



## 4-H Professional Development Outcomes

**Outcome: Young people experience positive outcomes because 4-H youth development professionals reflect quality, distinction and leadership in the field of youth development.**

### **Short: (Learning)**

- 4-H youth development professionals, including part-time and temporary staff, learn skills and competencies needed to work effectively in the field of positive youth development
- The 4-H youth development community participates in strategies that build capacity and strengthen the education and training of 4-H development professionals
- The 4-H organization demonstrates increased interest and capacity for a unified professional development system

### **Medium: (Action)**

- 4-H youth development professionals incorporate skills, and change their practices in creating environments that lead to positive youth development
- 4-H Youth development professionals in key roles incorporate leadership concepts or change behaviors related to positive youth development
- Cooperative Extension faculty contribute to advancing the field of positive youth development through scholarship and teaching
- The 4-H youth development community engages others in adopting and implementing strategies in building capacity around professional development
- The 4-H organization adopts policies and practices consistent with a unified professional development approach

### **Long-Term (Impact)**

- Young people experience positive outcomes because 4-H youth development professionals provide safe and supportive environments for them
- Part-time and temporary 4-H educators who deliver youth programs are better prepared to provide safe and supportive environments for young people
- New, diverse 4-H youth development professionals and paraprofessionals are recruited and retained beyond the critical first years of employment, and efforts to reach underserved audiences are strengthened
- 4-H youth development professionals are recognized, valued and rewarded for their proficiency, leadership and professional growth in the field of youth development
- Professional development policies and practices are unified and sustained with time, energy and resources
- Effective professional development for 4-H youth development professionals will positively impact program quality and improve the long-term success of 4-H

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