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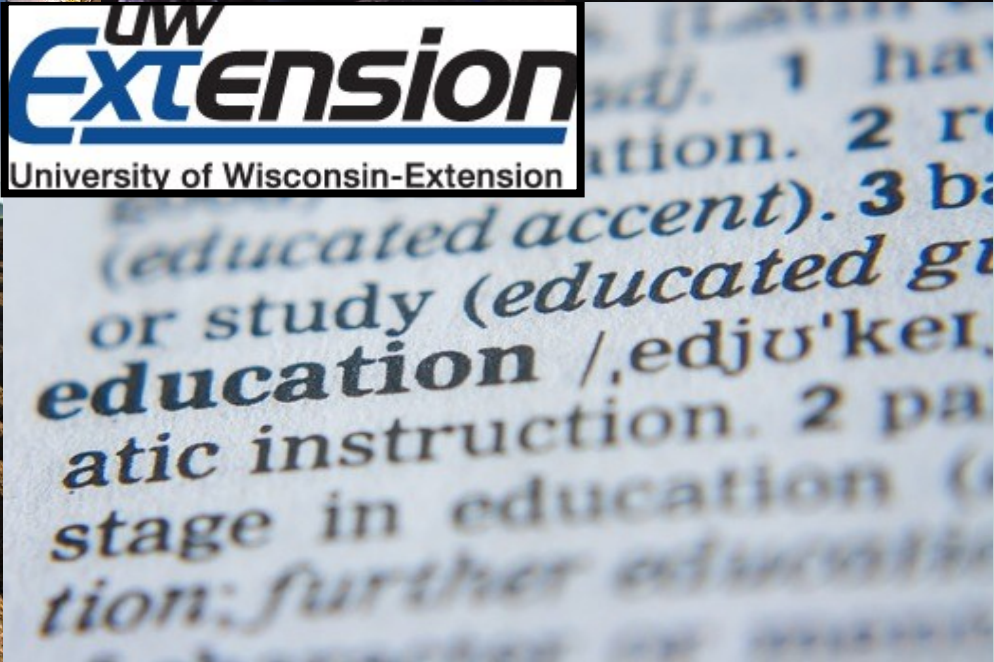
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2015

Dodge County Board of Supervisors 2015

To The Honorable Dodge County Board of Supervisors



Our Purpose to which we commit...

We teach, learn, lead and serve, connecting people with the University of Wisconsin, and engaging with them in transforming lives and communities.

The Vision of what we want to become...

A thriving, well-known and sought-out educational resource that reflects the rich diversity of the state.

UW-Extension 2015 Education Committee

- Allen Behl—District No. 19
- Gerald Adelmeyer—District No. 12
- Ed Nelson—District No. 4
- Darrell Pollesch—District No. 1
- Annette Thompson—Superintendent Dodge Land School

The Dodge County UW-Extension office is pleased to present our 2015 annual report. We are excited to highlight a special selection of educational programs from the many UW-Extension offers. You will find our descriptions are presented in a Public Value, Personal Impact, framework. We believe this approach is an effective method of illustrating the connectivity of our educational programs with the current and future prosperity of Dodge County.

UW-Extension Dodge County operates under the direction of the University of Wisconsin Extension Education Committee with authority under Chapter 59.87 of Wisconsin Statutes. Cooperative Extension’s current county and locally-based Extension delivery system offers many advantages to families, youth, businesses and communities.

The office brings University of Wisconsin knowledge and resources directly to the people in Dodge County where they live and work. UW-Extension office staff are funded through a partnership of sixty percent (60%) University of Wisconsin and forty percent (40%) Dodge County.

If you would like more details about our programs and services, please stop by our office, call us, or contact one of your fellow Supervisors on the UW-Extension Education Committee.

Sincerely,

Jeff Hoffman and Marie Witzel
Co-Department Heads



Office Staff

The office staff are crucial to the success of the UWEX Dodge County office. They manage incoming phone calls, emails, and walk-in customers seeking information and registering for educator programs. They maintain databases, send out press releases, print program documents, manage social media, and create and edit promotional

In 2015 our office staff:

- Processed over 43 water test kits
- Sold over 706 publications
- Managed 8 meeting rooms with over 12,955 users
- Took over 1,910 registrations for 56 events
- Sent over 81 press releases

Name	Title
Jeff Hoffman	Community Development / Dept. Head
Marie Witzel.....	4H & Youth Development Agent
Bonnie Borden.....	Dairy & Livestock Youth Educator (70%)
Pattie Carroll.....	Family Living Educator
Cassandra Meyer	Dairy & Livestock Youth Summer Intern
Lauren Pfaffenroth	4-H Summer Intern
Ellen Bohn.....	4-H & Youth Program Assistant (45%)
Tracy Malterer	Administrative Secretary III
Sheri Lotzer	Administrative Secretary III
Deb Weber.....	Administrative Secretary III

Dodge County Junior Fair

Sent over 30 press releases

Managed 653 youth exhibitors with 5,098 exhibit registrations

4-H & Youth Development Programs

Marie Witzel, 4-H and Youth Development Agent & Co-Department Head
Ellen Bohn, 4-H Program Assistant
Supporting Young People

Dodge County 4-H Youth Leadership

Youth leadership was identified in the Vision planning in Dodge County prior to the start of the staff person. As I was working in my yearly plan, I was looking for avenues to being the work of empowering youth and also training adults to work with youth in leadership roles.

We built off of some former training in youth/adult partnerships and identifying youth that would able to demonstrate their leadership and adults that were willing to begin this process with them. We also took opportunities to role model youth/adult partnerships in teaching.

Outcome:

We evaluated the 4-H camp program including campers, counselors and the camp staff for the camp program this year. Summer camp was one area we were able to start the youth/adult partnerships. The youth were able to serve as camp cabin counselors, and also expand some roles to teach some of the activities. They also attended the evaluation meeting with the adult staff. Many youth commented that this was the first time they attended that meeting and thought it was helpful to look at the camp together with the adults and begin to plan what would work in the future.

Relationships that contributed to your project’s outcomes and impacts:

Capacity building was done in steps with the older youth. The summer intern had skills working with youth on projects, so she worked with them at the summer day camps, I worked with them on officer training and other opportunities to expand their leadership skills. All of these steps helped them be more prepared and confident to take on the leadership roles with other adults.



This year was a year of growth in the Dodge County 4-H program. There were opportunities created to engage 4-H youth and adults in a variety of ways including:

- Creating a finance committee of youth and adults, who had a variety of experience levels of knowledge of the leaders association funds and how they are raised
- Having groups request items for the budget
- Shift of trip funds, so youth didn’t pay all up front and get reimbursed, and leaders support ½ of the trip
- Creating of a Dodge County 4-H Scholarship
- Endowment fund bylaws and constitution written and approved
- Expansion of endowment fund group to include youth and community members
- Leaders association bylaws approved
- Youth/adult partnership 50/50 split on the executive board
- Shooting sports group formed and leaders certified
- Combining achievement and community builders program so supports know more about youth involvement and programs

- Change in day camp program causing increase in youth participation
- Camp visit by Chancellor Sandeen, Lt. Governor Rebecca Kleefisch, and UW Board of Regents President Regina Millner



Public Value:

Volunteer Orientation:

Four trainings were held this year for new 4-H volunteer leaders. Twenty nine adults attending the trainings this year 90% of the attendants rated the workshop as very valuable. They comment that as a result of this training they will: work to get youth more involved in roles, encourage reflection & application practices with youth in club activities, and intentionally let kids experience, learn by doing.

Personal Impact:

Adults are learning important skills for working with youth in partnership.

Public Value:

Officer Training: Eighty three youth attended the officer training session. The majority of the attendants rated the workshop as very valuable. Some of the comments shared on what they learned in the general session included to use variety, speak up, and how to run a successful meeting that gets a lot done.

Personal Impact:

Youth are learning skills to be the leaders of our future generations.

Community Development Programs

Jeff Hoffman, Educator & Co-Department Head
Working to Help Area Organizations Thrive

Organizational Checkup

All too often organizations present issues that turn out to be symptoms of chronic organizational issues embedded in the structures of the organization. It is the researcher’s responsibility to look beyond the presenting issues to identify the core issues plaguing the organization.

An opportunity was presented to Dodge County Community Development Educator Jeff Hoffman when he was asked to assess an organization that expressed issues including financial difficulties, poor decision making from inexperienced board members, and power struggles with the staff. However, as is often the case, the presenting issues are not the true root of the problems. Ultimately, my analysis concluded that the organization is embattled in conflict over challenges to their existing cultural norms. The other concerns stemmed from this battle.

In this case, historical perspective was gathered through a review of news articles of the organization, a review of the minutes of

Board meetings, policies developed, bylaws, and other communication provided by the organization.

Hoffman used in-person interviews of key staff, management and Board members to gain direct knowledge of current operations. Executive positions and Board members were also queried on the vision of the organization. He also interviewed individuals who recently left the organization, and members of organizations that work directly with the group. In all personal interviews it was essential to develop questions or seek information that tell you why the organization exists and for whom, and what the organization wants to be, or how it wants to act. These data are the core of the analysis and drive the recommendations.

Hoffman developed a prototype report that includes education on organizational development concepts, describes a snapshot of the organization concerning the concept, and provides the organizational strengths observed or learned and offers suggestions for improvement.



In addition, the report provides a timeline of success for the organization. In the timeline, all suggested improvements are described further and presented to help the organization understand how the organizational development concepts work together to build overall capacity. When presented to the Board this report can be used as a planning tool; it details a potential blueprint for further success of the organization. It is of course, up to the organization to implement the plan.

Hoffman works to improve the sustainability of county non-profits, and small organizations by completing several of these analyses annually.

Public Value:

Non-profit organizations are the backbone of support for vast numbers of citizens. Whether the organization is promoting Arts and Culture or Youth Sports, non-profit organizations offer the quality of life programs that make locations great places to live. Conducting organizational check-ups provide strategic direction and increase their chance of sustainability in the future.

Personal Impact:

Individuals in these organizations become better stewards of their supporter’s resources. While users of these organization’s programs are enriched by their experiences and their lives are fuller as a result.



Dairy & Livestock Youth Programs

Bonnie Borden, Dairy & Livestock Youth Educator
Helping Youth Understand Agricultural Issues

Interactive Displays take Learning to a New Level at the Fair

The current population of Dodge County from the last census is 89,203. The potential of fair visitors that may have visited the educational displays in 2015 was 54,000+ based on attendance for the 5 day event.

4-H clubs and FFA chapters who entered animals were asked to put together an educational display and have youth available to interact with the visiting public as they came through the livestock buildings. Displays ranged from breed types and characteristics, body parts from where our meat gets cut, true and false facts about animals, animal guessing games, animal care posters, and much more.

Youth helped visitors realize the risks that come with raising animals as they guided visitors through Commodity Carnival provided through an arrangement by CME Group and National 4-H Council.

The Moo Booth and many hands-on experiences have been put into place to provide more education and training. (i.e. Little Shepherds, Little Bunny Huddle, and Little Britches)



AG Day Escape

Over a 10 year period, 200+ youth along with parents have gleaned first hand insight into agricultural career choices at 50 destinations in Dodge County and beyond. Destinations were asked to consider education/experiences needed to qualify, and advancement possibilities.

Youth have learned about cooperatives, community supported agriculture, food packaging, ag research, many forms of animal and plant production, sustainable agriculture, entrepreneurial operations, value added operations, and much more.



Public Value:

Visitors were excited to participate at displays that were interactive, in the Commodity Carnival, and Moo Booth. Many more visitors were observed stopping to read displays and look at fact boards and pictures of breeds-overall; spending much more time in the animal areas than previous fair. These experiences boost knowledge in ag-literacy and soften the boundaries between our rural and urban communities.

Personal Impact:

Youth develop communication skills while strengthening their ability to tell their agricultural story.

Public Value:

Local ag businesses benefit when youth can see a wide range of career choices in our area. Retention of our young adults aids Dodge County's economy.

Personal Impact:

Youth participants have made career choices in local business visited and have identified careers that their education path will help to make possible.

Family Living Programs

Pattie Carroll, Family Living Educator
Strengthening Families and adding value to our Communities

Safe Schools and Caring Communities: eParenting®

eParenting® High-Tech Kids (HTK) is a strength-based curriculum to help parents of youth (age 9-14) understand the role digital media plays in supporting adolescents' development and enhance parenting skills using digital media. From January to May 2015, High-Tech Kids was distributed in 31 middle and junior high schools throughout 18 counties in Wisconsin reaching more than 12,000 parents, including Dodge-Land School District. Each week for 16 weeks, schools sent High-Tech Kids article summaries to parents, which directly linked parents to a new article each week. Article topics address how parents can positively include technology in their parenting or how digital media is affecting adolescent development; and each article includes links to additional University and Extension resources. Parents who read High-Tech Kids significantly increased their understanding of how they could use digital media in their parenting. One parent explained that High-Tech Kids "opened up a discussion in our family about the importance of technology and how it can be useful if used properly." Parents used what they learned. The majority of parents (88%) said they used or intended to use one new idea from the articles. Examples of tips parents said they used include "letting their child be the teacher of technology, "as a way to show support and encouragement during stressful times," and "texting humorous and supportive notes" to their child. Many other parents elected to write in similar comments.

Safe Schools and Caring Communities: Bullying Awareness

Addressing the signs of bullying early, before the behavior and its impact get worse, is important to creating a safe and caring school and community. Carroll teamed up with Beaver Dam School District's Community Liaison Coordinator, Becky Glewen, to offer a family workshop on bullying and bullying awareness. Parents learned how to help children understand the importance of how they can empower their children to be a poor target of bullying. Parents learned basic concepts about the behavior of children who bully, and some of the risk factors that may contribute to the child's involvement in the behavior such as hurt people, *hurt* people. Parents also learned about factors that put kids more at risk of being bullied and how to help their children respond to bullying behavior. One hundred percent of voluntary survey respondents indicated that the information presented was useful or very useful. One survey respondent wrote, "I learned a lot of skills today that will help me with my son. Thank you." Parent, family, and community involvement in education correlates with higher academic performance and school improvement. Carroll and Glewen repurposed the workshop and presented the information to faculty and staff at a Beaver Dam Unified School District teacher in-service reinforcing concepts in an effort to help parents and teachers remain on the same page of a very important topic.



Public Value:

According to a National Education Association Policy Brief, when schools, parents, families, and communities work together to support learning, students tend to earn higher grades, attend school more regularly, stay in school longer, and enroll in higher level programs. Carroll recognizes this and supports Dodge County schools through many efforts including face to face parenting education, bullying awareness workshops, eParenting® High Tech Kids, and coalition building. Parents, families, educators and communities—there's no better partnership to assure that all students pre-K- to high school—have the support and resources they need to succeed in school and in life. ~ Dennis Van Roekel, former President for the National Education Association.

Personal Impact:

eParenting® builds parent-school connections. Parents liked receiving the High-Tech Kids emails from schools. Ninety-two percent of parents reported that they liked receiving the emails from their school. One parent said, "I guess I like the idea of schools and parents working together to mold our kids into kind, caring, good, responsible kids who will make a positive impact on our community." Another parent shared that the High-Tech Kids emails were a "nice reminder about sticking together with parenting/teaching to make a difference in your child's life. Feels like the school wants to help us help our children."

