

# MAKE A DIFFERENCE MONDAYS:

*Inspiring 4-H leaders of today to make  
a difference for the leaders of tomorrow*

## 4-H Recognition

**JOIN** | THE REVOLUTION   
OF RESPONSIBILITY



# MAKE A DIFFERENCE MONDAYS:

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a difference for the leaders of tomorrow*

## 4-H Recognition

Identify methods you use or can use  
to recognize and show appreciation  
for the contributions of youth,  
parents and volunteers in your  
4-H Programs?



# Recognition

To encourage and support efforts of youth to develop their communication and life skills

- Can be linked to
  - Participation
  - Achievement
  - Cooperation
  - Competition
- Why
  - Sense of belonging, and often mastery
  - Builds positive self-esteem
  - Allows self-reflection
  - Allows self-assessment
  - Feel supported
  - Sense of worth or value

# Recognition Model

- Participation
- Progress toward Goals
- Standards of Excellence
- Peer Competition
- Cooperation



# Participation

- This type of recognition program emphasizes the importance of acknowledging young people who have been involved in 4-H educational experiences.

- Membership Card

- Certificate

- Letter

- T-shirt

- Logo product

- Token - ribbon, sticker, pin, bookmark, hat etc.



# Situation A

- You have an unexpected guest for a meal. You add a can of mushrooms, some leftover chicken and frozen peas to a box of noodle mix. Your guest says “You’re a great cook!”
- Write down your first response.

# Situation B

- You have an unexpected guest for a meal. You add a can of mushrooms, some leftover chicken and frozen peas to a box of noodle mix. Your guest says “This meal was delicious. Could I have the recipe?”
- Write down your first response.



**Your turn!**

Your 4-H member has turned in this photo for judging. What would you say to them?



# Praise vs. Encouragement

## Encouragement

- Tell me about your photo

- How do you feel about your photo presentation

## Praise

- I like your photo

- You did your photo presentation right!  
I am proud of you



# Your turn!

Your 4-H member has helped you after the 4-H meeting by putting the chairs away?

# Praise vs. Encouragement

## Encouragement

- I appreciate you putting the chairs away after the meeting

## Praise

- I like the way you cleaned up after the meeting

# Progress toward self-set goals

- Parents and other adults can help youth set realistic goals. Recognition for progress toward self-set goals, no matter how small, is an integral part of this type of recognition.
  - Help guide by using questions
    - What do you want to accomplish
    - What are the steps
    - When do you want it done by



# Standards of Excellence

- Standards of excellence are established by experts in a given area. By measuring personal progress against standards of excellence, youth can gain insight into their own efforts and abilities.

- Usually a rubric
- Danish System

– i.e. Fair Project, Club, Member standards

- [http://florida4h.org/youth\\_ /awards-and-recognition/group-opportunities/recognition-for-excellence-handbook/](http://florida4h.org/youth_ /awards-and-recognition/group-opportunities/recognition-for-excellence-handbook/)
- [http://florida4h.org/youth\\_ /awards-and-recognition/score-sheets/](http://florida4h.org/youth_ /awards-and-recognition/score-sheets/)



# Florida Club Standard of Excellence

3.45

## Standards of Excellence for 4-H Clubs and Groups

Check the following *Club Performance Standards* completed during the 4-H year. Documentation may come from meeting minutes, scrapbooks, photos, newspaper articles, letters, etc., and should be attached to this form.



3.45

Club/Group Name _____
County _____
Club/Group President Signature _____ Date _____
Organizational Volunteer Signature _____ Date _____
Total Number of checked responses for the 20 Excellent Standards _____

### Club Performance Standards

- \_\_\_\_ 1. Club/group had a planned annual program that includes group goals.  
(Ex: recruit 4 new members; 75% of members will attend camp; all members will choose one county learning activity to attend)
- \_\_\_\_ 2. Club/group members were actively involved in planning the club/group's annual program.
- \_\_\_\_ 3. Club/group selected an area of focus for their annual program.  
(Ex: health & fitness; environmental science; pet care; community service; intercultural understanding) OR club/group is represented in the community, by serving on a committee, council or board with adult partners.
- \_\_\_\_ 4. Club/Group members were involved in implementing the annual program/activities.  
(Ex: planning and bringing snacks; leading the pledges; calling club/group members for a meeting or assignment; presenting a demonstration; organizing a tour; introducing a speaker; leading recreation; teaching others)
- \_\_\_\_ 5. A calendar for the year was printed and distributed to members, parents, volunteers, and the local Extension Office. (Ex: identify meetings dates, locations, educational programs; special projects; social events; county or district events)
- \_\_\_\_ 6. All members were invited and at least 75% of club/group members were involved in at least nine club/group activities during the year. (Ex: meetings; club/group tours; recognition event)
- \_\_\_\_ 7. Club/Group officers were elected or appointed, and fulfilled their leadership roles.
- \_\_\_\_ 8. Club/Group completed at least one (1) community service project.

Florida 4-H Recognition: Helping Youth Grow

Module 3: Standards of Excellence  
Club Performance Standards, Page 1 of 2

### Club Performance Standards (continued)

- \_\_\_\_ 9. Club/Group completed at least one (1) promotion activity that promotes 4-H visibility at the community or county level. (Ex: participating in a community parade; radio interviews during National 4-H Week; project displays in business windows; or doing website development for County Extension office.)
- \_\_\_\_ 10. Club/Group has completed at least one (1) project that promotes 4-H visibility at the county, multi-county, district, state, multi-state, national or global level.
- \_\_\_\_ 11. Club/Group recruited at least one (1) project volunteer for at least 75% of the member's project learning areas.
- \_\_\_\_ 12. At least 75% of the members made progress toward individual 4-H project goals.
- \_\_\_\_ 13. Group developed a method to communicate with families at least three (3) times per year regarding club/group activities, education, and achievements.  
(Ex: newsletters; e-mails; calling tree; group activity that includes families)
- \_\_\_\_ 14. Club/Group planned at least one (1) activity to include parents and families in club/group activities. (Ex: project showcase; skating party; tours; recognition event)
- \_\_\_\_ 15. Members took part in a variety of non-competitive activities and/or meetings beyond the 4-H club/group level. (Ex: county project workshops; council meetings; interstate exchange programs)
- \_\_\_\_ 16. A scheduled recognition event was held for members, volunteers and parents.
- \_\_\_\_ 17. Club/group planned and implemented at least one multi-club activity.  
(Ex: doing multi-club community service; several clubs managing a community or county event; conducting a multi-club learning or social event)
- \_\_\_\_ 18. Members participated in competitive 4-H events beyond the club/group level.  
(Ex: county events; district events; state fair; project area competitions)
- \_\_\_\_ 19. 4-H club/group consistently had a safety/supervision ratio of 1 adult to 10 youth.
- \_\_\_\_ 20. The racial/ethnic composition of the club reflects the diversity of the surrounding community. (If club does not reflect the diversity of the community, then successful efforts to contact minority citizens in person, by mail, and through mass media may be used. Work with your county 4-H agent for help achieving this goal.)

12-13 Checked of 20 questions = **BRONZE** Clover Club Award  
 14-15 Checked of 20 questions = **SILVER** Clover Club Award  
 16-17 Checked of 20 questions = **GOLD** Clover Club Award  
 18-20 Checked of 20 questions = **EMERALD** Clover Club Award

# Florida Youth Standard of Excellence

3.41



**Florida 4-H Member Performance Standards  
Award Application**

**Cloverbud  
5-7 years old**



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Name: \_\_\_\_\_ 4-H Age: \_\_\_\_\_  
 Club(s): \_\_\_\_\_

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	Completion Date	Leader/Agent Signature
Show and Tell Activity	_____	_____
Attend 2/3 Club Meetings	_____	_____
Exhibit something made in 4-H	_____	_____
Completed Cloverbud Project Summary	_____	_____

Parent Signature / Date \_\_\_\_\_

Participant Signature / Date \_\_\_\_\_



3.44



**Florida 4-H Performance Standards  
Award Application**

**Senior  
14-18 years old**



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Award Level Applying For: \_\_\_\_\_  
 Name: \_\_\_\_\_ 4-H Age: \_\_\_\_\_  
 Club(s): \_\_\_\_\_

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	Completion Date	Leader/Agent Signature
Project Plan and Goals	_____	_____
Attend 2/3 Club Meetings	_____	_____
Project Presentation	_____	_____
Serve on Committee of Hold Office		
1. _____	_____	_____
Participated 4-H Activities		
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____
7. _____	_____	_____
Participation in Community Service Activities		
1. _____	_____	_____
2. _____	_____	_____
Community Service Activity Leadership Report (Attach Report)		
1. _____	_____	_____
2. _____	_____	_____

# Judging against standard



Criteria	Meets				Almost				Does Not			
	A	B	C	D	A	B	C	D	A	B	C	D
Hold Liquid												
Sturdy construction												
Visually Pleasing												
Has Handle												



# Mug A



## Criteria

Hold Liquid

Sturdy construction

Visually Pleasing

Has Handle

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X

X

X

X



# Mug B



Criteria	Meets	Almost	Does Not
Hold Liquid	X		
Sturdy construction	X		
Visually Pleasing		X	
Has Handle	X		



# Mug C

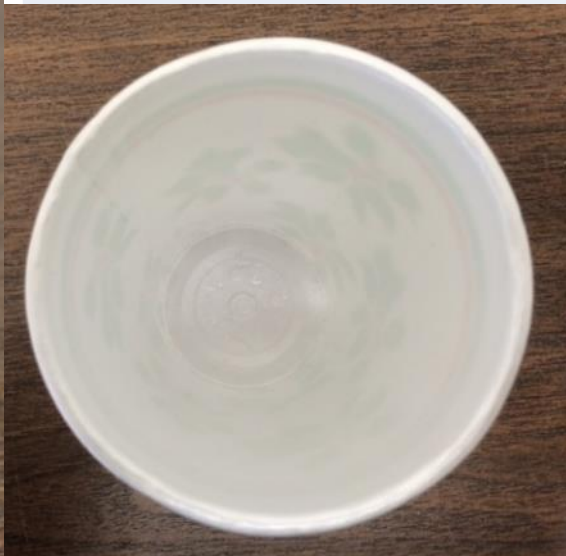


## Criteria

Criteria	M e e t s	A l m o s t	D o e s N o t
Hold Liquid	X		
Sturdy construction	X		
Visually Pleasing	X		
Has Handle	X		



# Mug D



Criteria	Meets	Almost	Does Not
Hold Liquid	X		
Sturdy construction		X	
Visually Pleasing	X		
Has Handle			X



# Florida 4-H Portfolio

- The current system for selecting and recognizing outstanding youth in the Florida 4-H
- The process includes completing a 4-H Awards and Recognition Portfolio
  - application
  - resume
  - narrative statement
  - other materials as defined
  - participating in a personal interview
- The process is used for selecting Award Trip and Scholarship recipients
- Deadline for county submission June 1 (most counties will require portfolios be turned in around 1<sup>st</sup> of May)

[http://florida4h.org/youth\\_/awards-and-recognition/](http://florida4h.org/youth_/awards-and-recognition/)

# Peer Competition

- Peer competition is a part of the model for recognition. This type of recognition subjectively identifies, in a concrete time and place, the best team or individual. Can be a strong motivator for some youth.
- Inappropriate for youth under age eight.
- Should be optional
  - Trophy, Rosette, Plaque
  - Should have specific selection understood and enforced



# Cooperation

- Learning and working together promotes high achievement. Cooperation may take advantage of all the skills represented in the group, as well as the process by which the group approaches the learning task/goal. Everyone is rewarded.
  - Great for youth under age eight
  - Rewarding for everyone involved
  - 4-H Skill-a-Thon



Remember: Our desire is to help with  
making the best better

- Within ourselves, relationships with others and our community
- Building character as a individual, family and member of a group



# Help youth evaluate outcomes

Use questions like

- How do you feel you did
- What do you think happened
- What could some of the causes be that gave this result
- What can you improve or do different for next time
- Follow with encouragement and keep positive



# Parents

- Keep them informed
- Ask for help
- Recognize their efforts and contributions
  - Can be formal
  - A simple group thank you
  - Include recognition in newsletters
  - Write thank you note, e-mail, card

# Designing a recognition system

- ✓ Look at the needs, interests, attitudes, and aspirations
- ✓ Understand differences between people based on background and experiences; difference in behavior in same person; differences between similar types of people.
- ✓ Use recognition that encourages and supports learning, and satisfies intrinsic and extrinsic needs.
- ✓ Balance recognition for participation, progress toward self-set goals, achievement of standards of excellence, competition, and cooperation.

# Club Recognition Committee

Membership may include:

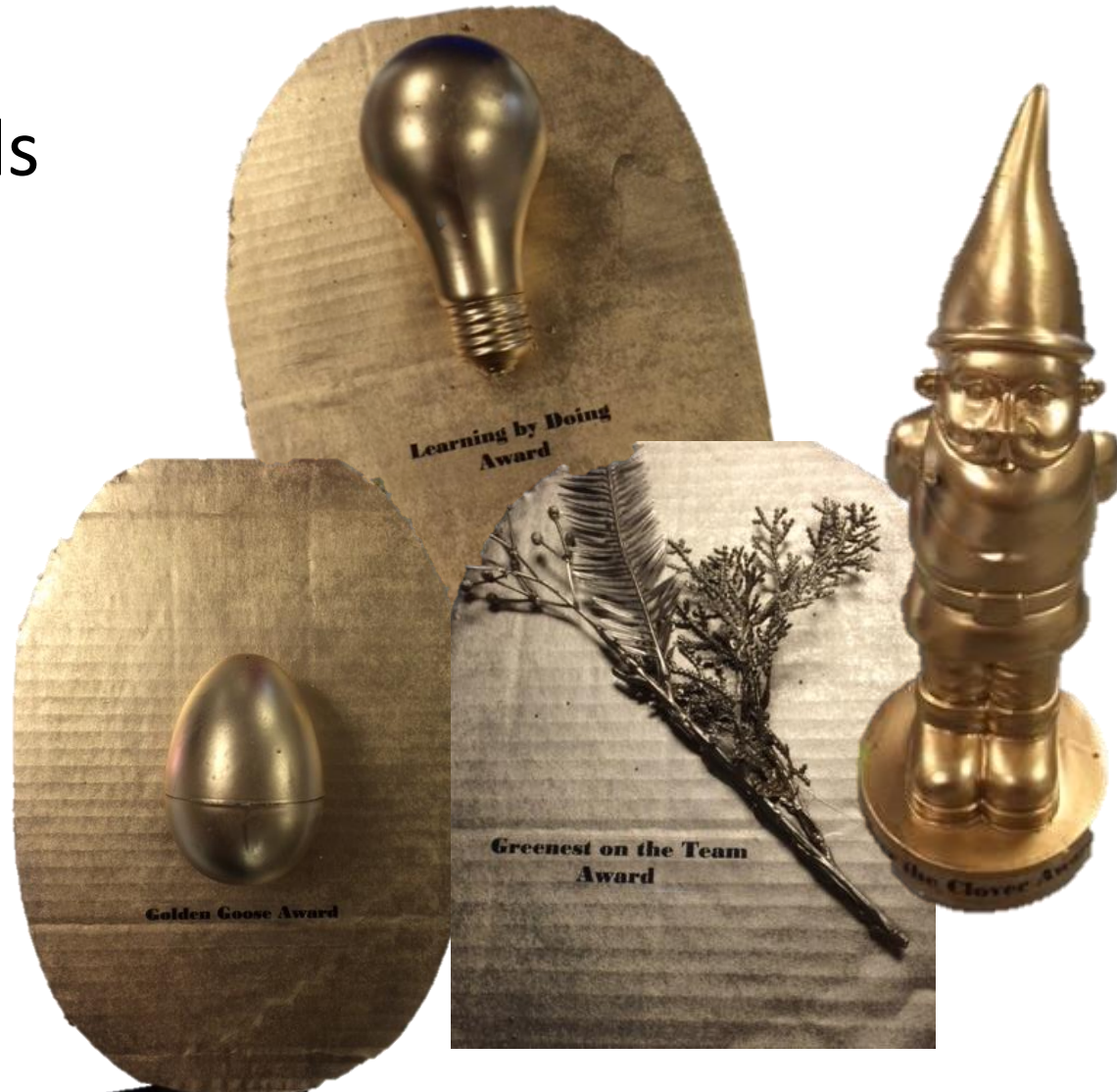
- 4-H club and community leaders
- 4-H members and parents
- Special program leaders
- Donors to the 4-H program
- Resource/Activity Leaders
- Community leaders (i.e. news media, school or business)

# Suggested functions of the committee:

- Inform others about opportunities
- Train others preparing records (project summary or portfolio).
- Identify needs in the clubs recognition program
- Plan club recognition programs
- Identify, arrange and formulate non-competitive recognition opportunities and activities
- Establish sub-committee for award selection, very important that one individual does not select the award winners, nor has a child up for award.
- Update 4-H Faculty and receive consent for program
- Solicit donors, order awards and make arrangements for donor's involvement in 4-H program with faculty consent
- Create and coordinate opportunities for members to receive incentives and recognition

# Who should you recognize

- Individuals
- Groups
- Youth
- Adults
- Families
- Partners



# Ways to recognize volunteers

The goal of 4-H is to help volunteers and members grow within the organization through training, providing recognition for their work, and offering on-going support

- Publicly thank and acknowledge contributions
- Highlight contributions in article for newspaper, newsletter or blog
- Ask for volunteers' input into programs, workshops, etc.
- Ask a volunteer or member to speak on behalf of the 4-H program
- Write a letter of reference
- Nominate for community, state or national awards
- Encourage youth to send thank-you notes to those helping them
- Feature in promotional publications
- Provide recognition tokens such as plaques, certificates, pins, etc.
- Offer perks such as free admission, parking, reserved seating, etc.
- Have a Volunteer/Member of the Month or Week
- Host a banquet, luncheon, party or reception

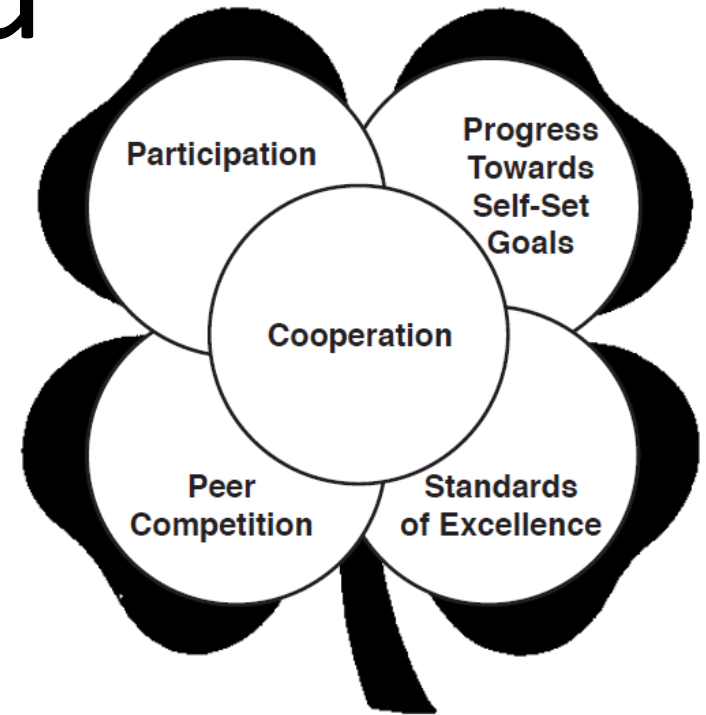


# Indicator of success

- Diversity of membership and leadership
- Shared leadership between adults and youth
- Balanced avenues of participation and recognition opportunities
- Group agreement on rules to keep positive environment
- Adults participants and good role models
- Meetings have balance of fun, learning and business
- Parents and members feel it is worthwhile

A way to say:

“You are a valued and important member of the 4-H program!”



# Resources

- Florida 4-H Standards of Excellence [http://florida4h.org/youth/\\_awards-and-recognition/group-opportunities/recognition-for-excellence-handbook/](http://florida4h.org/youth/_awards-and-recognition/group-opportunities/recognition-for-excellence-handbook/)
- Military Partnership training Lesson 15 in 4-H 101 member recognition, Session 12 in 4-H 201 <http://www.4-hmilitarypartnerships.org/p.aspx?tabid=28>
- **131 WAYS TO RECOGNIZE 4-H VOLUNTEERS** Ohio 4-H Volunteer Fact Sheet #40  
[www.uwex.edu/ces/4h/.../131.pdf](http://www.uwex.edu/ces/4h/.../131.pdf)
- Louisiana Extension Volunteer Recognition Guide  
<http://www.lsuagcenter.com/MCMS/RelatedFiles/%7BF20DA153-16F7-45DA-A4F8-1AAC5CEBFCC4%7D/Way+to+Go+Recognition+GuideMargin.pdf>
- Missouri 4-H has information to help with skill-a-thon, demonstrations, quiz bowl, judging, and conference judging  
<http://4h.missouri.edu/recognition/awards/excellence.htm>
- Meeting the needs of youth: Tips for leaders  
<http://www.uwex.edu/ces/4h/volunteers/documents/MeetingtheNeedsofYouth.pdf>

# MAKE A DIFFERENCE MONDAYS:

*Inspiring 4-H leaders of today to make  
a difference for the leaders of tomorrow*

**4-H  
Speaking  
UP!  
Speaking  
OUT!**

**JOIN** | THE REVOLUTION   
OF RESPONSIBILITY



# Getting 4-Her's involved

## Why?

- Feel comfortable expressing themselves verbally
- Develop ability to organize ideas into logical order
- Reduce fear of presentations by providing opportunities to practice
- Develop confidence, and feel that presentations are a non-threatening part of life

# Your Gift

- Realization - have valuable information to share
- Defending a decision especially when judging
- More practice = Confidence



- Self-esteem that they can be interesting to others

# Types

- Demonstration
- Illustrated Talk
- Formal Speech
- Performing Arts



# Where to give presentations



- 4-H Meetings
- County, Regional or State Public Speaking Contests
- Public Locations
  - Fairs
  - Mall
  - County Events
  - Parent Teacher Groups
  - Afterschool Programs
  - Service Clubs
  - Informational Booth



# How to Help

- Use presentation materials to help prepare
- Plan a club workshop on how to do a presentation
- Set dates for presentations at club
- Practice with youth ahead of time
- Encourage to do own work but be ready to assist when needed
  - <http://florida4h.org/volunteers/training/files/VTS/Section3/Getting%2004-H'ers%20Involved%20in%20Public%20Speaking-print%20ready.pdf>

# Help them learn

- Provide constructive feedback
- Positive reinforcement
- Try to use a non-scoring feedback for Cloverbuds and 1<sup>st</sup> timers

## FRIENDLY CRITIQUE SHEET

Please check (✓) all that apply

### 1. The Speech Included:

- \_\_\_\_\_ Catchy introduction
- \_\_\_\_\_ Clear message
- \_\_\_\_\_ Appropriate examples to reinforce message
- \_\_\_\_\_ Ideas that fit together with clear transitions
- \_\_\_\_\_ Something of interest to me
- \_\_\_\_\_ Memorable conclusion that repeated the important part of the message



### 2. You did these BEST:

- \_\_\_\_\_ Eye Contact
- \_\_\_\_\_ Facial Expression
- \_\_\_\_\_ Gestures
- \_\_\_\_\_ Postures/Body Movement
- \_\_\_\_\_ Voice Volume
- \_\_\_\_\_ Articulation
- \_\_\_\_\_ Voice Expression
- \_\_\_\_\_ Rate of Speaking
- \_\_\_\_\_ Ease of Speaking

### You could IMPROVE on:

- \_\_\_\_\_ Eye Contact
- \_\_\_\_\_ Facial Expression
- \_\_\_\_\_ Gestures
- \_\_\_\_\_ Postures/Body Movement
- \_\_\_\_\_ Voice Volume
- \_\_\_\_\_ Articulation
- \_\_\_\_\_ Voice Expression
- \_\_\_\_\_ Rate of Speaking
- \_\_\_\_\_ Ease of Speaking

I liked your speech because \_\_\_\_\_

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# Reminders

- Appearance
- Represent themselves
- They also represent the 4-H organization
- Topics must be “G” rated – for whole family

# County, District and State Events

- Information for Competitive Events on web
  - [http://florida4h.org/programsandevents /demotalk/](http://florida4h.org/programsandevents/demotalk/)
- Information on preparing speech
  - <http://edis.ifas.ufl.edu/4h197>
  - [http://florida4h.org/news/public\\_relations/tropicana\\_youth.shtml](http://florida4h.org/news/public_relations/tropicana_youth.shtml)