

## N.C. 4-H Youth Development 2006-2007 Professional Needs Assessment Results

IMPORTANCE: Mean (s.d.)			COMPETENCY	COMPETENCE: Mean (s.d.)		
Agents (N=77)	PAs (N=25)	All (N=102)		Agents (N=77)	PAs (N=25)	All (N=102)
<b>Youth Development</b>						
3.10 (0.61)	3.24 (0.61)	3.14 (0.61)	Fundamentals of 5-19 year old youth growth & development (physical, cognitive, social, & emotional development)	3.21 (0.43)	3.28 (0.58)	3.23 (0.47)
2.86 (0.55)	3.16 (0.60)	2.93 (0.53)	Basic youth development theory (ecological & resiliency theories)	2.92 (0.43)	2.84 (0.55)	2.90 (0.46)
3.30 (0.60)	3.48 (0.67)	3.34 (0.63)	Behavior management	2.99 (0.26)	3.24 (0.55)	3.05 (0.34)
3.27 (0.59)	3.12 (0.63)	3.24 (0.60)	Working with home schooled youth	2.88 (0.51)	2.92 (0.61)	2.89 (0.54)
<b>3.13 (0.73)</b>	<b>3.25 (0.76)</b>	<b>3.16 (0.74)</b>	<b>Youth Development Overall</b>	<b>3.00 (0.61)</b>	<b>3.07 (0.78)</b>	<b>3.02 (0.66)</b>
<b>Organizational Systems</b>						
3.48 (0.53)	3.44 (0.54)	3.47 (0.53)	Strategic planning in county 4-H programs	2.84 (0.44)	2.80 (0.67)	2.83 (0.50)
3.42 (0.62)	3.36 (0.72)	3.40 (0.64)	Developing effective county 4-H advisory committees	2.87 (0.50)	2.80 (0.51)	2.85 (0.50)
3.29 (0.71)	3.36 (0.72)	3.30 (0.71)	Balancing professional/work and personal/life issues	2.95 (0.40)	3.08 (0.44)	2.98 (0.39)
3.55 (0.53)	3.64 (0.52)	3.57 (0.53)	Marketing 4-H programs	3.00 (0.31)	3.20 (0.58)	3.05 (0.39)
3.32 (0.65)	3.28 (0.63)	3.31 (0.65)	Developing and managing grants	2.64 (0.71)	2.08 (0.59)	2.50 (0.74)
3.49 (0.57)	3.40 (0.58)	3.47 (0.57)	Managing risks in 4-H programs	2.70 (0.54)	2.88 (0.49)	2.75 (0.54)
3.06 (0.53)	3.12 (0.63)	3.08 (0.56)	Professional ethics in 4-H Youth Development	3.26 (0.44)	3.16 (0.40)	3.24 (0.43)
3.23 (0.74)	2.72 (0.84)	3.11 (0.75)	Supervising county 4-H staff	2.83 (0.58)	2.48 (0.82)	2.75 (0.67)
<b>3.36 (0.72)</b>	<b>3.29 (0.81)</b>	<b>3.34 (0.74)</b>	<b>Organizational Systems Overall</b>	<b>2.89 (0.68)</b>	<b>2.81 (0.81)</b>	<b>2.87 (0.72)</b>
<b>Youth Program Development</b>						
3.22 (0.57)	3.00 (0.40)	3.17 (0.54)	Effective environmental scanning and needs assessment	2.77 (0.48)	2.48 (0.66)	2.70 (0.54)
2.99 (0.49)	3.12 (0.42)	3.02 (0.46)	Understanding and managing change	2.97 (0.35)	2.96 (0.23)	2.97 (0.32)
3.01 (0.59)	3.28 (0.69)	3.08 (0.63)	Fundamentals of curriculum development	2.81 (0.51)	2.76 (0.57)	2.79 (0.52)
3.14 (0.65)	3.16 (0.60)	3.15 (0.64)	Learning styles and strategies	3.12 (0.41)	2.92 (0.44)	3.07 (0.40)
3.62 (0.51)	3.36 (0.56)	3.56 (0.54)	Impact evaluation in 4-H programs	2.65 (0.59)	2.88 (0.49)	2.71 (0.58)
3.00 (0.47)	3.08 (0.52)	3.02 (0.48)	Fundamentals of 4-H delivery modes	3.06 (0.41)	2.96 (0.38)	3.04 (0.40)
3.39 (0.63)	3.24 (0.67)	3.35 (0.65)	Developing a holistic county 4-H program	2.90 (0.49)	2.80 (0.58)	2.87 (0.52)
<b>3.20 (0.76)</b>	<b>3.18 (0.71)</b>	<b>3.19 (0.75)</b>	<b>Youth Program Development Overall</b>	<b>2.90 (0.65)</b>	<b>2.82 (0.67)</b>	<b>2.88 (0.65)</b>

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IMPORTANCE: Mean (s.d.)			COMPETENCY	COMPETENCE: Mean (s.d.)		
Agents N=77	PAs N=25	All N=102		Agents N=77	PAs N=25	All N=102
<b>Volunteerism</b>						
3.23 (0.60)	3.36 (0.56)	3.26 (0.59)	Contemporary trends in volunteerism, and their effects upon 4-H programs	2.65 (0.51)	2.80 (0.67)	2.69 (0.55)
3.42 (0.58)	3.48 (0.58)	3.43 (0.58)	Recruiting and selecting (screening) potential volunteers	2.86 (0.47)	3.12 (0.56)	2.92 (0.47)
3.60 (0.53)	3.48 (0.67)	3.57 (0.57)	Orienting and training volunteers	2.99 (0.38)	3.04 (0.54)	3.00 (0.41)
3.13 (0.61)	3.48 (0.62)	3.22 (0.65)	Understanding adult volunteers as learners	2.90 (0.40)	3.00 (0.32)	2.92 (0.38)
3.39 (0.63)	3.32 (0.71)	3.37 (0.65)	Supervising, coaching, and recognizing volunteers	3.01 (0.28)	3.04 (0.38)	3.02 (0.31)
3.51 (0.56)	3.36 (0.72)	3.47 (0.60)	Evaluating volunteers and volunteer program impacts	2.64 (0.63)	2.76 (0.49)	2.67 (0.59)
<b>3.38 (0.70)</b>	<b>3.41 (0.73)</b>	<b>3.39 (0.70)</b>	<b>Volunteerism Overall</b>	<b>2.84 (0.63)</b>	<b>2.96 (0.71)</b>	<b>2.87 (0.65)</b>
<b>Partnerships</b>						
3.21 (0.58)	3.48 (0.58)	3.27 (0.60)	Building and strengthening youth-adult partnerships	2.88 (0.41)	3.04 (0.38)	2.92 (0.40)
3.09 (0.50)	3.08 (0.59)	3.09 (0.52)	Youth in governance	2.58 (0.57)	2.48 (0.62)	2.56 (0.58)
3.21 (0.62)	3.48 (0.62)	3.27 (0.64)	Networking and building meaningful partnerships and collaborations	3.06 (0.41)	3.04 (0.54)	3.06 (0.44)
<b>3.17 (0.72)</b>	<b>3.35 (0.73)</b>	<b>3.21 (0.73)</b>	<b>Partnerships Overall</b>	<b>2.84 (0.64)</b>	<b>2.85 (0.77)</b>	<b>2.85 (0.67)</b>
<b>Equity, Access, and Opportunity</b>						
3.12 (0.57)	3.12 (0.63)	3.12 (0.59)	Dimension of diversity	2.97 (0.30)	3.08 (0.52)	3.00 (0.33)
3.27 (0.60)	3.28 (0.63)	3.27 (0.61)	Building an inclusive 4-H program	2.86 (0.40)	3.24 (0.55)	2.95 (0.39)
3.09 (0.64)	3.12 (0.49)	3.10 (0.60)	Exploring power, privilege, and policy in 4-H programs	2.58 (0.55)	2.64 (0.56)	2.60 (0.55)
3.13 (0.66)	3.12 (0.63)	3.13 (0.65)	Understanding political, social, and resource environments of county 4-H programs	2.65 (0.53)	2.76 (0.63)	2.68 (0.56)
<b>3.15 (0.79)</b>	<b>3.16 (0.75)</b>	<b>3.15 (0.78)</b>	<b>Equity, Access, and Opportunity Overall</b>	<b>2.77 (0.61)</b>	<b>2.93 (0.73)</b>	<b>2.81 (0.64)</b>
<b>Miscellaneous Topics</b>						
3.13 (0.75)	3.12 (0.63)	3.13 (0.72)	Understanding 4-H project books and records	3.36 (0.61)	3.04 (0.46)	3.28 (0.60)
3.26 (0.63)	3.40 (0.62)	3.29 (0.64)	Working with high-risk (multiple-risk) populations	2.77 (0.48)	2.96 (0.69)	2.81 (0.53)
3.53 (0.55)	3.60 (0.51)	3.55 (0.54)	Recruiting older youth into 4-H	2.86 (0.45)	2.92 (0.44)	2.87 (0.44)
2.73 (0.88)	3.12 (0.77)	2.82 (0.86)	Understanding gangs	2.19 (0.51)	2.40 (1.04)	2.25 (0.65)
3.43 (0.61)	3.36 (0.61)	3.41 (0.61)	Private resource development for county 4-H programs	2.47 (0.62)	2.44 (0.69)	2.46 (0.63)
<b>3.22 (0.84)</b>	<b>3.32 (0.77)</b>	<b>3.24 (0.82)</b>	<b>Miscellaneous Topics Overall</b>	<b>2.86 (0.76)</b>	<b>2.75 (0.90)</b>	<b>2.74 (0.80)</b>