

4-H Youth Development Initiatives and Trends for County Plan of Work 2016-2020

Core Curriculum: Leadership

Major Initiative: Developing **leadership and volunteer skills** for engagement with community, country and world.

Specific situation/trend description:

Many leadership scholars and youth development professionals agree that leadership development is an important, but often overlooked facet of youth development and education (MacNeil, 2000). The development of leadership contributes greatly to the positive development of young people and their communities. Leadership skills, such as goal-setting, problem-solving and sound decision-making, are not just necessary for leaders—these skills are needed for success in today's world (MacNeil, 2000). Furthermore, helping young people develop leadership competencies makes them better able to solve community problems and enhances their civic participation (O'Brien & Kohlmeier, 2003). Young leaders also demonstrate higher career aspirations, increased self-esteem, and improved high school completion rates (Bloomberg, Ganey, Alba, Quintero, & Alcantara, 2003).

By supporting and engaging young leaders, adults, organizations and communities experience direct benefits, through stronger connections to other young people in the community (Zeldin, McDaniel, Topitzes, & Lorens, 2001). They have a greater understanding of the problems facing other youth, and fresh perspectives for how to address these problems (Des Marais, Yang, & Farzanehkia, 2000; Zeldin, McDaniel, Topitzes, & Lorens, 2001; McGillicuddy, 1991). Additionally, young people help to re-energize adults and counteract negative stereotypes of youth when they are successfully engaged in leadership within their communities (Zeldin, & Camino, 1999; Fiscus, 2003).

Becoming an active part of the community necessitates that youth and adults value the diversity present and promote inclusivity at all levels of programming and involvement. The demographic makeup of the US has changed significantly over the last few decades and will continue to change in terms of race, ethnicity, sexual orientation, socio-economic status (SES), special needs and educational attainment. This changing population and awareness of diversity will continue to change into the future. Three powerful trends in society have contributed to a focus on diversity, inclusiveness and education about this topic. These trends are: 1) a competitive, globalized market in which the US conducts business; 2) substantial changes in the makeup of the US population and, 3) the celebration of individual differences and a movement away from “fitting in”. Some facts related to this:

- 4 of 5 new jobs are the result of foreign trade.
- The percentage of whites in the population continues to decline. Asians are the fastest growing race group while Hispanics are the largest. By 2050, approximately 1 in 2 people (50%) will be non-white.
- The majority of new workers are women and people of color.
- Taken as a whole, people with disabilities make up the largest minority group (15%) in the US.
- The fastest growing age group are those 75+ years old.

An Overview of Diversity Awareness (http://www.extension.org/sites/default/files/w/3/30/An_Overview_of_Diversity_Awareness.pdf)

4-H Youth Leadership is about:

- Learning about the concept of leadership and your **individual** role as a leader.
- Using leadership skills to effectively lead small groups and **teams** toward common goals.
- Work within your **community** (club/county/state or beyond) to become an engaged leader who can make a difference.

- Creating a program that encourages, values, promotes and supports **diversity and inclusivity** at all levels.

Long Term goals/outcomes:

- Youth will serve as teen and adult leaders in their communities, community organizations, and as mentors for younger youth.
- Youth will demonstrate the understanding of diversity, inclusivity and multiculturalism in their daily life.
- Youth will identify and address critical issues that impact the community
- Youth will be productive, contributing adults in the future.
- Youth will use leadership and communications skills needed to be successful in the workplace on a daily basis.

Intermediate goals/outcomes:

- Youth will demonstrate leadership, teamwork and communication skills in their day to day lives.
- Youth will utilize leadership skills learned during their time in 4-H in clubs, activities and other venues with 4-H and other community organizations.
- Senior 4-H members will become leaders or co-leaders of a 4-H project club, day camp or other project based group of younger 4-H members.
- Youth will indicate increased awareness of diversity issues in their community and personal lives.
- Youth will engage in community based service projects selected to address identified needs.

Short-term goals/outcomes:

- Youth will learn the communication, leadership and procedural skills that will allow them to run a meeting.
- Youth will increase their knowledge about leadership and how to be an effective leader, team player and communicator.
- Youth will learn about leadership styles and will be able to identify positive and negative leadership characteristics.
- Youth will learn about diversity and will demonstrate inclusivity.
- Youth will acquire decision making skills and gain an appreciation for civic engagement.
- Youth will learn how to set appropriate, attainable goals.
- Youth will listen to people who have different ideas from them.

Evaluation measures/Impact Indicators-*Evaluation measures to determine if goals/outcomes have been achieved. Sources for this are the logic model developed for each of the core curriculum areas, featured program questions, and priority indicators that you have developed and/or want to add/edit, and the common evaluation templates which have been developed.*

- From the Leadership – 4-H Program Evaluation
 - Number of youth who indicate “they know how to set and accomplish a goal”.
 - Number of youth who indicate they “listen to people who have different ideas than me”.
 - Number of youth who indicate they “can finish a job I have started”.
 - Number of youth who indicate they “can take responsibility for my actions”.
 - Number of youth provided with diversity focused education.
- Number of 4-H members leading a project group or project club.
- Number of 4-H members serving as direct mentors to younger youth.

Role of 4-H Youth Development Program-Inputs-

- **New efforts on the horizon planned for next Four Year Plan of Work-**
 - **4-H Teen Mentors** – a program/curricula guided designed to support older 4-H members in mentoring younger 4-H members will be adopted, adapted or created based on existing resources.
 - **A committee of agents interested in working on diversity and inclusiveness has been selected.** This committee will identify resources available for teaching diversity/inclusivity to youth and provide training to agents on implementing these curricula (during Program Year 2015-2016)
 - **Citizenship Curriculum will be revised-efforts begin in fall 2015**
 - **New emphasis on Youth Adult Partnerships**
- **Existing resources from Core Curriculum-Take from Core Curriculum Catalog.**

Citizenship:

4-H Citizenship is the knowledge, skills, attitudes and motivation that give youth the capacity to move beyond one's individual self-interest and to be committed to the well-being of some larger group. 4-H Citizenship focuses on civic education such as government principles, personal roles and civic rep.

Civic Engagement: After School Activities for Citizenship, Leadership and Service

This resource guide is designed to be used by Extension Professionals and volunteers who wish to deliver civic engagement programs for children in grades three through six in after school settings. It includes background information on civic engagement and activities that gives children the desire, skills and knowledge to become civically engaged. (126 pages) Intended user: adult and teen volunteers, professionals

Source: [online only] Kentucky 4-H Agent Resource Guide

4-H Afterschool Resource Guide FREE [online]

Citizenship – Public Adventures – Guides Handbook (Facilitator's Guide)

Designed to engage youth in changing a piece of the public world, discover the possibilities of democratic citizenship and building a commitment to take action in new and exciting ways. (36 pages) Intended user: adult and teen volunteers, professionals

Source: National 4-H Supply Service

N4-HSS BU-08154 \$4.95

Citizenship – Public Adventures – Adventure Kit

Designed to engage youth in changing a piece of the public world, discover the possibilities of democratic citizenship and building a commitment to take action in new and exciting ways. (36 pages) Intended user: adult and teen volunteers, professionals

Source: National 4-H Supply Service

N4-HSS BU-08153 \$7.95

Civic Engagement:

4-H Civic Engagement helps youth to make a positive difference by engaging them in learning opportunities that give them a sense of responsibility and a capacity to connect with the communities. It encompasses the areas of community service, service learning and community youth development.

Civic Engagement: After School Activities for Citizenship, Leadership and Service

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Source: [online only] Kentucky 4-H Agent Resource Guide

4-H Afterschool Resource Guide FREE [online]

Agents of Change (Level 1)

This curriculum takes youth in grades 6-8 through the process of researching, planning and conducting a service learning project. The activities are designed for youth to learn by doing. Youth reflect on what they did and what it meant to them. (36 pages) Intended user: youth in grades 6-8

Source: National 4-H Supply Service

N4-HSS BU-08182 \$4.95

Raise Your Voice (Level 2)

This curriculum takes youth in grades 9-12 through the process of researching, planning and conducting a service learning project. The activities are designed for youth to learn by doing. Youth reflect on what they did and what it meant to them. (36 pages) Intended user: youth in grades 9-12

Source: National 4-H Supply Service

N4-HSS BU-08182 \$4.95

Service Learning Helper's Guide (Facilitator's Guide)

This guide is designed for adults and older youth working with groups. It includes individual meeting activity guides, as well as information to help you develop as a leader. There are plenty of tips that will help the facilitator guide youth who are working through the associated member guides. (36 pages) Intended user: adult and teen volunteers, professionals

Source: National 4-H Supply Service

N4-HSS BU-08182 \$4.95

Cultural/Global Education:

4-H Cultural/Global Education provides youth with the necessary skills and opportunities needed to connect them as active members of their nation and world. Through this, they learn about history, cultural heritage and global understanding.

4-H Backpack to Adventure: Youth Leaders in a Global World

4-H Back to Adventure: Youth Leaders in a Global World is designed for adult and teen volunteers, parents and, professionals and others to use in working with young people aged 9 to 19 to develop the knowledge and skills they need to become youth leaders in an interconnected, global environment. (134 pages) Intended user: adult and teen volunteers, professionals

Source: Contact State 4-H Office – Mark Mains

Michigan State University 4-H Youth Development 4H1643 FREE

WeConnect: A Global Youth Citizenship Curriculum

WeConnect is a program model and curriculum designed to show youth that they are participants of a global society, inspiring a sense of understanding and confidence in relating and connecting to other people. (80 pages) Intended user: adult professionals and volunteers

Source: National 4-H Supply Service

N4-HSS 01501F \$20.99

Windows to Asian Cultures

This curriculum takes the facilitator and participants through a tour of East Asia and Southeast Asia through a variety of enjoyable and insightful activities. Through the hands-on, age appropriate learning activities, the authors help participants discover new perspectives of life in other cultures. This curriculum has been purchased from The University of Illinois Extension for use by agents in the Kentucky. Download from the agent resource guide under “citizenship”.

Source: Kentucky 4-H Agent Resource Guide; University of Illinois Extension FREE

Leadership:

My Leadership Workbook (Level 1)

Youth practice leadership through this action-packed workbook. From “putting themselves in someone else’s shoes” to “gathering up loose ends” and “freezing a conflict”, youth actively learn about individual leadership skills. (40 pages) Intended user: youth in grades 3-5

Source: National 4-H Supply Service

N4-HSS 07905 \$4.95

My Leadership Journal (Level 2)

Continuing on the leadership journey, youth learn the importance of understanding themselves as a leader. Teamwork is emphasized as the youth walk the teamwork tightrope and search for team talent. Youth are encouraged to keep a journal of their leadership journey. (40 pages) Intended user: youth in grades 6-8

Source: National 4-H Supply Service

N4-HSS 07906 \$4.95

My Leadership Portfolio (Level 3)

Older youth focus on “real life” leadership activities. Youth are encouraged to develop a portfolio of their leadership experiences. Through youth directed activities, individuals assume greater leadership responsibilities. (40 pages) Intended user: youth in grades 9-12

Source: National 4-H Supply Service

N4-HSS 07907 \$4.95

Leadership Mentor Guide 1: K-5

This guide provides the mentor with ideas and suggestions for working with youth in grades K-2 and 3-5. The K-2 activities are adult driven and therefore, only available in this mentor guide. The purpose of K-2 activities is to help younger children think about leadership and how they can develop leadership skills in their daily lives. “My Leadership Workbook” activities are printed in this guide with additional mentor tips and suggestions. (72 pages) Intended user: volunteers working with youth in grades K-2 and 3-5

Source: National 4-H Supply Service

N4-HSS 07903 \$5.50

Leadership Mentor Guide 2: 6-12

This guide provides helpful background information on working with youth in leadership development. “My Leadership Journal” and “My Leadership Portfolio” activities are printed in the guide with additional mentor tips and suggestions. The mentor can learn more about his/her own leadership skills by using the leadership assessment tool. (76 pages) Intended user: volunteers working with youth in grades 6-12

Source: National 4-H Supply Service

N4-HSS 07904 \$5.50

Unlock Your Leadership Potential

This leader guide explores developing leadership potential in teens through experiential, hands-on activities which provide plenty of action to keep group leaders busy. Published by University of Florida. (about 350 pages) Intended user: volunteer leader

Source: University of Florida Extension Bookstore (<http://ifasbooks.ifas.ufl.edu/p-422-unlock-your-leadership-potential.aspx>)

UF/IFAS SPLDL20 \$45.00

Teambuilding with Teens (Book with CD)

The 36 hands-on activities in this book make learning about leadership meaningful and fun while building character. Teens are called on to recognize each other’s strengths, become better listeners, communicate clearly, identify their values, build trust, set goals, and more. Each activity takes 20–45 minutes.

Source: Free Spirit Publishing (http://www.freespirit.com/catalog/item_detail.cfm?ITEM_ID=595)

Free Spirt 1256W \$35.99

Personal Development/Character:

CHARACTER COUNTS!sm—Connect with Character

Each of the five age-appropriate modules contains seven lesson plan packets, one for each of the six Pillars of Character and one on ethical decision-making. The Six Pillars of Character are trustworthiness, respect, responsibility, fairness, caring and citizenship. For younger youth, lessons involve play and physical activities. For older youth, age-specific activities emphasize writing, discussion, role-playing, problem-solving, and team-building. Handouts, rubrics and charts may be printed from the CD. Each kit includes an in-depth instructor's manual of teaching strategies, classroom management advice, knowledge construction and rubrics for peer assessment. Seventy additional 15- to 30-minute activities are provided to expand learning. The Character Match Card Game is included in kits for ages 4-6 and 6-9. The Golden Pillar Awards Board Game is included in the kits for ages 9-11, 11-13, and teens. Once purchased, kits may be used over and over.

Intended user: adult and teen volunteers working with groups of youth ages 4-6, 6-9, 9-11, 11-13 or teens

Source: CHARACTER COUNTS!sm; Order online at www.CharacterCounts.org or phone in order at 800-711-2670. .

CHARACTER COUNTS!sm

Kit for ages 4-6	#15-1000	\$89/module
Kit for ages 6-9	#15-1010	\$89/module
Kit for ages 9-11	#15-1020	\$89/module
Kit for ages 11-13	#15-1030	\$89/module
Kit for Teens	#15-1040	\$89/module

Save when all kits are purchased at once.

CHARACTER COUNTS!sm—Good Ideas—250 Lesson Plans & Activities

This resource provides 250 lesson plans focusing on the Six Pillars of Character (trustworthiness, respect, responsibility, fairness, caring and citizenship).

A variety of lesson plans are included for each grade level K-12. Lessons were researched and developed by the Josephson Institute and tested with kids. (461 pages) Intended user: volunteers working with a group of youth ages 4-18

Source: CHARACTER COUNTS!sm; Order online at www.CharacterCounts.org or phone in order at 800-711-2670.

CHARACTER COUNTS!sm #50-2150 \$39.95

CHARACTER COUNTS!sm—More Good Ideas for grades K-5

This book is an addendum to the **Good Ideas** book. It features 42 additional learning activities to help teach youth about the Six Pillars of Character and how to make ethical decision.

Intended user: volunteers working with a group of youth in grades K-5

Source: CHARACTER COUNTS!sm; Order online at www.CharacterCounts.org or phone in order at 800-711-2670.

CHARACTER COUNTS!sm #50-2160 \$14.95

CHARACTER COUNTS!sm—More Good Ideas for grades 6-12

This book is an addendum to the **Good Ideas** book. It features 28 additional lesson plans to help teach youth about the Six Pillars of Character and how to make ethical decision.

Intended user: volunteers working with a group of youth in grades 6-12

Source: CHARACTER COUNTS!sm; Order online at www.CharacterCounts.org or phone in order at 800-711-2670.

CHARACTER COUNTS!sm #50-2170 \$14.95

Specialist responsible:

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