

Ohio 4-H Youth Leadership Priorities for 2005-07

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4-H is a community of young people across America who are learning leadership, citizenship and life skills. Youth leadership development was identified in 2004 as one of Ohio 4-H's five most important program priorities. It is essential that we improve our effectiveness and efficiency in preparing youth with the leadership skills and abilities they need to become self-directing, productive, and contributing members of society.

In order to identify specific strategies for accomplishing this priority over the next three to five years, the following population of 224 key 4-H youth leadership program stakeholders were invited to complete an on-line survey in December, 2004::

- 88 OSU Extension County/Unit 4-H Educators,
- 19 State 4-H Office and Extension Center 4-H professionals,
- 40 4-H adult volunteers (Ohio 4-H Foundation Board members and State 4-H Leadership Camp adult staff members), and
- 77 4-H older youth (Ohio 4-H Teen Council members, State 4-H Ambassadors, and 2004 State 4-H Leadership Campers for whom we had e-mail addresses).

The initial invitation to participate and a link to the survey was e-mailed to the above individuals Monday, December 6, and follow-up reminders to non-respondents were sent Monday, December 13 and Thursday, December 16. The on-line survey was closed Friday evening, December 17, and public report of frequency results were posted the following week.

Responses were received from 138 stakeholders for an overall usable response rate of 62% [61 4-H Educators = 69% response rate; 8 State & Center 4-H Professionals = 42% response rate; 19 Adult 4-H Volunteers = 48% response rate; and 50 4-H Older Youth = 65% response rate).

The survey asked respondents to rate priorities for future Ohio 4-H programming in relation to 84 current and potential strategies for youth leadership development, using a rating scale of 1 (low priority) to 5 (high priority). In addition, survey participants were asked to identify current 4-H youth leadership opportunities available to youth in their county in 2005, and to provide demographic information such as their role within Ohio 4-H, their level of experience with the program, and their gender.

Results were analyzed using the *Microsoft Excel* and *SPSS 12.0.2 for Windows* statistical packages to answer the following research questions:

1. What do key Ohio 4-H program stakeholders identify as the highest priorities for...
 - A. new youth leadership development opportunities, projects, and curricula to be offered through Ohio 4-H?
 - B. new committee leadership resources and opportunities to be provided for 4-H youth?
 - C. new resources and opportunities to be provided for 4-H youth to serve as leaders on county boards?
 - D. new communications leadership resources and opportunities to be provided for 4-H youth?
 - E. current statewide 4-H youth leadership opportunities to be continued?
 - F. delivery formats for delivering 4-H youth leadership development programs? and
 - G. methods for providing youth leadership updates and resources for 4-H Educators (County 4-H Agents)?

2. What do stakeholders regard as the overall highest priorities for future Ohio 4-H youth leadership development programs
3. Are there significant differences in responses associated with demographic variables such as type of stakeholder (County 4-H Educators, State & Center 4-H Professionals, Adult Volunteers or 4-H Youth), length of experience with the 4-H program, or gender?
4. To what extent will 17 specific youth leadership opportunities be available to Ohio youth through county 4-H programs in 2005?

Results

- 1a. What do Ohio 4-H program stakeholders identify as the highest priorities for new youth leadership development opportunities, projects, and curricula to be offered through 4-H?

Overall mean priority ratings for 20 proposed opportunities/projects/curricula indicated stakeholders thought highest priority should be given to offering a new Ohio 4-H "Portfolio" record-keeping system and new resources for organizing and conducting county 4-H junior/teen leadership programs. Overall mean ratings for each of the 20 items for which input was requested on the survey are listed in order below:

<u>x</u>	<u>Proposed 4-H Youth Leadership Opportunities, Projects, and Curricula (Overall mean ratings)</u>
4.2	New Ohio 4-H "Portfolio" record-keeping system for 4-H'ers to keep track of their accomplishments & present achievements
4.1	Offer new resources for organizing and conducting county 4-H junior/teen leadership programs.
4.0	Offer new resources and educational opportunities for youth to develop leadership by serving as officers of 4-H clubs/groups
4.0	Offer new resources and opportunities for youth to develop leadership through 4-H communications experiences
4.0	Offer new materials for county 4-H ambassadors and awareness teams.
4.0	Offer new 4-H career education materials adapted from camp counselor skill training materials...
4.0	Offer new 4-H career exploration project(s)
3.9	Offer new 4-H college exploration project(s)
3.8	Offer updated versions of our current 4-H leadership projects (LSYNO, Multi-Level Teen Leadership, etc.)
3.8	Offer new resources for youth to develop leadership by serving as committee leaders for 4-H clubs and groups
3.8	Offer new resources and educational opportunities for youth to develop leadership through serving on boards
3.8	Offer new State 4-H Career Exploration Leadership Conference at OSU
3.6	Offer new State 4-H Youth Government Conference in Columbus
3.6	Develop statewide 4-H service leadership project for Make A Difference Day
3.5	Offer additional leadership, citizenship and career options to be included in project guides in all Ohio 4-H project books
3.5	Offer new internet-based 4-H project(s) on government and civic engagement
3.3	Adopt West Virginia's charting program
3.2	Offer new printed 4-H project(s) on government and civic engagement
3.0	Develop statewide 4-H service leadership project for Earth Day
2.8	Develop statewide 4-H service leadership project for Arbor Day

- 1b. What do Ohio 4-H program stakeholders identify as the highest priorities for new committee leadership resources and opportunities to be provided for 4-H youth?

Overall mean priority ratings indicated stakeholders thought highest priority should be given to providing new resources and opportunities for youth leading 4-H community service committees. Overall mean ratings for the nine types of committee resources & opportunities for which input was requested on the survey are listed in order below:

<u>x</u>	<u>Committees for which new youth resources&opportunities should be provided (overall means)</u>
4.1	4-H community service committees
3.7	4-H committees for special events
3.6	4-H program committees
3.5	4-H membership committees
3.5	4-H finance committees
3.2	4-H social committees
3.1	4-H health committees
3.0	4-H safety committees
3.0	4-H tour committees

- 1c. What do Ohio 4-H program stakeholders identify as the highest priorities for new resources and opportunities to be provided for 4-H youth to serve as leaders on county boards?

Overall mean priority ratings indicated stakeholders thought highest priority should be given to providing new resources and opportunities for youth to serve as 4-H camp counselors, on junior fair boards, in 4-H teen leadership/junior leadership teams, and on 4-H and Extension advisory committees. Overall mean ratings for the 12 types of boards, councils and teams for which input was requested on the survey are listed in order below:

<u>x</u>	<u>County Boards for which new resources & opportunities should be provided (overall means)</u>
4.4	4-H Camp Counselors
4.2	Junior Fair Boards
4.2	4-H Teen Leadership / 4-H Junior Leadership
4.1	4-H and Extension Advisory Committees
3.9	4-H Awareness Teams
3.8	County 4-H Teen Councils
3.7	4-H CarTeens
3.7	4-H Public Relations Corps / 4-H Press Corps
3.6	4-H Tech Teams
3.4	Foundation Boards
3.3	4-H Fashion & Food Boards
3.2	4-H Youth Service on Philanthropic Boards

- 1d. What do Ohio 4-H program stakeholders identify as the highest priorities for new communications leadership resources and opportunities to be provided for 4-H youth?

Overall mean priority ratings for indicated stakeholders thought highest priority should be given to providing new resources and opportunities for youth to do illustrated talks and to serve as program announcers and emcees. Overall mean ratings for the six items for which input was requested on the survey are listed in order on the following table:

<u>x</u>	<u>4-H communications leadership resources & opportunities which should be provided for youth</u>
4.0	New resources & opportunities for youth to do illustrated talks (incl. powerpoint)
4.0	New resources & opportunities for youth to serve as program announcers, emcees, etc
3.9	New resources & opportunities for youth to do demonstrations
3.8	New resources & opportunities for youth to do extemporaneous public speaking
3.3	New resources & opportunities for youth to do 4-H skits
3.3	New resources & opportunities for youth in performing arts (incl. 4-H talent shows)

- 1e. What do Ohio 4-H program stakeholders identify as the highest priorities for current statewide 4-H youth leadership opportunities to be continued?

Overall mean priority ratings indicated stakeholders thought should a higher priority should be placed on continuing current statewide 4-H youth leadership opportunities than on developing most of the new youth leadership development strategies which were proposed. As the mean rating scores outlined on the table below indicate, respondents thought highest priority should be given to continuing State 4-H Leadership Camp and 4-H youth opportunities at the Ohio State Fair. Overall mean priority ratings for continuing the 21 programs for which input was requested on the survey are listed in order below:

<u>x</u>	<u>Statewide 4-H Youth Leadership Opportunities Which Should Be Continued (overall means)</u>
4.6	Continue State 4-H Leadership Camp
4.6	Continue 4-H youth opportunities at the Ohio State Fair
4.5	Continue Ohio 4-H youth delegations to Citizenship Washington Focus
4.4	Continue Ohio 4-H Teen Conference
4.4	Continue youth representation on county and state Extension Advisory Committees
4.4	Continue Ohio youth delegation to National 4-H Congress
4.3	Continue State 4-H Ambassadors
4.3	Continue youth representation on the Ohio 4-H Foundation Board
4.3	Continue Ohio youth delegation to National 4-H Conference
4.2	Continue State 4-H Camp Counselor Workshop
4.1	Continue Ohio 4-H Livestock Judging Teams
4.1	Continue 4-H international exchange program travel opportunities
4.1	Continue 4-H international exchange program hosting opportunities
4.0	Continue youth representation on the Ohio 4-H Equine Committee
4.0	Continue youth representation on 4-H awards and scholarship committees
4.0	Continue 4-H interstate youth exchange travel opportunities
4.0	Continue 4-H interstate exchange hosting opportunities
3.9	Continue Ohio 4-H Teen Council
3.8	Continue Ohio 4-H Tech Team
3.6	Continue Ohio 4-H Fashion Board
3.5	Continue Ohio 4-H Engineering Team

- 1f. What do Ohio 4-H program stakeholders identify as the highest priorities for delivery formats for delivering 4-H youth leadership development programs?

Overall mean priority ratings for indicated stakeholders thought highest priority should be given to developing and delivering youth leadership resources and materials to be delivered through the Ohio 4-H website. Overall mean ratings for the six items for which input was requested on the survey are listed in order below:

- x Program Delivery Methods (overall means)
4.3 Develop 4-H youth leadership resource materials and projects for youth on the 4-H website
4.2 Develop 4-H leadership resources/leader guides for adult volunteers on the 4-H website
3.9 Develop 4-H youth leadership programs and resources to be delivered in-person with youth
3.8 Develop printed 4-H leadership resources and leader guides for adult volunteers
3.7 Develop printed 4-H youth leadership resource materials and projects for youth
3.7 Develop 4-H leadership development programs and resources to be delivered in-person with adult volunteers

- 1g. What are the highest priorities for methods for providing youth leadership updates and resources for 4-H Educators (County 4-H Agents)?

Mean priority ratings from 4-H Educators (Agents) for indicated they preferred receiving youth leadership updates and resources as part of annual 4-H in-service conferences and resources posted on the Ohio 4-H website. Mean priority ratings from 4-H Educators for the 10 methods for which input was requested on the survey are listed in order below:

- x Methods preferred by 4-H Educators for receiving youth leadership updates & resources
4.2 annual 4-H in-service conferences (where youth leadership is one of many topics covered)
4.1 youth leadership professional resources posted on the Ohio 4-H website
3.9 in monthly Ohio 4-H CloverGraham newsletters
3.9 in weekly Ohio 4-H Educator e-mail updates
3.8 one-day 4-H Youth Leadership In-Service Conference
3.6 “road show” training on youth leadership development at regional centers
3.6 regional round-table discussions with youth leadership development as a topic
3.4 at quarterly meetings of 4-H Educators specializing in youth leadership
3.3 conference calls
2.8 internet chat rooms & bulletin boards on 4-H youth leadership development

2. What do stakeholders regard as the overall highest priorities for future Ohio 4-H youth leadership development programs?

Overall means of 4.0 or higher were found for 30 of the 83 strategies for which respondents were asked to rate priorities (scale: 1=low priority to 5=high priority), as outlined below:

- x Overall Highest Priorities for Future Ohio 4-H Youth Leadership Programs (x >4.0)
- 4.6 Continue State 4-H Leadership Camp
 - 4.6 Continue 4-H youth opportunities at the Ohio State Fair
 - 4.5 Continue Ohio 4-H youth delegations to Citizenship Washington Focus
 - 4.4 Provide new resources & opportunities for youth to be 4-H Camp Counselors
 - 4.4 Continue Ohio 4-H Teen Conference
 - 4.4 Continue youth representation on county and state Extension Advisory Committees
 - 4.4 Continue Ohio youth delegation to National 4-H Congress
 - 4.3 Continue State 4-H Ambassadors
 - 4.3 Continue youth representation on the Ohio 4-H Foundation Board
 - 4.3 Continue Ohio youth delegation to National 4-H Conference
 - 4.3 Develop 4-H youth leadership resource materials and projects for youth on the 4-H website
 - 4.2 New Ohio 4-H “Portfolio” record-keeping system for 4-H’ers to keep track of their accomplishments, document volunteer service hours, and present achievements
 - 4.2 Provide new resources & opportunities for youth on Junior Fair Boards
 - 4.2 Provide new resources & opportunities for youth on 4-H Teen Leadership/Junior Leadership
 - 4.2 Continue State 4-H Camp Counselor Workshop
 - 4.2 Develop 4-H leadership resources/leader guides for adult volunteers on the 4-H website
 - 4.1 Offer new resources for organizing & conducting county 4-H junior/teen leadership programs.
 - 4.1 Provide new resources & opportunities for youth leading 4-H community service committees
 - 4.1 Provide new resources & opportunities for youth on 4-H and Extension Advisory Committees
 - 4.1 Continue Ohio 4-H Livestock Judging Teams
 - 4.1 Continue 4-H international exchange program travel opportunities
 - 4.1 Continue 4-H international exchange program hosting opportunities
 - 4.1 Provide youth leadership updates & resources for 4-H Educators at annual 4-H in-service conferences (where youth leadership would be one of many topics covered)
 - 4.1 Provide youth leadership updates & resources for 4-H Educators through professional development materials related to youth leadership posted on the Ohio 4-H website
 - 4.0 Offer new resources and educational opportunities for youth to develop leadership by serving as officers of 4-H clubs and groups
 - 4.0 Offer new resources and opportunities for youth to develop leadership through 4-H communications experiences (demonstrations, public speaking, performance, etc.)
 - 4.0 Offer new materials for county 4-H ambassadors and awareness teams.
 - 4.0 Offer new 4-H career education materials adapted from camp counselor skill training materials, for preparing youth (more than camp counselors) with skills to work with groups
 - 4.0 Offer new 4-H career exploration project(s)
 - 4.0 Provide new resources & opportunities for youth to do illustrated talks (incl. powerpoint)
 - 4.0 Provide new resources & opportunities for youth to serve as program announcers, emcees, etc
 - 4.0 Continue youth representation on the Ohio 4-H Equine Committee
 - 4.0 Continue youth representation on 4-H awards and scholarship committees
 - 4.0 Continue 4-H interstate youth exchange travel opportunities
 - 4.0 Continue 4-H interstate exchange hosting opportunities

3. Are there significant differences in responses associated with demographic variables such as type of stakeholder (County 4-H Educators, State & Center 4-H Professionals, Adult Volunteers or 4-H Youth), length of experience with the 4-H program, or gender?

Anova analysis revealed significant differences at the $p \leq .05$ level between the mean priority ratings from County 4-H Educators, Adult Volunteers, and 4-H Youth for 20 of the 83 items rated through the survey, as outlined below:

Anova Sig. $p < .05$	Item	County 4-H Educator Means $n=61$	4-H Adult Volunteer Means $n=19$	4-H Older Youth Means $n=50$
.041	Offer new 4-H college exploration projects	3.7	4.2	4.0
.019	Offer new State 4-H Government Conference in Columbus	3.3	3.5	4.0
.003	Offer new State 4-H Career Exploration Conference in Columbus	3.6	4.4	4.0
.042	Develop statewide 4-H leadership project for Arbor Day	2.6	2.9	3.2
.004	Provide new resources for youth leading 4-H social committees	2.8	3.4	3.6
.030	Provide new resources & opportunities for youth on Foundation Boards	3.2	3.9	3.5
.023	Continue Ohio 4-H Teen Council	3.6	4.0	4.3
.034	Continue State 4-H Camp Counselor Workshop	4.0	4.2	4.5
.003	Continue youth representation on 4-H awards and scholarship committees	3.7	4.3	4.4
.002	Continue 4-H youth opportunities at the Ohio State Fair	4.4	4.5	4.8
.000	Continue Ohio youth delegations to National 4-H Conference	3.9	4.6	4.8
.005	Continue Ohio youth delegations to National 4-H Congress	4.1	4.5	4.7
.001	Continue Ohio 4-H youth delegations to Citizenship Washington Focus	4.2	4.6	4.8
.007	Continue 4-H interstate exchange travel opportunities	3.7	4.5	4.3
.033	Continue 4-H interstate exchange hosting opportunities	3.7	4.4	4.2

Anova Sig. p<.05	Item	County 4-H Educator Means n=61	4-H Adult Volunteer Means n=19	4-H Older Youth Means n=50
.028	Continue 4-H international exchange program travel opportunities	3.8	4.6	4.2
.003	Develop 4-H youth leadership programs & opportunities to be delivered in person with youth	4.0	4.5	3.5
.001	Develop 4-H leadership development programs & opportunities to be delivered in person with adult volunteers	3.9	4.1	3.2
.001	Provide youth leadership updates & resources for 4-H educators through internet chat rooms & bulletin boards on youth leadership development	2.8	3.6	3.8
.005	Provide new resources & opportunities for youth on County 4-H Teen Councils	3.4	3.8	4.1

Independent Samples T-Tests revealed significant differences by gender at the $p \leq .05$ level between the mean ratings of males and females for 9 of the 83 items rated through the survey, as outlined below:

T-Test sig. p<.05	Item	Male Means (n=43)	Female Means n=94
.010	Offer new materials for County 4-H Ambassadors & Awareness Teams	3.6	4.2
.038	Continue Ohio 4-H Fashion Board	3.2	3.7
.011	Continue State 4-H Leadership Camp	4.3	4.8
.049	Continue State 4-H Camp Counselor Workshop	3.9	4.3
.047	Continue 4-H Interstate Exchange Hosting Opportunities	3.7	4.1
.019	Provide youth leadership updates & resources at quarterly meetings of 4-H Educators specializing in youth leadership	3.3	3.8
.038	Provide youth leadership updates & resources for 4-H Educators through conference calls	3.0	3.4
.003	Provide “road show” training at regional centers for 4-H Educators on youth leadership development	3.2	3.8
.006	Provide youth leadership updates & resources for 4-H Educators through a weekly Ohio 4-H Educator e-mail update	3.4	4.0

Significant differences associated with level of experience with the 4-H program were found for only three of the 83 items when mean scores for those with little (less than 3 years), moderate (3 to 7 years), and much (7 or more years) of experience, when One-Way Anova analysis was performed..

4. To what extent will 17 specific youth leadership opportunities be available to Ohio youth through county 4-H programs in 2005?

% County 4-H Educators <u>n=61</u>	% 4-H Adult Volunteer <u>n=19</u>	% 4-H Older Youth <u>n=50</u>	<u>County 4-H Youth Leadership Opportunities Available in 2005</u>
98%	74%	92%	County Junior Fair Board opportunities available in 2005
95%	79%	92%	County 4-H Camp Counselor opportunities available in 2005
89%	47%	58%	4-H youth serve on County 4-H Advisory Committee in 2005
74%	53%	58%	County 4-H Teen Leadership / 4-H Junior Leadership Club or Group available in 2005
51%	53%	40%	4-H youth serve on our 2005 Livestock Sale Committee
49%	47%	38%	County 4-H CarTeens opportunities available in 2005
49%	47%	34%	4-H youth will have hosting opportunities through 4-H interstate exchanges(s) or 4-H international program(s) in 2005
46%	37%	52%	County 4-H Ambassador opportunities available in 2005
41%	37%	36%	4-H youth will have travel opportunities through 4-H interstate exchange(s) or 4-H international trip(s) in 2005
39%	37%	32%	County 4-H Awareness Teams opportunities available in 2005
38%	37%	50%	County 4-H Fashion Board opportunities available in 2005
31%	32%	28%	County 4-H FCS Project Board (or combination food/fashion board) opportunities available in 2005
28%	26%	22%	4-H youth serve on Co. Extension Advisory Committee in 2005
23%	26%	30%	County 4-H Food Board opportunities available in 2005
18%	16%	6%	4-H youth serve on philanthropic boards in 2005
7%	5%	18%	County 4-H Tech Team opportunities available in 2005
5%	11%	20%	County 4-H Teen Council opportunities available in 2005