

UNIT 4 - PLAN OF WORK

(TO IMPACT GRAND CHALLENGES/STATE PRIORITY ISSUES)

Table 1: Complete the information below	
Unit:	4 – Carroll, Lee, Whiteside Counties
Program Year	Oct 1, 2021 –Sept 30, 2024

PURPOSE: *TO PROVIDE AN OVERVIEW OF*

- *STATE PRIORITY ISSUES THAT STAFF WITHIN THE UNIT PLAN TO IMPACT IN LOCALLY RELEVANT WAYS*
- *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:

YEAR Unit Plan of Work_Unit#

e.g., 2021-2022 Unit Plan of Work_Unit#

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 (including the non-food ag sector) 	<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 (addressed only in Table 2 below) 	<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 2021-2022** (4-H Club Goals)

Table 3: **Supplemental Issue-Focused Impact Plan**

ONLY IF staff in your unit will be devoting *concentrated effort* toward a state priority issue THAT IS NOT INCLUDED in an educator’s issue-focused impact plan (e.g., due to a staffing vacancy or other unique circumstances)

Table 4: **Unit Councils/Committees Your Unit Plans to Target for Improved REG Representation**

Table 5: **Programming Audience(s) Your Unit Plans to Target for Improved REG Representation**

Table 6: **Progress Toward 2020-2021 Inclusion Goals (including successful actions)**

UNIT OVERVIEW

Complete Table 1 below to provide an overview your unit’s overall state priority issue-focused impact plan. Be sure to include all state priority issues targeted in educator plans of work, SNAP-Ed strategic plan for your unit, Thriving Youth (detailed in Table 2 below), and any state priority issues targeted in your supplemental impact plan (detailed in Table 3 below if applicable). Add more rows you need additional space to list the state priority issues targeted by staff within your unit.

Table 1: Overview of State Priority Issues Targeted Across Unit	
Unit: 4	County Director: Karla Belzer
State priority issue targeted	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.
Maximize Physical and Emotional Health for All <ul style="list-style-type: none"> Chronic Disease Prevention and Management 	Veronica Skaradzinski, SNAP-Ed Educator Marcia Cruse, SNAP-Ed EPC Shelia Miller, SNAP-Ed Community Worker Nicole Ferguson, SNAP-Ed Community Worker Martha Ebbesmeyer, 4-H Youth Development Educator Allie Johnston, 4-H EPC Kathy Book, 4-H EPC Molly Sedig, 4-H EPC Mary Finney, 4-H EPC Karla Belzer, Family Life Educator
Maximize Physical and Emotional Health for All <ul style="list-style-type: none"> Social and Emotional Health 	Karla Belzer, Family Life Educator
Maintain a Safe & Accessible Food Supply <ul style="list-style-type: none"> Food Access 	Veronica Skaradzinski, SNAP-Ed Educator Marcia Cruse, SNAP-Ed EPC Bruce Black, Horticulture Educator Marilyn Kemmerer, Ag and Natural Resources EPC Mary Nelson, Ag and Natural Resources EPC Susan O’Connor, Marketing and Communications Program Coordinator Master Gardener Volunteers Mike Delany, Community and Economic Development Educator
Support Strong and Resilient Youth, Families, and Communities	Martha Ebbesmeyer, 4-H Youth Development Educator Allie Johnston, 4-H EPC

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<ul style="list-style-type: none"> • Thriving Youth 	Kathy Book, 4-H EPC Molly Sedig, 4-H EPC Mary Finney, 4-H EPC
Grow a Prosperous Economy <ul style="list-style-type: none"> • Workforce Preparedness/Advancement 	Mike Delany, Community and Economic Development Educator

Table 2: Goals to Address the Thriving Youth State Priority Issue 2021-2022 (4-H Club Goals)

***Each unit 4-H Team is expected to plan for at least 1 Club Member Retention Goal and at least 1 Improved Diversity/Equity/Inclusion goal for 2021-2022. Add more rows to outline additional goals if needed.**

**Please note that Expansion and Review Committees and efforts are designed to help inform your goals related to growth and engagement with underserved audiences. Action plans outlined in this Plan of Work should enhance your current county expansion and review plans and outline intentional actions that will be taken this year.

Examples of potential actions to improve Diversity/Equity/Inclusion:

- Recruit a volunteer who is experienced in serving minority youth to lead an in-person and/or virtual club this year in a community or geography of your unit historically underserved by Illinois 4-H.
- Request equity dialogue training through the Youth Leadership Team and recruit youth/volunteers to participate in your unit.
- Facilitate equity dialogues with all club officers and/or volunteers and host local conversation about how to improve experience of inclusion and belonging for youth who are new to 4-H.
- Establish a new relationship with a funder or donor who has equity as an explicit goal in their work – to work together toward equity goals for youth in your community.
- Recruit youth for participation in a C.A.R.E.S SPIN Club in the winter/spring (could be staff and/or volunteer-facilitated).
- Identify youth/volunteers/club in your unit with interest in advancing DEI goals and design a local response (consider applying for DEI funds through State 4-H Office to support this new effort)

*What is your intended goal?	What actions will you take to meet the goal?	Intended outcomes or indicators of success (be specific as to how you will track or measure)	What unit staff will be working toward this goal or actions?
<p><i>Club Member Retention Goal:</i> Maintain total enrollment of 90% of the 2020-2021 4-H year membership per county.</p>	<p>Volunteer/Leader training – To be offered by local staff at leader meetings (1-2 per year) and at the regional level. These trainings will offer support and resources to leaders that will assist in fostering a better club experience.</p> <p>Each EPC will offer 3 SPIN Clubs during the 2021-2022 with at least five youth participating in each club.</p>	<p>Membership threshold is at or above 90% of the 2020-2021 enrollment numbers</p> <p>At least five youth will participate in each SPIN Club.</p>	<p>Unit 4 4-H Staff (4-H educator and program coordinators)</p>

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- Recruit a volunteer who is experienced in serving minority youth to lead an in-person and/or virtual club this year in a community or geography of your unit historically underserved by Illinois 4-H.
- Request equity dialogue training through the Youth Leadership Team and recruit youth/volunteers to participate in your unit.
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- Identify youth/volunteers/club in your unit with interest in advancing DEI goals and design a local response (consider applying for DEI funds through State 4-H Office to support this new effort)

*What is your intended goal?	What actions will you take to meet the goal?	Intended outcomes or indicators of success (be specific as to how you will track or measure)	What unit staff will be working toward this goal or actions?
<p>**Improved Diversity/Equity/Inclusion Goal:</p> <p>Reach new youth participants by the creation of new clubs in each county.</p>	<p>Clubs will be targeted in the following communities/locations:</p> <ul style="list-style-type: none"> • Lee County - Willow Creek Hard to Beat (Lee - town) • Carroll County - Visual Arts SPIN (West Carroll Jr. High) • Whiteside County - Montmorency Weekly Club (Montmorency School) first generation members • SPIN Cooking Club (Agua Viva Church, Rock Falls) primarily Spanish speaking families attend this church 	<p>Youth will enroll in 4-H. Members will actively participate in SPIN or club activities by attending six meetings or activities. 4-Hers will display a project at the 4-H show or a club exhibition.</p>	<p>4-H EPCs and Youth Educator</p>

SUPPLEMENTAL ISSUE-FOCUSED IMPACT PLAN (IF APPROPRIATE TO YOUR UNIT)

There are times when unit staff will target an issue with outreach that is not aligned with an educator's plan (often due to vacancies in staffing). If there are *concentrated efforts* that are NOT covered in one of your unit's educator plans but your unit staff will devote to address a state priority issue, complete **Table 3: Supplemental Issue-Focused Impact Plan**. Add more rows to Table 3 if you need additional space to outline the plan. Copy the table FOR EACH PRIORITY ISSUE if you expect to have *concentrated effort* devoted to more than one issue during the 2021-2022 Extension year. In Table 2, do not include issue-focused impact plans already outlined in an educator's plan of work submitted within your unit.

Examples of types of programs/outreach activities you might include.

- Educational outreach onsite and online (direct education)
- Digitally and/or print-released information (indirect activities)
- Consultation and expert assistance for decision support
- Applied research
- Engaging in partnerships and coalitions to reach a common goal

**Table 3: Supplemental Issue-Focused Impact Plan (if appropriate for your unit)
COMPLETE ONE TABLE PER STATE PRIORITY ISSUE YOU PLAN TO ADDRESS**

Identify the state priority issue to be targeted (see [Illinois Extension’s Grand Challenge Focus Areas and Related State Priority Issues](#)):

Unit staff collaborating on/contributing to planned outreach addressing this issue:

<p>What planned outreach will you conduct to intentionally address this priority issue? Specify the details e.g., name of programs, indirect intervention channel, focus of applied research, specific partnerships and/or coalitions you will engage with, etc.</p> <p>List each program or group of activities that are intended to target the same audience(s) and outcome(s) in a separate row.</p>	<p>Describe the audience(s) you will target with each planned outreach program or group of activities</p>	<p>What are the specific intended outcomes that will result from this planned outreach? Consider the following types of outcomes when listing the intended, specific outcomes of your planned outreach program or group of activities:</p> <ul style="list-style-type: none"> • Increase awareness/knowledge in... • Increase positive attitudes towards... • Participants report intent to change/adopt... • Increase/decrease in behaviors/practices such as.... • Changes in policies/environment such as.... <p>(Also indicate with an asterisk * any outcomes you plan to measure)</p>

**Table 4: 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 2021-2022**

Unit:		County Director	
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. Unit 4 Council	Continue to improve diversity representation on the council by increasing number of male and minority members on the council.	Actively recruit male and minority members to the council. Discuss recruitment of new members with council members and unit educators. Approach current partners to serve on council and/or leads for council members.	Council attendance is documented at meetings and in meeting minutes. Email communications to potential council members are saved.
2.			

**Table 5: 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 2021-2022**

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. Hispanic/Latino	Increase participation in Whiteside County 4-H program by 3%—either through community clubs, community-based programs, or spin clubs.	Our Bilingual 4-H EPC will plan and implement programming with the Hispanic/Latino community	Copies of marketing efforts. Attendance records.
2. Low socio-economic audience's populations who fall at or below the federal poverty (income) threshold.	The goal is to provide a minimum of 18 programs offered by Unit	Increase direct marketing and partnering with other organizations who provide services to this population.	Keep copies of marketing efforts and the number of programs delivered.

Table 6: Please review your unit's 2020-2021 intended goal(s) to improve REG representation and share your progress (including successful actions).			
Representation improvement goal from your 2019-2020 Unit Inclusion Plan	Was this a programming goal or council/committee representation improvement goal?	What progress were you able to make (if at all)?	What strategies/actions were most effective in making progress toward the goal(s)?
Positive Youth Development Committee	Committee	Committee was established and has been meeting regularly during 2021. Currently 21% of the committee is male and 79% is female.	Meeting minutes have been kept. A survey of 350 youth has been done in 2021 and analysis of that data is being conducted at this time.
Council Members	Council	Some – attempt was made to recruit additional male council members, but offer was declined. Increased staff participation in community partnerships and coalitions improved Extension visibility and access to potential minority council members.	Utilizing current partnerships as a resource in approaching potential council members seemed effective.
Hispanic/Latino	Programming	None – according to REG data, 6.8% of 4H members in 2019-2020 identified as Hispanic/Latino and 13.11% identified as Hispanic/Latino in 2018-2019. We anticipate that this drop is in relation to the pandemic.	The pandemic limited our ability for in person programming and decreased our overall programming numbers between 2018 & 2020. We anticipate as change in 2020/2021.
Low socio-economic audience's populations who fall at or below the federal poverty (income) threshold.	Programming	Developed partnership with the 21 st CCLC program and provided i-person afterschool programming to at risk youth. During the pandemic, take home kits were offered to continue program reach.	Partnering with afterschool program increased access to this underserved group.