



New Directions for the 4-H Horse Program The Next Steps...

Leadership Considerations

1. How do we keep lines of communication open with educators, volunteers, and families?
 - A. Review program structure, operational and communication methods with *all* participants
 - Established procedures are in place, awareness may need improvement
 - B. Animal Science In-service
 - C. Advisory Committee
 - District meetings, representatives
 - State Advisory Committee annual meeting
 - Minutes – on web and e-mail
 - D. Development Committee
 - Educator and volunteer members
 - Minutes – on web and e-mail
 - E. Ways to improve communication
 - Regional/district, state meetings with educators
 - Additional in-services for educators
 - Others?

2. Initiate search for appropriate individuals to fill two 4-H Horse Program Associate positions.
 - A. Geographically, one position to cover Districts 1, 3, 4, 5, 6; One position to cover Districts 7, 8, 9, 10, 11.
 - B. Identify county offices to house individuals.
 - Central location within assigned coverage areas
 - Interested counties
 - Candidate's residence/ability to relocate
 - C. A concerted effort will be made to identify and hire acceptable candidates as soon as possible.

3. How do we promote a shared vision with educators, volunteers, and families?
 - A. Housed away from University in county offices.
 - B. Program development/resource people – not event managers.
 - C. Develop a partnership with educators and key volunteers.
Identify individuals to help associates become familiar with districts.

Implementation

1. Conduct district or regional in-services for extension educators.
 - A. Opportunity for educators to become more familiar with horse program, associates' role.
 - B. Opportunity for educators to provide input on educational needs from their perspective.
2. Hold district, regional or county cluster meetings with volunteers.
 - A. Invite all 4-H horse project volunteers.
 - B. Opportunity for discussion and input.
3. Associates will plan program based on state program goals, strategic plan, and collective input.
 - A. Areas of focus (suggested but not limited to)
 - Volunteer and educator education
 - Regional clinics/camps for youth and volunteers
 - Horsemanship Skills training
 - Examiner training and informational programs
 - Additional Level 3-4 examiners and testing
 - Instructor training for adult and youth leaders
 - Introduction and implementation of new initiatives (shared horse/recreational riding)
 - Opportunities for horseless members (judging, model horse, horse bowl, hippology, communications, etc.)
 - Ethics and quality assurance
 - Emphasis on safety program and education
 - Resource development (educational tools/clinicians/contacts to help counties and districts with program development)
 - Resource development (financial/not necessarily a priority but as program develops associates may have opportunities to identify potential funders)
4. Development of additional program delivery methods
 - A. PowerPoint presentations
 - B. Other possible delivery methods
 - On-line curriculum
 - Adobe Connect
 - Breeze conferences
 - Video conferencing
 - Pod casting

Reality Check....

It is important to appreciate that two additional staff associates can not fulfill *all* expectations and needs at *every* level of the program, especially in the short term. It will take some time to hire and train the associates and implement programming. However, the associates will work toward meeting established program goals and priorities. In the future the strategic plan can be updated to reflect emerging needs. Our goal is that the 4-H Horse Program Endowment will help provide additional resources to meet future needs, and provide long term program sustainability.