



## Goals And Objectives

Goals and Objectives
<i>Enter one goal or objective into the following lines. Please use one line per goal or objective. Enter as many goals or objectives as necessary.</i>

Use the second worksheet, "Goals And Objectives," to enter your goals and objectives for 2020. Enter one goal or objective per line and you may enter as many goals or objectives as necessary.

These goals and objectives would come, for example, from PAC meetings, discussions with your County Extension Director, District Program Specialist or District Director.

Sample ANR goals and objectives would be:

- Beef: To educate \_\_\_ clientele on best beef cattle management systems.
- Forages: To educate \_\_\_ clientele on best forage management practices with a focus on a year round grazing system.
- Small Ruminant/Specialty Livestock: To educate \_\_\_ clientele on best production practices.
- Agriculture Economics & Agribusiness: \_\_\_ clientele will improve business management, marketing, finance, risk management, business efficiency knowledge and understanding of public policy issues.
- Wheat: To educate \_\_\_ clientele on best management practices to improve wheat efficiency and profit.
- Alternative Crops: To educate \_\_\_ clientele on crop rotation using cotton, canola, soybeans, grain sorghum or cover crops.
- Home Gardening and Landscaping: Help \_\_\_ home owners improve home gardening and landscaping through relevant education and develop Master Gardeners.

Sample FCS goals and objectives:

- Maintain or improve health of \_\_\_ adult/youth through healthy food and physical activity education.
- Teach \_\_\_ adult/youth safe practices of home preservation practices.
- Teach \_\_\_ co-parenting for Resilience classes.
- Provide leadership to \_\_\_ OHCE members and increase their knowledge of FCS practices.
- Increase OHCE membership by 5%.
- Teach \_\_\_ adult exercise/walking activities to improve their health and safety.
- Increase resiliency in \_\_\_ youth/adults through approved FCS curriculum.

Sample 4-H goals and objectives:

- Enrich \_\_\_ Oklahoma children’s lives through 4-H Positive Youth Development priority programs, activities and volunteer development.
- Provide opportunities for \_\_\_ youth to acquire knowledge, develop life skill, form attitudes and practice behavior that will enable them to reduce the risk of injury or death through farm safety, ATV programs, etc.
- \_\_\_ 4-H youth in the 4-H Sciences program will develop an understanding of science, engineering and technology.
- Provide \_\_\_ opportunities for youth involved in agriculture related projects that will lead to increased knowledge and application of principles in 4-H animal, plant and soil sciences including gardening and horticulture.
- \_\_\_ Youth will learn and apply leadership/citizenship life skills through projects and involvement in leadership opportunities.
- \_\_\_ Youth will learn and apply life skills through the disciplines of recreational shooting sports.
- \_\_\_ Adults will participate in volunteer development and serve in a leadership capacity with 4-H clubs, camps, projects, and other events.

Sample CRD goals and objectives:

- To help \_\_\_ small business start and/or expand.
- To assist \_\_\_ organizations and municipalities in developing tourism.
- To assist \_\_\_ communities/governments with impact analysis.

**Face To Face Educational Programs**

<b>Face-to-Face Educational Programs:</b>		
Educational Programs/Events - list the title of programs or curricula and Number of times offered.		
<i>Enter one program or event into the following lines. Please use one line per program or event. Enter as many programs or events as necessary.</i>		
<b>Program/Event Title</b>	<b>Number of times offered</b>	<b>Will it be evaluated? Y or N</b>

The third worksheet, “Face To Face Educational Programs,” will be used to identify your expected programs or program titles for 2020 that will enable you to reach your goals and objective. For each program, include the number of times you expect it to be offered and if the program will be evaluated (Y or N). Expectations based upon percentage of FTE are provided below:

<b>OCEs</b>				
<b>ANNUAL EXPECTATIONS/RESPONSIBILITIES</b>				
<b>For Extension Educators according to FTE Assignment</b>				
<b>EXTENSION INSTRUCTION</b>	<b>&lt;25%</b>	<b>25%</b>	<b>50%</b>	<b>90%</b>
FCS NUMBER OF FACE-TO-FACE EDUCATIONAL PROGRAMS/YEAR	12	24	36	48
AG NUMBER OF CONSULTATIONS/YEAR	90	90	180	360
AG NUMBER OF FACE-TO-FACE EDUCATIONAL PROGRAMS/YEAR	3	3	5	10
4-H NUMBER OF EDUCATIONAL EVENTS& PROGRAMS/YEAR	6	9	18	36
EVALUATION & REPORTING	Y	Y	Y	Y
<b>RECRUITMENT &amp; TRAINING</b>	<b>&lt;25%</b>	<b>25%</b>	<b>50%</b>	<b>100%</b>
4-H: RECRUIT 4-H MEMBERS & VOLUNTEERS		Y	Y	Y
FCS: RECRUIT OHCE MEMBERS AND MASTER FCS VOLUNTEERS		Y	Y	Y
ANR: RECRUIT MASTER GARDENERS OR OTHER AG VOLUNTEERS		Y	Y	Y
CRD: RECRUIT COMMUNITY DEVELOPMENT VOLUNTEERS		Y	Y	Y
<b>FUND/RESOURCE DEVELOPEMNT</b>	<b>&lt;25%</b>	<b>25%</b>	<b>50%</b>	<b>100%</b>
GRANTS, GIFTS, OTHER SOURCES OF FUNDING		Y	Y	Y
<b>DIVERSITY/INCLUSION</b>	<b>&lt;25%</b>	<b>25%</b>	<b>50%</b>	<b>100%</b>
INCREASE NUMBER OF DIVERSE AUDIENCES	Y	Y	Y	Y
<b>PROFESSIONAL DEVELOPMENT</b>	<b>&lt;25%</b>	<b>25%</b>	<b>50%</b>	<b>100%</b>
COMPLETE IN-SERVICES		Y	Y	Y
COMPLETE CORE COMPETENCY MODULES	Y	Y	Y	Y
SERVICE TO THE PROFESSION & ASSOCIATIONS AND OSU		Y	Y	Y
<b>MEDIA OUTREACH</b>	<b>&lt;25%</b>	<b>25%</b>	<b>50%</b>	<b>100%</b>
TV, RADIO, NEWSPRINT, NEWSLETTER, SOCIAL MEDIA, ETC	Y	Y	Y	Y
<b>COUNTY ADMINISTRATION (CED)</b>	<b>&lt;25%</b>	<b>25%</b>	<b>50%</b>	<b>100%</b>
BUDGET & FUND DEVELOPMENT		Y	Y	Y
STAFF SUPERVISION & EVALUATION & REPORTING		Y	Y	Y
STAKEHOLDER ACCOUNTABILITY		Y	Y	Y

### Diversity Outreach Goal

Diversity Outreach Goal
<i>Please explain your diversity outreach goal.</i>

The fourth worksheet, "Diversity Outreach Goal," allows you to explain your goal(s) to expand the diversity outreach for your program(s). Sample goals:

- Recruit \_\_\_ new male participants for county OHCE membership.
- Recruit \_\_\_ new female participants for Extension Agricultural programs.
- Increase by 10% the participation in 4-H programs by members identifying as "Native American."

### Goals To Expand Audience

Goals to Expand Audience
<i>Enter your goals to expand audience into the following lines. Please use one line per goal. Enter as many goals as necessary.</i>

The fifth and final worksheet, "Goals To Expand Audience," allows you to list those goals that will expand your target audience. You should list as many goals as you feel necessary.

### Completing Your POW

Once you have completed your Plan Of Work Excel spreadsheet and it has been approved by your CED, send it to your DED by December 15 as an email attachment. Upon the DED's approval, the spreadsheet will be uploaded to the PARS system and the information you entered will be available to you from within PARS 2020.