

POW Logic Model Name: Providing Staff Professional Development (2008) (APPROVED)

Reporting years: 2008,2009,2010,2011,2012

Situation:

Cooperative Extension's culture encourages professional development for all staff. The UNHCE strategic plan states, "Our staff are well educated, informed professionals with expertise, a desire to work collaboratively as a team, and committed to accomplishing our mission through applying research, innovative delivery methods and new technologies." In addition, the UNHCE PAST (Program Area Structure Team) report recommends staff work toward their full potential through performance management, including professional development as a strong component for outstanding performance. Extension Educators and Extension Specialist job descriptions and promotion process include professional development as one focus.

Assumptions:

Staff make professional development a high priority for use of their time

Staff are open to applying what they learn

Professional development is part of Cooperative Extension's culture and it attracts and retains quality staff

Staff exposure to and networking with others different from themselves through professional development strengthens programming

Professional development addresses how programming can continue to be open and welcoming to all people in NH

External Factors:

Lack of funds for professional development will continue

Evaluation Overview:

Evaluation studies planned: after only (surveys) and before-after (annual professional development plans)

Data collection methods: whole population, mail survey

Outputs/Activities	Outcomes/Impact		
	Learning Outcomes	Action Outcomes	Condition Outcomes
<p>Annual staff conference</p> <p>Ongoing professional development to build staff competencies needed to address emerging and critical issues</p> <p>Leadership Team identifies staff development needs and offerings based on performance management</p> <p>In-service offering system is updated and used to promote and register participants for UNHCE in-services</p>	<p>UNHCE staff gain knowledge and information on priority, critical and emerging issues to enhance their work</p> <p>Staff recognize opportunities for using distance education and other methods to address priority, critical and emerging issues for Extension programming</p>	<p>CE staff use knowledge and information from the annual conference and other professional development opportunities on priority, critical and emerging issues in their work.</p> <p>Staff implement appropriate distance education technologies and other methods to meet program needs, conduct statewide program delivery, reach a broad audience and stay abreast of developments in their field.</p> <p>Staff who participate in professional development leave share their increased knowledge internally and externally as a result of their professional development experience</p>	<p>Achieve the staff capacity and flexibility needed to implement programs, including technical/subject matter skills, Extension core competencies and administrative/supervisory skills.</p>
	<p>SPD1 - Staff indicate increased use of what they learn from professional development on their Annual Performance Management Plan</p> <p>SPD3 -Staff use distance education and other methods to address priority, critical and emerging issues for Extension programming</p>		

Outputs/Activities	Outcomes/Impact		
	Learning Outcomes	Action Outcomes	Condition Outcomes
<p>New programming staff have an orientation packet on their desk the day they arrive</p> <p>Train and use mentors</p> <p>New Staff Orientation materials are updated on web page and in on-line Moodle course.</p> <p>Bi-monthly new staff training workshops are offered to new staff on focused topics.</p>	<p>New staff gain knowledge on Extension processes, procedures, cultures and practices</p>	<p>New staff quickly engage with colleagues and clientele in their new position</p>	<p>Maximize the success and retention of new staff</p>
	<p>SPD4 - New staff indicate increased knowledge in Extension processes, procedures, cultures and practices programming</p>		