Step Selecting Unit Priorities to Impact.docx</i> worksheet)	List each staff member who will be involved in addressing this priority issue for your unit. Include the staff member's role (e.g. Educator, Extension Program Coordinator, Community Worker, County Director) and program area.
(Economy) Economic Vitality	Rural economies and workforce development are priority needs according to research, community surveys, and partner feedback. Unit & community capacities, mission focused. County board support.	Mike Delany – CED Educator Judith Hodge – EPC Boone Kathy Dombek, 4-H EPC Schools/New
(Economy) Workforce Preparedness / Advancement	Rural economies and workforce development are priority needs according to research, community surveys and partner feedback. Unit & community capacities, mission focused. County Board support. Interdisciplinary / reduces program silos.	Johnna Jennings, 4-H Educator Jodi Baumgartner, 4-H EPC Ogle Melissa Irwin, 4-H EPC Boone Nicole Groezinger, 4-H EPC DeKalb Kathy Dombek, 4-H EPC Schools/New Katie Williamson, 4-H EPC Schools/New Mike Delany – CED Educator Judith Hodge – EPC Boone Connie Handel – EPC DeKalb Peggy Doty – Educator Ag&NR
(Community) Thriving Youth	Youth development is a priority according to research, community surveys, and partner feedback. Trending indicators of declining youth mental health. Unit & community capacities, mission focused. Interdisciplinary / reduces program silos. Meets levy funding requirements.	Johnna Jennings, 4-H Educator Jodi Baumgartner, 4-H EPC Ogle Melissa Irwin, 4-H EPC Boone Nicole Groezinger, 4-H EPC DeKalb Kathy Dombek, 4-H EPC Schools/New Melinda Colbert, EPC Ag in the Classroom Peggy Doty, Ag & NR Educator
(Community) Community Involvement & Leadership	Declining volunteerism, aging population, aging county boards. Youth development is a priority need according to research, community surveys, and partner feedback. Trending indicators of declining youth mental health. Unit & community capacities, mission focused. Interdisciplinary / reduces program silos. Meets levy funding requirements.	Mike Delany – CED Educator Johnna Jennings – 4-H Educator Kathy Dombek, 4-H EPC Peggy Doty, Ag & NR Educator Heather Coyle, County Director

Table 1: Overview of State Priority Issues to Target 2022-2025

State priority issue targeted	Rationale for selection (copy and paste from Table 5 in the <i>FINAL_Step Selecting Unit Priorities to Impact.docx</i> worksheet)	List each staff member who will be involved in addressing this priority issue for your unit. Include the staff member's role (e.g. Educator, Extension Program Coordinator, Community Worker, County Director) and program area.
(Environment) Enhancing & Preserving Natural Resources	<p>Agricultural stewardship, state of neighboring aquifers and their local impacts. Water is critical for life, and every person on the planet lives in a watershed, where rain/snow are channeled to creeks streams and rivers. We are all vulnerable to what is in our watershed.</p> <p>Unit & community capacities, mission focused.</p> <p>Grant to develop a conservation curriculum for K-12 students.</p> <p>Facility</p> <p>Interdisciplinary / reduces program silos.</p>	<p>Peggy Doty – Educator (Ag & NR)</p> <p>Marian Termini – EPC NREC</p> <p>Judith Hodge – EPC Boone</p> <p>Connie Handel – EPC DeKalb</p> <p>Cindy Jankiewicz – EPC Ogle</p> <p>Johnna Jennings, 4-H Educator</p> <p>Jodi Baumgartner, 4-H EPC Ogle</p> <p>Melissa Irwin, 4-H EPC Boone</p> <p>Nicole Groezinger, 4-H EPC DeKalb</p> <p>Kathy Dombek, 4-H EPC Schools/New</p> <p>Katie Williamson, 4-H EPC Schools/New</p>
(Food) Food Production	<p>Issues related to food availability, access, declining agricultural acreage, aging farm populations, and environmental sustainability require our heavily agricultural counties to maintain and sustain food production.</p> <p>Unit & community capacities, mission focused</p> <p>Interdisciplinary / reduces program silos.</p>	<p>Melinda Colbert, AITC EPC</p> <p>Judith Hodge – EPC Boone</p> <p>Connie Handel – EPC DeKalb</p> <p>Cindy Jankiewicz – EPC Ogle</p> <p>Out-of-unit educators for Certified Livestock and NIL Crop Management</p>
(Food) Food Access	<p>Issues of food access per above, enhance health department partnership, award of grant, regional and interdisciplinary collaboration. Working with Unit 4 on this project.</p>	<p>Mike Delany – CED Educator</p> <p>Heather Coyle – County Director</p> <p>Cindy Jankiewicz – EPC Ogle</p>
(Health) Chronic Disease Prevention & Management (CDPM)	<p>Chronic disease and its related mental health impacts make CDPM a priority need according to research, community surveys and partner feedback.</p> <p>Unit & community capacities, mission focused.</p> <p>Interdisciplinary / reduces program silos.</p> <p>SNAP supported.</p>	<p>SNAP Educator (vacant)</p> <p>Jan Saglier, SNAP Community Worker</p> <p>Brianne Gugerty, SNAP Community Worker</p> <p>SNAP Community Worker, 2 vacancies</p> <p>Johnna Jennings, 4-H Educator</p> <p>Jodi Baumgartner, 4-H EPC Ogle</p> <p>Melissa Irwin, 4-H EPC Boone</p> <p>Nicole Groezinger, 4-H EPC DeKalb</p> <p>Kathy Dombek, 4-H EPC Schools/New</p> <p>Katie Williamson, 4-H EPC Schools/New</p> <p>Kathy Dombek, 4-H EPC Schools and New Audiences</p>

Table 1: Overview of State Priority Issues to Target 2022-2025

State priority issue targeted	Rationale for selection (copy and paste from Table 5 in the <i>FINAL_Step Selecting Unit Priorities to Impact.docx</i> worksheet)	List each staff member who will be involved in addressing this priority issue for your unit. Include the staff member's role (e.g. Educator, Extension Program Coordinator, Community Worker, County Director) and program area.

Table 2: Goals to Address the Thriving Youth State Priority Issue 2022-2025 (4-H Statewide Goals)

The Statewide Illinois 4-H Priorities for 2022-25 include:

- **(EPC Focus) To increase the # of youth who are deepening/extending their 4-H pathway experience. Each unit is asked to identify one of the following as a focus area for 2022-23, with the intention to advance both over the next three years:**
 - Beyond Unit Experiences: Expanding the pathway of youth already in a 4-H experience
 - Example 1: Preparing county youth to participate in the state awards program with workshops to support youth in working on their applications
 - Example 2: Recruiting a county/unit delegation to attend JLC, accompanied by local staff as the chaperone
 - Beyond Group Enrollment: Increasing # of youth participating in school-based or other group enrollment program (such as embryology, Health Jam) who individually enroll/register for a follow-up 4-H experience (i.e. club, workshop, event)
- **(Educator Focus) To implement a 4-H signature program in every county and metro area. Assumes full implementation of program and use of the provided evaluation form to collect participant data.**
- **(EPC and/or Educator Focus) To identify an Expansion & Review goal to reach a specific, targeted underserved audience in each county and metro area to reach with a positive youth development experience this year. Underserved audiences can be identified by review of the county's parity report. For counties already reaching parity, the goal is to reach a new audience not previously served.**

Statewide Illinois Priority	Unit Focus	What actions will you take to meet the goal?	What unit staff will be working toward this goal or actions?
<i>Goal 1 (EPC Focus) To increase the # of youth who are deepening/extending their 4-H pathway experience</i>	Select 1 for 2022-2023: <input type="checkbox"/> Beyond Unit Experience <input checked="" type="checkbox"/> Beyond Group Enrollment	Offer programs that expand 4-H experience such as additional events, in-school and after school clubs and experiences.	Johnna Jennings, 4-H Educator Jodi Baumgartner, 4-H EPC Ogle Melissa Irwin, 4-H EPC Boone Nicole Groezinger, 4-H EPC DeKalb Kathy Dombek, 4-H EPC Schools/New

			Katie Williamson, 4-H EPC Schools/New Melinda Colbert, AITCH EPC
Goal 2: (Educator Focus) Implement a 4-H Signature Program in Every County and Metro Area	List the targeted signature programs: 4-H Cooking 101, Health Jam, Embryology & Incubation, Juntos, Jr. Master Naturalist, IL Oak Tree Savannas, Ready 4 Work, We Connect	1. Schedule and deliver a signature program for each county. 2. Work to schedule programming specific to metro areas.	IBID
Goal 3: Expansion & Review Target Audience (Each county and metro area should identify a specific school, partner organization or neighborhood of focus)	List each county and (if applicable) targeted metro area in your unit with the target audience: See next column --->	Chick Embryology: Classrooms in all 3 counties. Juntos: BDO Hispanic/Latino families, Belvidere School District Middle School Hispanic/Latino Families Ready 4 Work: Students enrolled in Kishwaukee Education Consortium 4-H Cooking 101: Belvidere School District Summer programming Health Jam: Oregon Elementary IL Oak Trees: DeKalb Co Jr Master Naturalist: DeKalb Co 4-H Leader training: BDO We Connect: 4-H Leaders and Teens, camp counselors	IBID

Table 3: Unit Councils/Committees Your Unit Plans to Target for Improved REG Representation (add more rows if you plan to target more than two Councils/Committees) for 2022-2025			
Using the demographic data reported in your most recent Unit Civil Rights Annual Report, identify one or more relevant goals to increase REG representation among your unit councils or committees.			
Name of Council or Committee targeted for improved REG representation	What is your intended goal for improved REG representation?	What actions will you take to improve REG representation?	How will you document these actions?
1. Expansion and Review	Improve minority representation	Recruit black members	List nominations and new members on committee documentation in civil rights folder
2. Extension Council	IBID	Recruit black members	IBID

Table 4: Programming Audience(s) Your Unit Plans to Target for Improved REG Representation (add more rows if you plan to target more than two audiences) for 2022-2025			
Using the County_CR_Parity_Analysis_19_20_21 reports for your unit, identify one or more relevant goals to increase REG representation among your program audiences.			
Describe each audience targeted for improved REG representation in your unit programming.	What is your intended goal for improved REG representation?	What actions will you take to improve REG representation?	How will you document these actions?
1. DeKalb & Boone: Black 2. Ogle & Boone: Hispanic	1. Maintain or increase awareness of recruitment efforts for all staff. 2. Maintain or increased resources for schools and new audiences.	1. Provide staff training on EEO/AA/Civil Rights 2. Maintain or increase program offerings and staffing capacities for schools and new audience, where parity is most likely to be achieved.	Record in PEARS and "Documentation of Efforts" log in unit Civil Rights file.