

Board Excellence

Information for Local K-State Research and Extension Board Members

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From the Associate Director

I hope to see all extension board members at the upcoming Partnership Meetings in January 2014. Local board members serve a vital role in partnering with K-State Research and Extension as we address community needs with university resources. Partnership meetings provide an opportunity to meet face to face.

Meeting locations are as follows:

- January 22 — Wichita
- January 23 — Lawrence
- January 29 — Ellsworth
- January 30 — Scott City

Registration information will be available in December. The meetings are occasions to:

- network with other board members across the state,
- learn of new possibilities and opportunities, and
- broaden your scope of organizational impact.

– Daryl Buchholz, dbuchhol@ksu.edu

Leadership Opportunities Available

Consider nominating yourself or others for a position on the State Extension Advisory Council (SEAC). SEAC members will be elected for the 2014–2017 term at the January 2014 Partnership Meetings. County and district representatives may attend any of the four meetings. **The nomination deadline is December 6, 2013.** A letter describing the nomination process is available through the following link: [Call for Nominations for SEAC Elections.](#)

SEAC members serve as a consultative group to the extension director regarding organizational programs in Kansas. The group meets twice a year: February in Topeka and August at rotating locations around the state. During the four-year term, each SEAC member also has an opportunity to participate in the Public Issues Leadership Development Conference in Washington, D.C., which includes a visit to Kansas congressional leaders.

Thank you for considering SEAC nominations. The document, "[Opportunities, Roles, and Expectations for the State Extension Advisory Council](#)," as well as more information about the SEAC, can be found on the Extension Board Leadership website: <http://www.ksre.ksu.edu/boardleadership/p.aspx?tabid=557>.

Program Development Committee Members Play Important Role

The local extension program is a partnership of K-State Research and Extension and county or district residents. Local representatives join that partnership by serving as members of a Program Development Committee.

PDC members work with agents on the following objectives:

- Understand the mission of K-State Research and Extension.
- Expand membership of the PDC to assure representation of local communities.
- Identify needs and issues of those communities, families, youth, and agricultural producers.
- Identify program resources from K-State Research

and Extension to meet the needs of the local community.

- Implement and participate in educational programming.
- Articulate to others the impact of the local K-State Research and Extension program.

Additional information about the role of the PDC can be found in a new resource, "[Serving as a Member of a Program Development Committee](http://www.ksre.ksu.edu/boardleadership/doc8814.ashx)," at <http://www.ksre.ksu.edu/boardleadership/doc8814.ashx>.

Self-Assessment Tool Assists Boards in Developing Local Leadership Skills

Excellence in the local extension program reflects the leadership and commitment of each board member. The Excellence in Board Leadership assessment is a tool to guide boards in developing leadership skills. At the beginning of the year, boards set goals based on best practices to guide their work. Throughout the year, board members review their goals together, complete the self-assessment, and submit the document to the area director by the following January 1.

Boards that achieve a standard for 2013 will be recognized for their accomplishments at the January 2014 Partnership Meetings.

The self-assessment is on the Board Leadership website at: www.ksre.ksu.edu/boardleadership. Click on *Excellence in Board Leadership Assessment* in the purple box at the lower left of the screen.

Watch for Agent Annual Reports

One of the most important responsibilities of a board member is giving input to an agent's Action Plan, Professional Development Plan, and Performance Review. Soon after Oct. 1, board members will receive these documents for each local agent. The Action Plan helps focus the agent's educational program and leads to more measurable impacts.

A Professional Development Plan is a proactive

plan intended to enhance the agent's effectiveness through participation in professional association meetings, workshops, graduate study, or in-service opportunities.

In the Performance Review, agents provide specific examples of their efforts in five categories: program development, professionalism, volunteer development, interpersonal skills, and management skills. After receiving the documents, board members review them, respond with comments, and submit them to the appropriate administrator. Feedback is shared with the agent during the annual performance review. Performance review information is confidential and not to be discussed with anyone other than the agent, board members, and the appropriate administrator.

For more information, visit: Agent Performance Review Module: <http://www.ksre.ksu.edu/boardleadership/DesktopDefault.aspx?tabindex=55&tabid=563>.

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Focus on Outcomes

Owners and managers representing 84 percent of the total Kansas feedlot capacity participated in Beef Quality Assurance Animal Welfare assessments. Feed yard personnel have made changes in animal handling facilities and practices to reduce animal stress.

Through ongoing emphasis, a number of Kansas' cow-calf, stocker, and feedlot operators have developed drought or heat stress mitigation plans to conserve Kansas range and pasture resources and improve animal well-being.

Some 1,500 producers were surveyed, based on the series of meetings presented by K-State Research and Extension. When asked to estimate the economic impact of information gained, 32 percent indicated their profitability would improve by \$100 to \$1,000; another 18 percent indicated their return would improve by \$1,000 to \$5,000; and 7 percent of those surveyed expected their profit to increase by more than \$5,000 based on the information gained at the meetings.