

# 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



An Equal Opportunity Institution



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# MAKE A DIFFERENCE MONDAYS:

*Inspiring 4-H leaders of today to make 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?

An Equal Opportunity Institution



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## 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

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### Recognition Model

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




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### 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.




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### 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.

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### 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.

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### Your turn!

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

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### Praise vs. Encouragement

Encouragement

Praise

• Tell me about your photo

• I like your photo

• How do you feel about your photo presentation

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

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### Your turn!

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

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### 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

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### 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



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Mug C

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




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Mug D

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




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Judging against standard



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

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## 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/)

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## 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




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## 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

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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




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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




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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

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## 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.

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## 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)

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## 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

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### Who should you recognize

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




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### 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

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### 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

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A way to say:

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



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### Resources

- Florida 4-H Standards of Excellence <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>

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## 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

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## 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

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### 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

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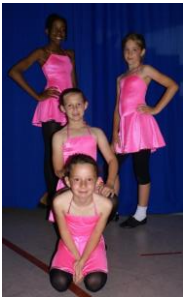
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### Types

- Demonstration
- Illustrated Talk
- Formal Speech
- Performing Arts



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**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




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**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%204-H'ers%20Involved%20in%20Public%20Speaking-print%20ready.pdf>

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**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:

- \_\_\_\_\_ Clearly introduction
- \_\_\_\_\_ Clear message
- \_\_\_\_\_ Appropriate examples to reinforce message
- \_\_\_\_\_ Ideas that fit together with clear transitions
- \_\_\_\_\_ Summarizing of message to use
- \_\_\_\_\_ Memorable conclusions that repeated the important part of the message

2. You did these BEST:

_____ Eye Contact	_____ Eye Contact
_____ Facial Expressions	_____ Facial Expressions
_____ Gestures	_____ Gestures
_____ Posture/Body Movement	_____ Posture/Body Movement
_____ Voice Volume	_____ Voice Volume
_____ Articulation	_____ Articulation
_____ Voice Expression	_____ Voice Expression
_____ Rate of Speaking	_____ Rate of Speaking
_____ Ease of Speaking	_____ Ease of Speaking

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

\_\_\_\_\_

\_\_\_\_\_

[http://florida4h.org/news/public\\_relations/files/sample-FRIENDLY-CRITIQUE-SHEET.pdf](http://florida4h.org/news/public_relations/files/sample-FRIENDLY-CRITIQUE-SHEET.pdf)

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## Reminders

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

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## 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)

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