**Regional Breakout Meetings (Combined)**

December 11, 2018, 9:45 -11:00 am, Alexandria, VA

Submitted by: Todd Hurt (Southern Region Director), Joy Millard (North Central Regional Director), Cody Stone (Western Regional Director), Aly Valentine (North East Region Director), and Terrance Workfolk (1890 Regional Director),

1. **What program, staff and organizational development topics would be most useful in your work?**

* Balancing academic subject matter expertise with program management and relational/transferrable skills.
* Range of ways Extension personnel are onboarded
* Mentoring services
* How to train across centers, collectively offering training opportunities-too silo’d
* Creating a vision that is applicable to all areas
* Best ways people communicate to all staff-creative avenues
* Opportunities around reaching underserved audiences-grad students
* Onboarding for new employees
  + Collaborative opportunities?
* Like variety of presentations offered/on-line more efficiently? (Julie R presentation discussed)
* Reporting-(NEROC)
* Doug (NIFA) Transfer of learning (training) behavior change
  + Delaware group-book Six Disciplines of Breakthrough Learning

1. **How can we reach new members? And retain members.**

* Just started new job, just finished PhD.
* Wanted to grow knowledge and network.
* Change in position from administration.
* New in their position. Realigning their jobs to work better with evaluation specialists.
* Came to be supportive of her grad student.
* Sustainability of our work in program and staff development
* Conference offers a broad spectrum of relevant topics.
* Information presented is valuable in development of curricula
* Reps contacted directors to encourage new membership
* Some of these topics would be good for people that supervise others-how can we share that message?
* Think about what makes us unique
* Spread the webinars on different topics-share what we’re doing with everyone on a national level
* Voluntell one person from each state to be a point person to send to respective colleagues
* Let NIFA know?
* Need to ID broader audience with like-minded responsibilities
* Populate conference agenda earlier
* Social aspect of conference critical for networking
* Need to build team element
* How to get list of network?
* National video chats beneficial
* NE chats suggested (Doug will provide zoom connection for use by group)
* Looking for anyone who has mass., conn., or Vermont connection (Doug will reach out to 4-H program leaders in region/all will send potentials to Aly for reach out

1. **How may NAEPSDP serve you better?**

* Leadership opportunities: get involved as a committee co-chair.
* Conference proceedings help to validate scholarship.
* Get word out better on the webinars.
* Continue poster session and round table sessions.
* Opportunities for grad students to present
* Identifying professional development needs
* Succession Planning
* More national webinars
* Specificity of topics
* Having a focal point in each state that reaches out to new folks
* Keep pushing who specifically this is for
* More help in connecting our association with 1890s and 1994 LGUs

1. **What topics do you recommend for webinars or virtual summer school? Would you be interested in presenting? Do you know anyone who would be good?**

* John Diaz (Florida) has a webinar on Program and Staff Development for Middle managers
* Webinar Trainings for County Directors
* Ways to keep tenured county faculty engaged
* Recruiting tenured county faculty to serve as evaluation champions
* “Credible evidence in Extension Programming” volume coming out in Journal of Human Sciences (Summer 2019) Scott Cumming and Ben Silliman co-authors. Ben has also been doing webinars on this topic.
* Stakeholders as advocates
* Non-traditional programming
* Exit interviews
* Communicating impacts
* Communicating with staff about how to make them aware of opportunities
  + Daily blog updates so there are no emails
  + Weekly digests that are emailed
  + Once a month newsletters
* How to learn from each other, a way to connect to those people
  + Subgroups of people with similar roles
* Conversations with Todd-great success recorded
* A regular chance to connect with everyone because there are no meetings
  + Twitter chats-defined topic with a host who has questions, use a specific # at the same time-pointed question with pointed responses

1. **What ideas do you have for staying in touch with each other between annual meetings?**

* Continue Membership Chat Zone meetups
* Federal Report System is changing. We need to set up a chat after NIFA webinars. Scott Cumming will coordinate and host Zoom session.
* Shareable resources
* Facebook “group” with everyone-a common place to post questions and crowdsource answers
* Could we use the toolbox resources on our website?
* Maybe this could be a workshop-best practices for online trainings/cohorts
  + This is what we’re doing, what are you doing?
  + Could be live Facebook video-could type in questions and have a moderator
* Southern model/Middle manager focus
* Aly will develop outline re: ideas for NE connection and distribute in new year
* Reminder to use directory on NAEPSDP website
* Digital communities of learning
* Library of resources and links

1. **What are some major projects you’re working on that may be of interest to the group?**

* Digital Engagement Leadership Development
  + Once a month cohort with 25 professionals, may to participate
  + New topics each month
  + E-newsletters to diversity
  + They actually have to tangibly do something with what they’ve learned
  + Celebratory portfolio review
* Educational opportunities
  + What specific technologies can be used at specific steps
  + What is this tool and how can you use this?
  + Can go deeper if there are specific topics instead of hour-long webinar that maybe nobody will attend
  + Videos live on a youtube channel
  + Skill center channel through Purdue
* Take existing programs and turn them into online non-credit courses
  + MSU created online courses-fundamentals for teaching online
  + 75 courses that are live or in development
  + Course focuses on quality-is this effective?
* Cohort learning-8-15 month people
  + Help build relationships and meeting face to face
  + Only hire 3x a year in cohorts
* County engagement specialists (knowing the community needs) and partner with field specialists-creates a lot of vacancies
  + 20+, and <5 year employees
  + People understand engagement more than Extension
  + Hire a lot for program content but not so much the soft skills
  + How do you know what you don’t know
* Mail chimp workshops-designing email courses
  + Can do this on onboarding or any topic
  + Email courses-what knowledge has changed
  + Could a 6 months later email automatically
  + Would be pretty and branded and you could get analytics to see who’s reading what
  + State of Michigan can’t open MailChimp emails
  + Could be a webinar topic
* Celeste (Cornell) program development leadership cohort and instructional design process year 4
  + Online program with 2 face to face
  + Possible expansion to NE?
  + Angle-how to show making a difference? Program design key
  + Cornell has samples
* Lots of turnover-onboarding needed
  + How to get new faculty to attend on-line training programs?
  + Recorded-don’t participate live
  + Tie to evaluation?
  + Program leader/mgmt. support
* How to track professional development participation?
  + ATD-Association of Talent Development (15k) Doug conf. Washington DC next year
  + Maine- HOONUIT learning management system-can invite and track
  + RELICS learning system set criteria per job title, scheduler used for health care, but colleague purchased shell and can upload training programs
  + Cornell-Workday platform (includes payroll)
    - CU learning shell-SABBA platform
      * Event registration
      * Supervisory review of groups to see participation
  + USDA-AG learn
    - Access to on-line books/resources
* Opioid issue
  + Cornell research being conducted
  + Health dept. coalitions
  + Review meth. Abuse in 2000’s in mid-west (extension involvement)