

UNIT PLAN OF WORK (2 YEAR)

(TO IMPACT GRAND CHALLENGES/STATE PRIORITY ISSUES)

Table 1: Complete the information below	
Unit:	19
Program Year	Oct 1, 2023 –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:

2023-2025 Unit Plan of Work_Unit#

e.g., 2023-2025 Unit Plan of Work_Unit99

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.
<p>FOOD</p> <ul style="list-style-type: none"> • Food Access 	<p>Based on the 2023 Needs Assessment findings, the following are reasons Unit 19 will address this area over the next two years:</p> <ul style="list-style-type: none"> • High internal capacity to address • High rate of evidence of need/opportunity • Moderate gaps in existing resources • High rate of opportunities for internal or external collaboration • Identified a need to increase the availability of recipes, produce, lean protein, and general food items. 	<ol style="list-style-type: none"> 1. Meredith Probst, SNAP-Ed Educator 2. MaryBeth Massey, SNAP-Ed Program Coordinator 3. Susan Stollard, SNAP-Ed Community Outreach Worker 4. Penny Hood, SNAP-Ed Community Outreach Worker 5. Ross Osterday, SNAP-Ed Community Outreach Worker 6. Jenny Lee, MG/MN Program Coordinator 7. Jessie McClusky, County Director
<p>FOOD</p> <ul style="list-style-type: none"> • Food Safety 	<p>Based on the 2023 Needs Assessment findings, the following are reasons Unit 19 will address this area over the next two years:</p> <ul style="list-style-type: none"> • High internal capacity to address • High rate of evidence of need/opportunity • Moderate gaps in existing resources • High rate of opportunities for internal or external collaboration • Identified a need to increase the availability of recipes, hands-on demonstrations/classes, and partnerships. 	<ol style="list-style-type: none"> 1. Meredith Probst, SNAP-Ed Educator 2. MaryBeth Massey, SNAP-Ed Program Coordinator 3. Susan Stollard, SNAP-Ed Community Outreach Worker 4. Penny Hood, SNAP-Ed Community Outreach Worker 5. Ross Osterday, SNAP-Ed Community Outreach Worker 6. Jessie McClusky, County Director

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<p>HEALTH</p> <ul style="list-style-type: none"> Chronic Disease Prevention and Management 	<p>Based on the 2023 Needs Assessment findings, the following are the reasons Unit 19 will address over the next two years:</p> <ul style="list-style-type: none"> High internal capacity to address High rate of evidence of need/opportunity Moderate gaps in existing resources Moderate rate of opportunities for internal or external collaboration Identified a need to increase the awareness of resources and services as chronic conditions continue to increase (e.g., Diabetes). 	<ol style="list-style-type: none"> Cheri Burcham, Family Life Educator Meredith Probst, SNAP-Ed Educator MaryBeth Massey, SNAP-Ed Program Coordinator Susan Stollard, SNAP-Ed Community Outreach Worker Penny Hood, SNAP-Ed Community Outreach Worker Ross Osterday, SNAP-Ed Community Outreach Worker Jessie McClusky, County Director
<p>HEALTH</p> <ul style="list-style-type: none"> Social and Emotional Health 	<p>Based on the 2023 Needs Assessment findings, the following are the reasons Unit 19 will address over the next two years:</p> <ul style="list-style-type: none"> High internal capacity to address High rate of evidence of need/opportunity Moderate gaps in existing resources Moderate rate of opportunities for internal or external collaboration Identified a need to increase the awareness of resources and services, social isolation, mental health for adults and youth, benefits of nature, and digital age impact in our communities. 	<ol style="list-style-type: none"> Cheri Burcham, Family Life Educator Andrea McNeil, 4-H Youth Development Educator Yolanda Nation, 4-H Program Coordinator Jessica Hays, 4-H Program Coordinator Melaina Kincaid, 4-H Program Coordinator Rachel Stenger, 4-H Program Coordinator Jenny Lee, MG/MN Program Coordinator Jessie McClusky, County Director

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<p>COMMUNITY</p> <ul style="list-style-type: none"> • Connectedness and Inclusion 	<p>Based on the 2023 Needs Assessment findings, the following are the reasons Unit 19 will address over the next two years:</p> <ul style="list-style-type: none"> • High internal capacity to address • High rate of evidence of need/opportunity • Moderate gaps in existing resources • High rate of opportunities for internal or external collaboration • Identified a need to increase the awareness of overall Extension services/programs, resources and services, and school programming in our communities. 	<ol style="list-style-type: none"> 1. Morgan Jones, Marketing Coordinator 2. Andrea McNeil, 4-H Youth Development Educator 3. Yolanda Nation, 4-H Program Coordinator 4. Jessica Hays, 4-H Program Coordinator 5. Melaina Kincaid, 4-H Program Coordinator 6. Rachel Stenger, 4-H Program Coordinator 7. Meredith Probst, SNAP-Ed Educator 8. MaryBeth Massey, SNAP-Ed Program Coordinator 9. Susan Stollard, SNAP-Ed Community Outreach Worker 10. Penny Hood, SNAP-Ed Community Outreach Worker 11. Ross Osterday, SNAP-Ed Community Outreach Worker 12. Jessie McClusky, County Director

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<p>ENVIRONMENT</p> <ul style="list-style-type: none"> Enhancing and Preserving Natural Resources 	<p>Based on the 2023 Needs Assessment findings, the following are the reasons Unit 19 will address over the next two years:</p> <ul style="list-style-type: none"> Moderate internal capacity to address Moderate rate of evidence of need/opportunity Moderate gaps in existing resources High rate of opportunities for internal or external collaboration Identified a need for information/programming on trees, invasive species, and sustainable practices. 	<ol style="list-style-type: none"> Jenny Lee, MG/MN Program Coordinator Jessie McClusky, County Director
<p>ENVIRONMENT</p> <ul style="list-style-type: none"> Engagement with Home and Community Landscapes 	<p>Based on the 2023 Needs Assessment findings, the following are the reasons Unit 19 will address over the next two years:</p> <ul style="list-style-type: none"> Moderate internal capacity to address Moderate rate of evidence of need/opportunity Moderate gaps in existing resources High rate of opportunities for internal or external collaboration Identified a need to provide information/programming to support gardening trends and research-supported best practices, and health benefits of natural spaces. 	<ol style="list-style-type: none"> Jenny Lee, MG/MN Program Coordinator Cheri Burcham, Family Life Educator Jessie McClusky, County Director

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<p>ECONOMY</p> <ul style="list-style-type: none"> • Workforce Preparedness/Advancement 	<p>Based on the 2023 Needs Assessment findings, the following are the reasons Unit 19 will address over the next two years:</p> <ul style="list-style-type: none"> • Moderate internal capacity to address • High rate of evidence of need/opportunity • Moderate gaps in existing resources • High rate of opportunities for internal or external collaboration • Identified a need to provide programming for youth on career possibilities/opportunities, workforce expectations, etc. 	<ol style="list-style-type: none"> 1. Andrea McNeil, 4-H Youth Development Educator 2. Yolanda Nation, 4-H Program Coordinator 3. Jessica Hays, 4-H Program Coordinator 4. Melaina Kincaid, 4-H Program Coordinator 5. Rachel Stenger, 4-H Program Coordinator 6. Jessie McClusky, County Director
<p>ECONOMY</p> <ul style="list-style-type: none"> • Financial Wellbeing 	<p>Based on the 2023 Needs Assessment findings, the following are the reasons Unit 19 will address over the next two years:</p> <ul style="list-style-type: none"> • Moderate internal capacity to address • High rate of evidence of need/opportunity • Moderate gaps in existing resources • High rate of opportunities for internal or external collaboration • Identified a need to provide programming for youth to build the skills and knowledge to support a financially self-sufficient life. 	<ol style="list-style-type: none"> 7. Andrea McNeil, 4-H Youth Development Educator 8. Yolanda Nation, 4-H Program Coordinator 9. Jessica Hays, 4-H Program Coordinator 10. Melaina Kincaid, 4-H Program Coordinator 11. Rachel Stenger, 4-H Program Coordinator 12. Jessie McClusky, County Director

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 checked="" type="checkbox"/> Beyond Unit Experience <input type="checkbox"/> Beyond Group Enrollment	<ol style="list-style-type: none"> 1. Share and reiterate opportunities to leaders, members, and families through newsletters and direct contact. 2. Organize opportunities to prepare members for state contests/events. 	<ol style="list-style-type: none"> 1. Andrea McNeil, 4-H Youth Development Educator 2. Yolanda Nation, 4-H Program Coordinator 3. Jessica Hays, 4-H Program Coordinator 4. Melaina Kincaid, 4-H Program Coordinator 5. Rachel Stenger, 4-H Program Coordinator

<p>Goal 2: (Educator Focus) Implement a 4-H Signature Program in Every County and Metro Area</p>	<p>List the targeted signature programs: Coles: Welcome to the Real World & Your Thoughts Matter Cumberland: Welcome to the Real World Moultrie-Douglas: Welcome to the Real World Shelby: Health Jam</p>	<ol style="list-style-type: none"> 1. Connect with school administration and staff. 2. Ensure the new Educator is properly trained on the curriculum. 	<ol style="list-style-type: none"> 1. Andrea McNeil, 4-H Youth Development Educator 2. Yolanda Nation, 4-H Program Coordinator 3. Jessica Hays, 4-H Program Coordinator 4. Melaina Kincaid, 4-H Program Coordinator 5. Rachel Stenger, 4-H Program Coordinator
<p>Goal 3: Expansion & Review Target Audience (Each county and metro area should identify a specific school, partner organization or neighborhood of focus)</p>	<p>List each county and (if applicable) targeted metro area in your unit with the target audience: Coles: Homeschool groups Cumberland: Toledo Schools Moultrie-Douglas: Arcola and Sullivan Shelby: Windsor</p>	<ol style="list-style-type: none"> 1. Connect with local stakeholders to build/reinforce relationships. 2. Identify needs or gaps. 	<ol style="list-style-type: none"> 3. Andrea McNeil, 4-H Youth Development Educator 4. Yolanda Nation, 4-H Program Coordinator 5. Jessica Hays, 4-H Program Coordinator 6. Melaina Kincaid, 4-H Program Coordinator 7. Rachel Stenger, 4-H Program Coordinator

**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. Extension Council	Increase the number of overall board members from 12 to 15.	<ol style="list-style-type: none"> 1. Identify current representation and gaps in REG. 2. Based on gaps in REG, create a plan to identify individuals in our communities to invite them to join the council. 3. Connect with identified individuals and educate them on Extension and Extension Council. 4. Request them to join in September 2024, the new Council year. 	<ol style="list-style-type: none"> 1. Council meeting notes 2. Council membership paperwork 3. List of recruitment efforts
2.			

**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. The Village of Arcola	1. Increase programming and services for Hispanic youth and adults in Arcola.	<ol style="list-style-type: none"> 1. Make connections with community stakeholders (e.g., the Mayor), and community organizations (library, food pantry) 2. Conduct a needs assessment 3. Start a new 4-H Club in 2023 4. Provide information in Spanish 	<ol style="list-style-type: none"> 1. Copies of e-mails 2. Meeting minutes 3. Active 4-H Club records
2. Moultrie-Douglas Amish Community	<ol style="list-style-type: none"> 1. Identify ways to increase relationships and connections within the Amish community. 2. Identify ways to serve and support the Amish community. 	<ol style="list-style-type: none"> 1. Make connections with community leaders and stakeholders 2. Conduct a needs assessment 3. Explore how Master Gardener program can assist with their needs. 4. Explore bringing back Dairy Days 5. Provide articles for their newsletter(s) 	<ol style="list-style-type: none"> 1. Meeting minutes 2. Copies of e-mails 3. Copies of articles 4. Programming records/PEARS