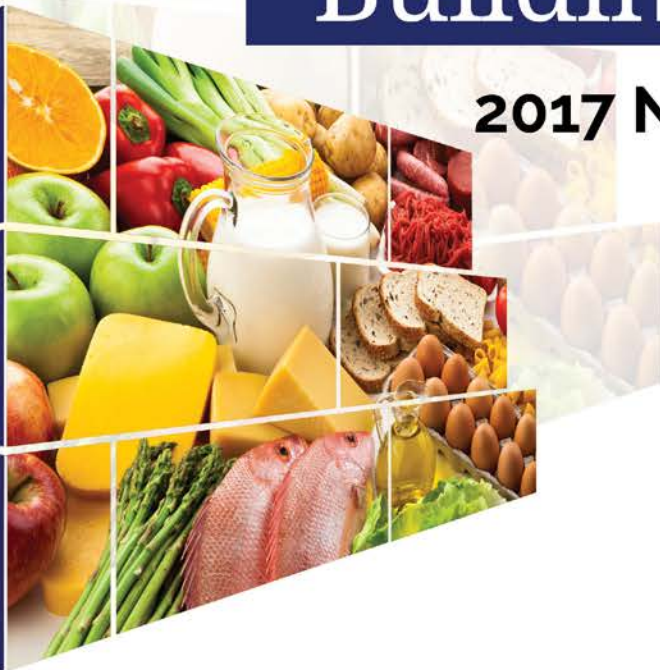




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2017 National Coordinators' Conference



Building Quality Paraprofessional Supervision

March 21, 2017

Debra Cotterill - University of Kentucky

Debra Sellers - Iowa State University

Stephanie Diehl - Virginia Tech

Katie Mulligan - University of Rhode Island

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**Crucial Components
for Program Success**
February 2017



United States
Department of
Agriculture



**Virginia
Cooperative
Extension**
Virginia Tech
Virginia State University

TUSKEGEE
UNIVERSITY

THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

OHIO STATE
UNIVERSITY EXTENSION



PennState Extension

IOWA STATE UNIVERSITY
Extension and Outreach



EXTENSION 
UtahStateUniversity



PRAIRIE VIEW
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AND HUMAN SCIENCES

Cooperative Extension Program



**FAMILY &
CONSUMER
SCIENCES**



**College of Family and
Consumer Sciences
UNIVERSITY OF GEORGIA**



University of Kentucky
College of Agriculture,
Food and Environment
Cooperative Extension Service



Extension



Colorado State University
Extension

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Building Quality



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Building Quality Paraprofessional Supervision

Objectives

- Understanding of EFNEP Paraprofessional Supervision Resources
- Assess Utilization within Your Infrastructure
- Identify Needs and Next Steps

3 Crucial Components

- Responsibilities
- Traits and Skills
- Critical Support





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Responsibilities



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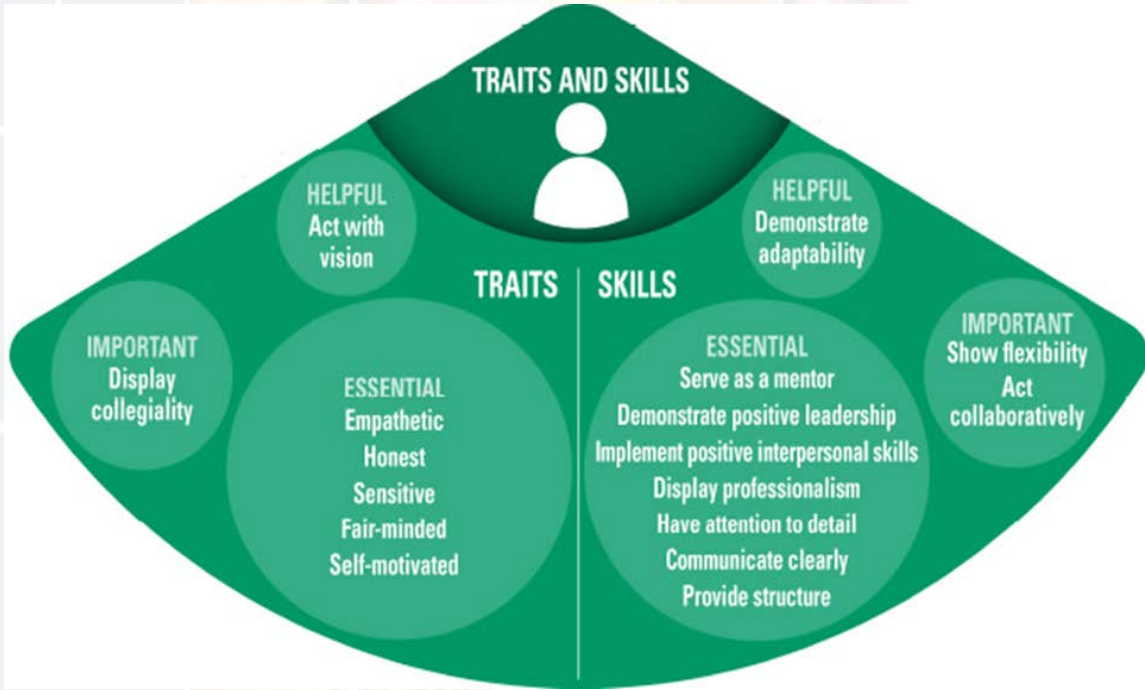
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Responsibilities

- Local Level Policies & Procedures
- National & University Implementation
- Model Professional Integrity
- Hire, Onboard, Train, & Retain
- Team Member, Leader & Coach



Traits and Skills



Traits

- Essential
 - Empathy, Relatability, Honesty, Sensitivity & Self-motivation
- Important
 - Collegiality, Flexibility
- Helpful
 - Act with Vision

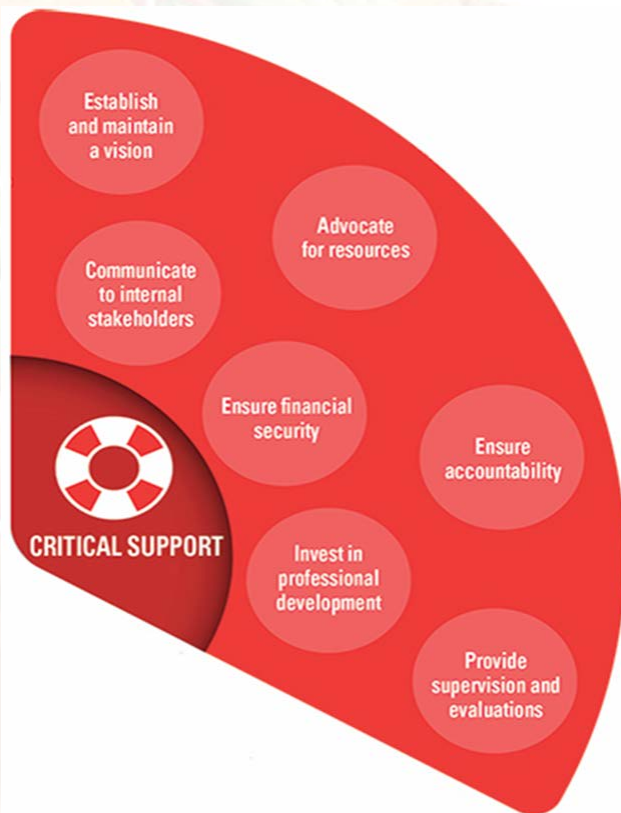


Skills

- Essential
 - Leadership, Communication, Professionalism, Mentor, Prioritize, Organize
- Important
 - Adaptability, Act Collaboratively



Critical Support



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Critical Support

- Program Fidelity
- Daily Program Management
- Stakeholder Partnerships



Functions for Administrators

- Vision for EFNEP
- Resources
- Accountability Systems
- Financial Security
- Professional Development



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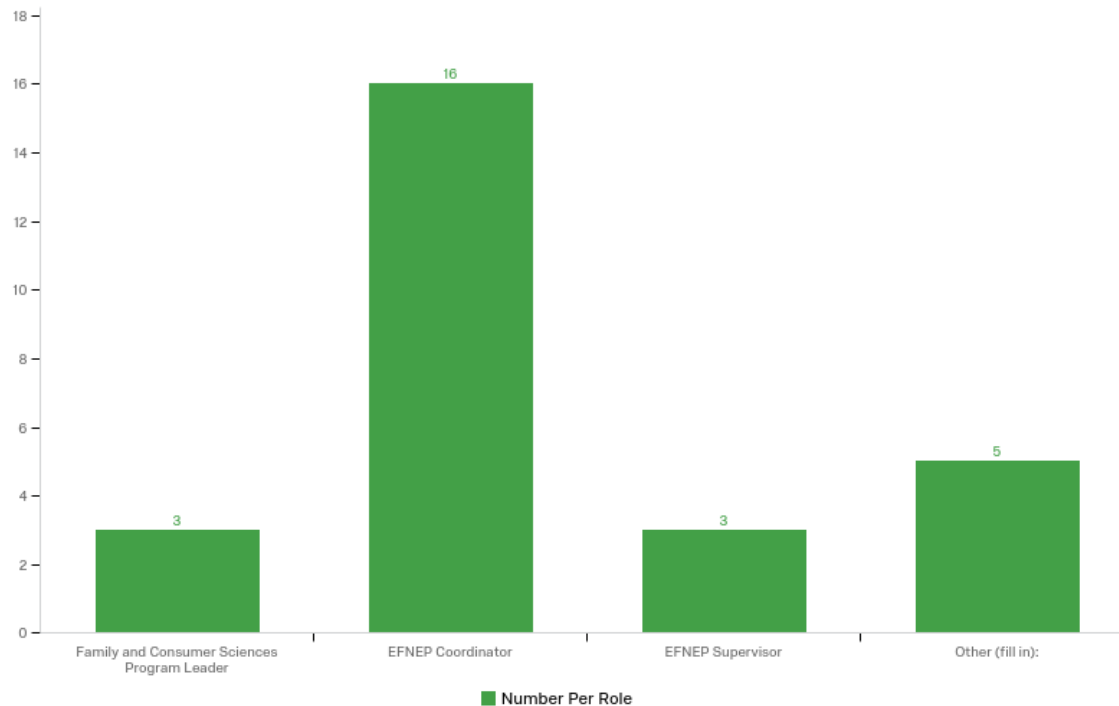
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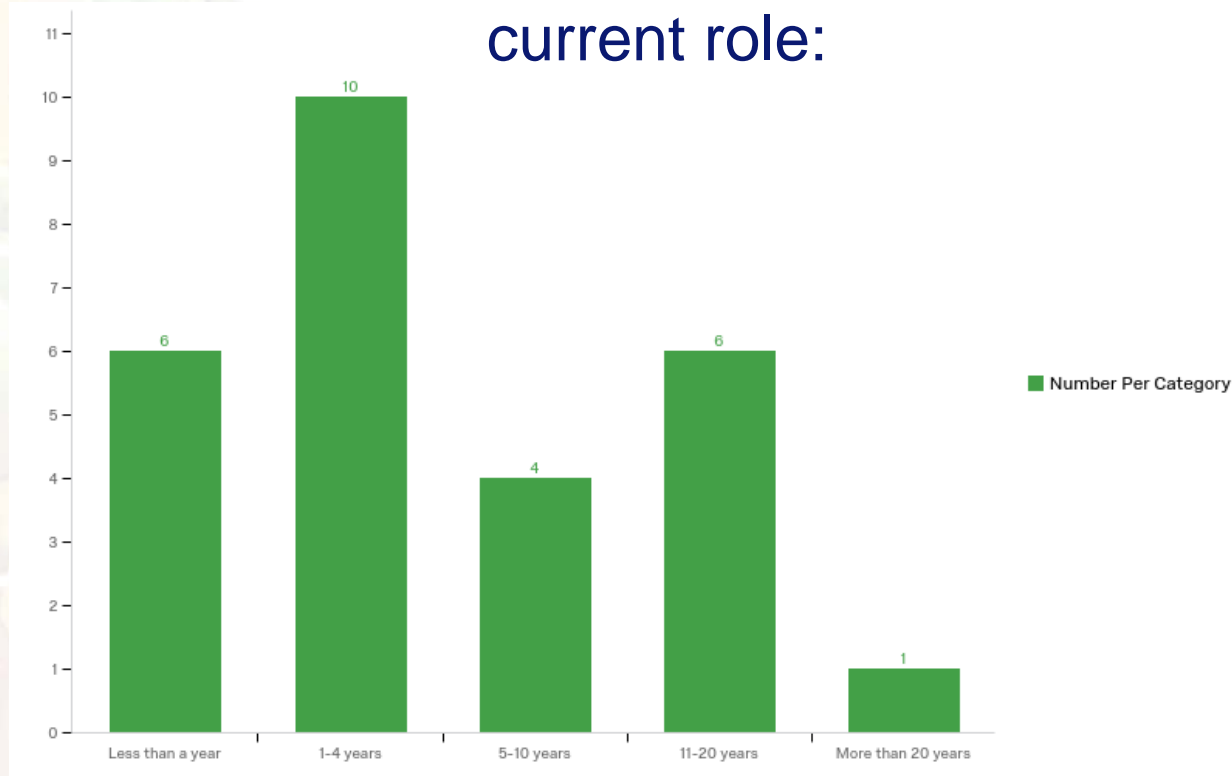
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Please select your current role with EFNEP (choose only one):

Current Roles with EFNEP

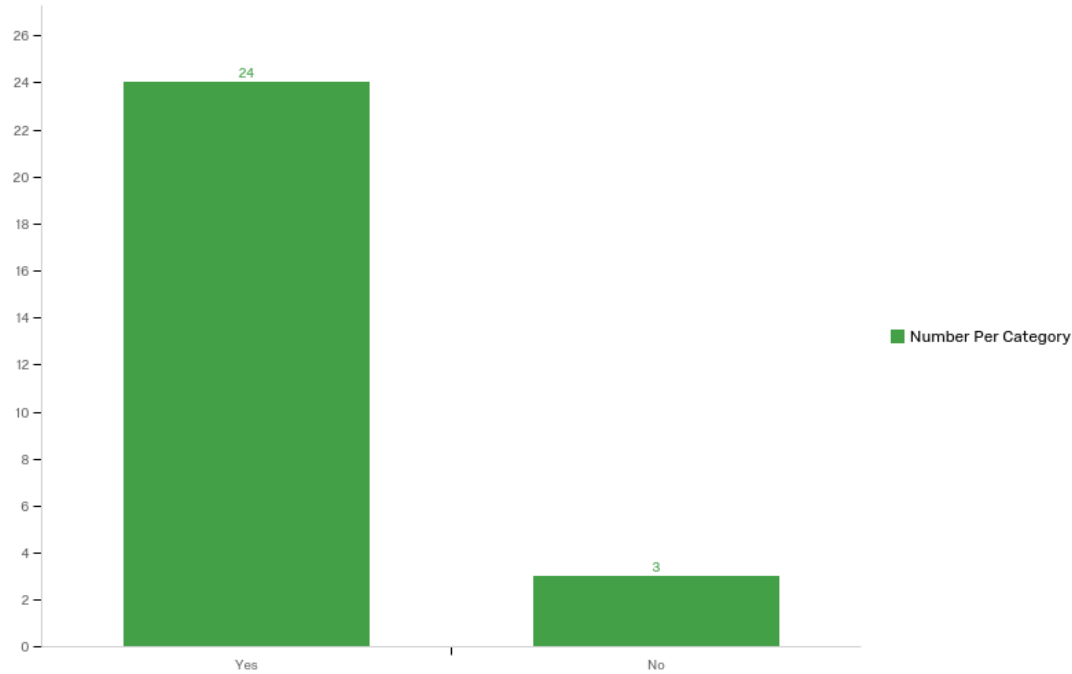


Please indicate how long you have been in your current role:



As a result of reading the white paper, reviewing the infographic, and/or watching the webinar, did you learn anything new?

Learning Something New



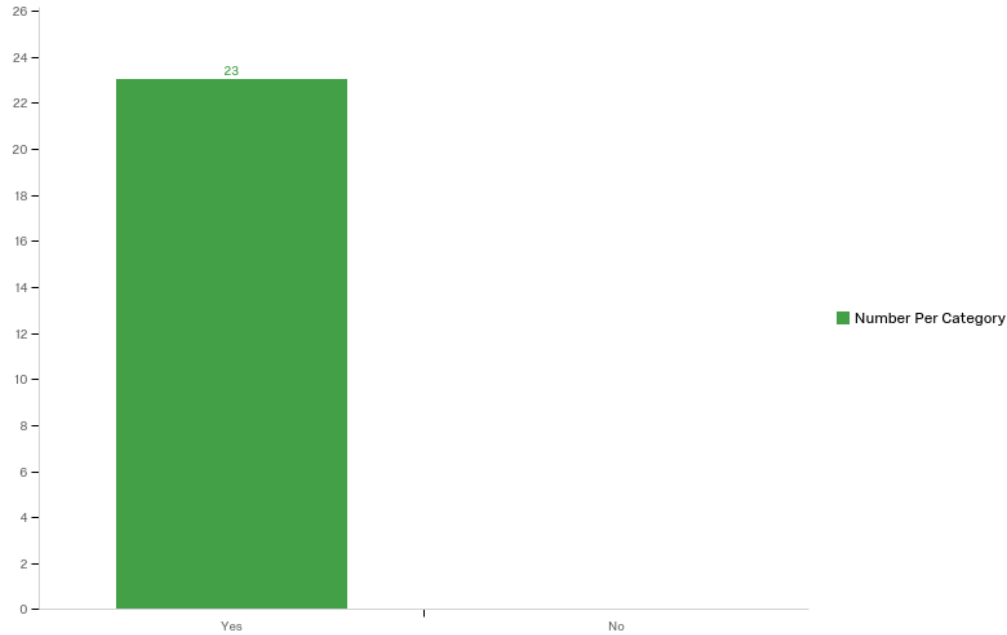
If yes, what?

- History and objectives of Committee
- A framework of supervision and corresponding areas
- Clarity related to roles
- Hands-on requirements for working with paraprofessionals
- Importance of internal and external stakeholder partnerships
- Need to proactively share successes



As a result of reading the white paper, reviewing the infographic, and/or watching the webinar, do you plan to apply this information in your job?

Plan to Apply



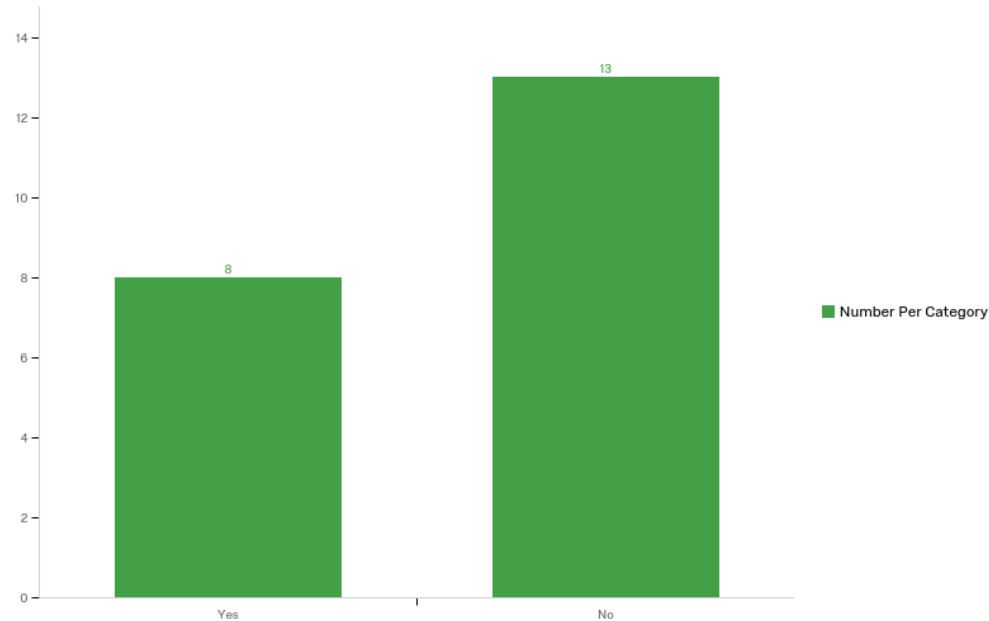
If yes, how?

- Develop materials/criteria to use in training
- Orient/train paraprofessionals, supervisors, & coordinators
- Offer more/improved training for supervisors
- Communicate with managers & administrators
- Use as a tool for professional development



As a result of reading the white paper, reviewing the infographic, and/or watching the webinar, have you already applied this information in your job?

Already Applied Information



If yes, how?

- Planning for development of materials
- Included resources in orientation/training



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Diversity of Supervision of EFNEP Paraprofessionals

- Local County Supervision - From FCS Agents and/or County Directors
- Area Supervision - From the District/Regional Level
- State Supervision - Directly from State Office

* Disclaimer – We understand and recognize that there are other mixed models of supervision and this is not intended to be a comprehensive listing.



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State-to-State Comparison

Similarities across States, BUT
Different Models of Supervision of
EFNEP Paraprofessionals

- Virginia - District/Regional Approach
- Kentucky & North Carolina - County Approach with Middle Management Trainers
- Rhode Island & Virginia State - State Approach

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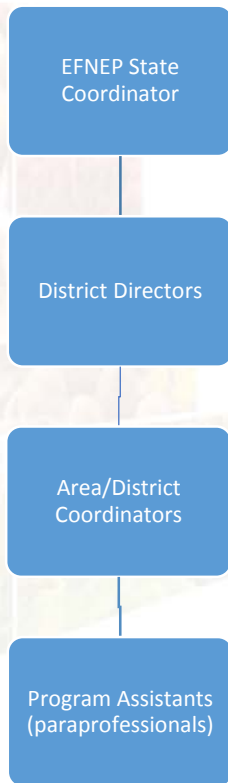


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Worksheet: Organizational Chart



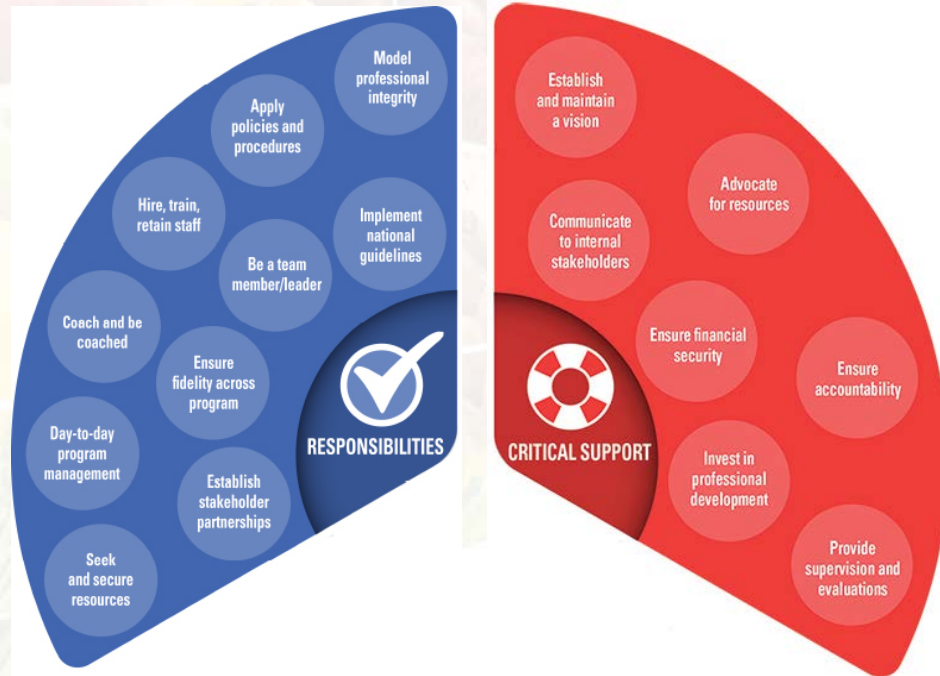
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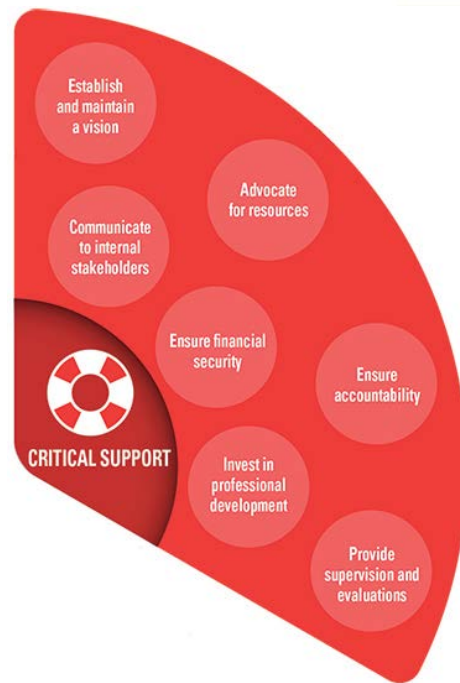
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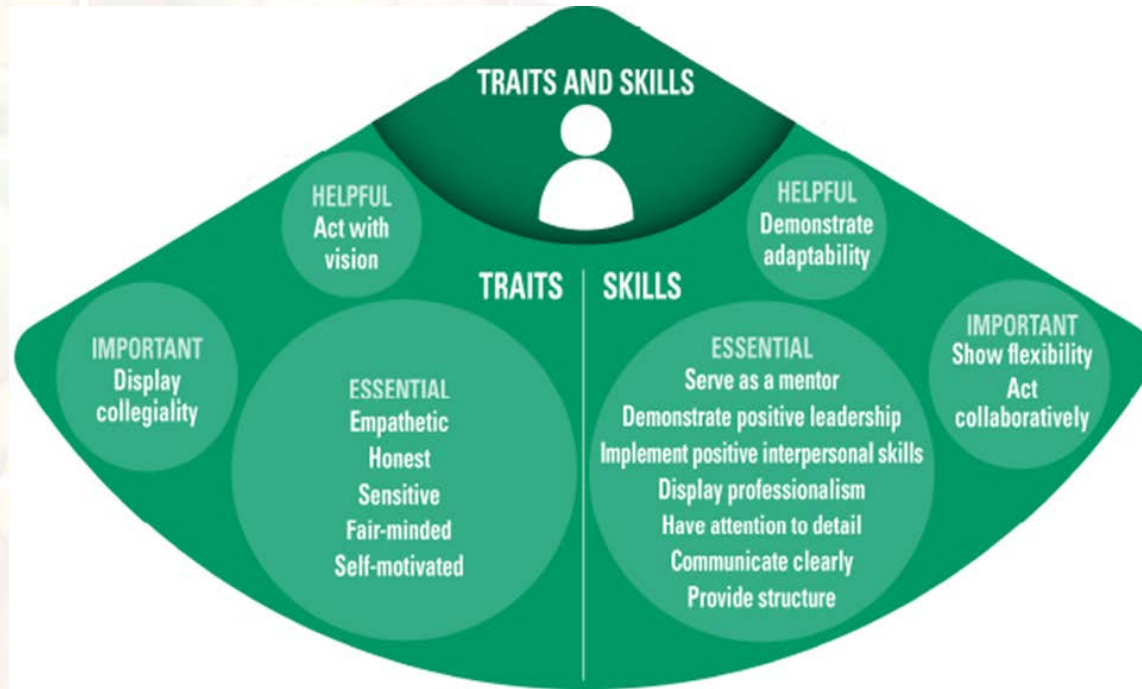
Worksheet: Responsibilities and Critical Support



Worksheet: Organizational Chart



Worksheet: Essential Traits & Skills



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Building Quality Paraprofessional Supervision

- Resources
 - White Paper
 - Webinar
 - Infographic

<https://nifa.usda.gov/resource/efnep-paraprofessional-supervision>

