

4-H Volunteer Development Logic Model

LOGIC MODEL

A logic model provides a common framework for our work and describes sequentially what our program is and what it will do. A logic model is a...

- 1) graphic representation of our action plan – what is invested, what is done, and what results are expected
- 2) framework for describing the relationship between investments, activities, and results
- 3) framework that provides a common approach for integrating planning, implementation, evaluation, and reporting

A logic model consists of 5 core components:

- 1) *INPUTS*: resources, contributions, investments that go into the program
- 2) *OUTPUTS*: activities, services, events and products that reach people who participate or who are targeted
- 3) *OUTCOMES*: results or changes for individuals, groups, communities, organizations, communities, or systems
- 4) *Assumptions*: the beliefs we have about the program, the people involved, and the context and the way we think the program will work
- 5) *External Factors*: the environment in which the program exists includes a variety of external factors that interact with and influence the program action.

When developing the Iowa 4-H Volunteer Development Logic Model, the following must be integrated:

National 4-H Afterschool Objectives:

- 1) Increase the quality, effectiveness and accountability of volunteer programs
- 2) Increase numbers of 4-H members and volunteers involved in all delivery modes.
- 3) Increase usage of 4-H curriculum volunteer programs
- 4) Increase skills and knowledge of volunteers to provide extraordinary learning experiences for youth.
- 5) Increase awareness of 4-H program as a provider of PYD programs for youth
- 6) Increase the skills and knowledge of Extension professionals in delivering and managing volunteer programming

Iowa 4-H Youth Development Program's Short and Medium Term Outcomes for youth:

- 1) Leadership – young people demonstrate the ability to influence and support others in a positive manner for a common goal
- 2) Citizenship – young people demonstrate the ability and responsibility to contribute to shaping the world around themselves and to provide service to others
- 3) Communication – young people demonstrate the ability to exchange thoughts, information, or messages among individuals as well as send and receive information using speech, writing, and gestures
- 4) Personal Life Management – young people demonstrate the skills needed to navigate in a changing world and to lead a healthy lifestyle
- 5) Knowledge – young people demonstrate the mastery of new skills and information related to self-selected areas of interest

Volunteer Development Program Action Plan – Logic Model

SITUATION	INPUTS (What we invest...)	OUTPUTS – ACTIVITIES (What we do or will do...)	OUTCOMES – SHORT TERM (Our learning results...)	OUTCOMES – MEDIUM TERM (Our action results...)	OUTCOMES – LONG TERM (Our conditions results...)
<ul style="list-style-type: none"> • According to volunteer and staff surveys, volunteer training and communication is not consistent. • Program policies and expectations are not clearly understood and communicated to staff and volunteers. • Risks are great for a program that does not consistently and effectively train volunteers and staff. • The capacity to build and strengthen the 4-H program is limited by not training staff and not supporting volunteers. 	<ul style="list-style-type: none"> • Volunteers’ time • Staff time • Youth Time • Donor resources • Curricula/materials • Training Plan • 4-H Foundation • Donors • Community partners 	<p>Volunteer Training modules min. 2/ year consistent across state</p> <p>Specific training will relate to the outcomes of leadership, citizenship and communications.</p> <p>Club management training for Extension staff</p> <p>Provide a statewide newsletter and website with information for volunteers to make the program safe and fun for youth</p> <p>Local websites up to date (provide guidance)</p>	<p>Volunteers will understand PYD principles</p> <p>Volunteers will gain knowledge on how to help youth develop citizenship, communication, and leadership skills.</p> <p>Volunteers will increase their understanding of life skill development, experiential learning, risk management, and group management.</p> <p>Volunteers and Staff will understand their roles as a team in implementing the 4-H program.</p>	<p>Volunteers will practice the principals of PYD in their 4-H programs</p> <p>Volunteers will develop the environment for youth to practice citizenship, communication and leadership.</p> <p>Volunteers will develop the environment for youth to learn in safe organized settings.</p>	<p>Youth become caring and contributing members of society through positive experiences in a diverse 4-H Youth Development Program</p>
<ul style="list-style-type: none"> • New Extension staff (CEEDs, YFS, CYYs, State Staff) are not oriented and trained on volunteer development in a consistent manner. 		<p>Volunteer Identification, Screening, Orientation, Recruitment and Evaluation Processes Prepare ISOTURE notebook for staff, train staff on ISOTURE.</p>	<p>Staff will understand ISOTURE.</p>	<p>Staff will consistently practice good volunteer development principles, while ensuring the integrity of the program.</p>	<p>Retention of well-trained volunteers and 4-H members.</p> <p>Increase the quality, effectiveness, and accountability of volunteers.</p>

<ul style="list-style-type: none"> Identify and recruit new volunteers New volunteers need guidance 		<p>Identify and enhance recruitment materials.</p> <p>Train staff and Prepare volunteer guides on specific program areas (CLUB, etc.) that includes policies/procedures.</p>			
		<p>Create a volunteer training for New direct service 4-H volunteers. (definition)</p>	<p>Direct service volunteers will understand how the 4-H program works, PYD, and how to manage the 4-H program, risks, and opportunities for youth, families and themselves.</p>	<p>Direct service volunteers will practice PYD, and manage the 4-H program, risks, and opportunities for youth, families and themselves.</p>	
		<p>Develop training for volunteers on youth committees and boards that support PYD.</p>	<p>Youth committees and boards will understand guidelines and policies that support PYD.</p>	<p>Youth committees and boards will implement guidelines and policies that support PYD.</p>	
		<p>Provide policies, procedures, and training for staff and volunteers to minimize risks in youth programs.</p>	<p>Staff will understand Iowa 4-H policies and procedures.</p>	<p>Staff will train volunteers and volunteers will understand Iowa 4-H policies and procedures.</p>	<p>Staff and volunteers will practice Iowa 4-H policies and procedures.</p>
		<p>Research other states re mentoring/middle management</p>	<p>POW determines whether other states programs meet Iowa's needs.</p>		

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Indicator:

- 90% of direct service volunteers will have attended or completed 2 required statewide trainings. Of this 85% will have increase knowledge and skills the practices of PYD: communicating, leadership development, and citizenship.
- Increase in overall satisfaction with the 4-H environments as reported by parents and/or youth.
- 80% of staff who participate in training will self-report an increase in skills/knowledge or practice in serving volunteer audiences.
- See indicators for Leadership, Citizenship and Communications.
- 80% of youth who participate in a 4-H experience will self-report a two-point increase in skills and/or knowledge in the content areas of practicing good character, planning and organizing service learning events, and actively engaging in local, state, and national issues.