

DISTRICT 11 GOALS

GOALS	ACTION PLANS TO ACCOMPLISH GOALS	EVALUATION METHOD FOR ACTION PLANS	LINKAGE TO TCE STATE STRATEGIC PLAN
<p style="text-align: center;">Goal #1</p> <p>County Extension Faculty in District 11 will utilize a comprehensive system for individual, fiscal and programmatic accountability to maximize Extension's effectiveness.</p>	100% of District 11 County Extension Faculty will be timely, accurate and complete with all monthly, quarterly and special reports.	Quality and timelessness of County Extension Faculty monthly and special reports	Accountability Goal #1
<p style="text-align: center;">Goal #2</p> <p><i>Enhance Extension's ability in District 11 to communicate programmatic impact to County Commissioners Courts & State Legislatures.</i></p>	1. Increase faculty capacity to utilize Evaluation results in developing interpretation instruments. Will conduct training in December where agents use their evaluation results to develop interpretation instrument to utilize with Committees, County Commissioners and State Legislatures.	Quality of interpretation instruments and # of Agents in District 11 reporting programmatic outcomes.	Accountability Goal #2
	2. All District 11 County Extension Faculty will conduct a minimum of two Customer Satisfaction Surveys.	Number of Customer Satisfaction Surveys Conducted	Accountability Goal #2
	3. District 11 Marketing and Interpretation Committee will sponsor a District 11 Judges and Commissioners Conference.	Formally evaluate the District 11 Judges and Commissioners Conference.	Accountability Goal #2
	4. District 11 Extension Newsletters for County Commissioners Courts entitled Extension Making a Difference in ____ County.	Formally evaluate the District 11 Extension Newsletters for County Commissioners Courts.	Accountability Goal #2
	5. Implement District-wide interpretation event celebrating the appointment of the first County Extension Agent in Texas.	Observation of what agents have done to interpret programs during this time.	Accountability Goal #2
<p style="text-align: center;">Goal #3</p> <p><i>Increase recognition opportunities for Faculty and Staff headquartered in District 11.</i></p>	1. Implement Excellence in Extension Programming Newsletter to recognize District Faculty accomplishments.	Formal evaluation of newsletter in 2006 to determine if newsletters goals are met in regard to provide valuable professional development information and recognition to agents.	Internal Communication Goal, Professional Development Goal, & Employee Recognition, and Rewards Goal
	2. Continue to enhance work with District Awards and Recognition Committee to insure that agents & staff are recognized with various awards. The goal of this committee is that every agent, and faculty member in District 11 receive the TCE Superior Service Award within 5 years.	Number of Faculty & Staff receiving various awards.	Employee Recognition, and Rewards Goal

<p>Goal #4 <i>Enhance communication to establish an environment of trust, foster open communication regarding programmatic efforts and establish a shared vision for future programmatic efforts.</i></p>	<p>1. Continue "Excellence in Extension Programming", The District Newsletter for Extension Employees, to communicate programmatic expectations, foster open communication & promote a shared vision for future programmatic efforts.</p>	<p>Formal evaluation of newsletter in 2006 to determine if newsletters goals are met in regard to provide valuable professional development information and recognition to agents.</p>	<p>Internal Communication and Professional Development Goals</p>
	<p>2. Implement strategies outlined in the 4-H strategic plan developed May 3&4, 2005 (See 4-H Strategic Plan) .</p>	<p>The District Strategic plan will establish evaluation parameters which will be formally evaluated in 2006.</p>	<p>Youth Goals 1 through 6</p>
<p>Goal #5 <i>Increase Extension Faculty's capacity to identify issues, prioritize these issues and efficiently allocate Extension educational resources to address these issues that will result in measurable outcomes.</i></p>	<p>1. Provide professional development opportunities that will enable agents to more effectively address issues and insure that these program resulting in measurable outcomes. <i>See District 11 Professional Development Catalog at http://coastalbend.tamu.edu/ProfDev/District11%20professional%20dev%20catalog.pdf</i></p>	<p>Mid year evaluation of agents to determine if our programs are focused and resulting in measurable outcomes and if County Extension Agents are reaching goals outlined in their individual development plans..</p>	<p>Professional Development Goal</p>
	<p>2. New Agent Centra trainings for new faculty focusing on program development and teaching in Extension.</p>	<p>Formally evaluate new agent centra trainings to determine if we are meeting our goals in terms of enhancing these agents ability to address issue with programs that will result in measurable outcomes.</p>	<p>Professional Development Goal</p>
	<p>3. Continue to work with District 11 Distance Education and Technology Committee to provide leadership to explore and enhance various distance educational delivery methods.</p>	<p>Number of nontraditional delivery methods utilized by county faculty.</p>	<p>Information Technology Goal</p>
<p>Goal #6 <i>Utilize a systematic Professional development system in District 11 to enhance our Agents professional development opportunities.</i></p>	<p>1. Utilize professional development needs assessments to identify competencies that are specifically important for agents in District 11.</p>	<p>Formally evaluate professional development opportunities in District, review annual plans to insure that agents are continuing enhance their professional skills and continue to review graduate degree status with agents needing Master degrees.</p>	<p>Professional Development Goal</p>
	<p>2. Conduct District 11 new agent's Centra Symposium training series designed to add value to state-wide Centra trainings enabling agents to enhance skill that will lead to professional success.</p>	<p>Annual performance reviews of agents participating in these trainings.</p>	<p>Professional Development Goal</p>
	<p>3. Conduct District 11 Mentor Centra Symposium training designed to enhance the Texas Cooperative Extension mentor process.</p>	<p>Evaluation of mentor process</p>	<p>Professional Development Goal</p>
	<p>4. Conduct South Region Excellence in Programming Academy.</p>	<p>Formally evaluate participants 2007 annual plans to determine if concepts covered training series are incorporated in annual plans.</p>	<p>Professional Development Goal</p>
	<p>5. Conduct Extension Research Seminars (ie. Coastal Bend CARES) to facilitate dialogue and foster as spirit of teamwork between Extension and Research Faculty.</p>	<p>Formally evaluate events and the number of County Extension Agents who utilize presentation in other professional meets.</p>	<p>Professional Development Goal</p>