Iowa 4-H Youth Staff Peer Leader Job Description

**Overall objective:** Provide a network of support and guidance to nurture new youth staff teamwork in positive 4-H youth development.

**Eligibility:** Experienced county youth staff demonstrating qualities desired in Peer Leaders for new staff.

**Purpose:**
- Facilitate a supportive professional learning/sharing environment
- Connect and interact with new youth staff
- Improve employee retention
- Challenge learners and permit them to grow and develop

**Responsibilities:**
- Provide continuity, stability and availability to professionals working with 4-H positive youth development
- Develop a trusting atmosphere with the cohort
- Provide support to cohort throughout the assigned term
- Communicate and respond to youth cohort regularly
- Employ techniques such as questioning, active listening, shared resources, joint problem solving, modeling, best practices, and leadership capacities of the cohort
- Commit to supporting the success and effectiveness of the youth cohort

**Expectations:**
- Provide two face-to-face meetings yearly (Fall – Youth Staff Meeting in Ames, Spring – Annual Conference)
- Once per month interaction of choice (phone or other technology)
- Participate in Peer Leader professional development, Oct. 23, 2013
- Participate in an evaluation of the peer group
- Serve up to a two-year term

**Timeline:**
- Application deadline: September 25, 2013 – submit to bsallen@iastate.edu
- Peer Leader training: October 23, 2013 – Ames
  - Training will include facilitation techniques, overview of available resources, and more
- Initial face to face meeting - November 11-13, 2013 as a part of Youth Staff meeting - Ames
- Second face to face – March 2014 as a part of the ISUEO Annual Conference - Ames
- Facilitator feedback and midterm evaluation – March 2014
- September evaluation, regroup and/or add new members

**Parameters:**
- Cohorts will be established based on number of new staff
- Two Peer Leader per cohort
- Each Peer Leader will serve up to a 2 year term
- Cohort will consist of 6 to 12 people (not including Team Leaders)