**To: All Hands @ FCH and SNAP-Ed**

**From: Allison**

**Date: Monday January 22, 2024**

**Subject: January updates from Allison**

THANK YOU for spending your valuable time and energy on reporting. It does matter. One way it matters is…

NIFA Critical Issues Reporting

By March 1st, I’ll need to report on how anyone with FCH time is meeting three “critical issues” as defined by the National Institute of Food and Agriculture. I will use what you have provided in Faculty Success, and may ask additional questions when I see you at your PROF meeting. If you feel you are contributing to the below – and haven’t already told me about it – I am all ears!

1. Food Innovation and Market Access. Develop healthy eating habits and reduce the impact of lack of access to healthy foods.
2. Resilient Communities and Economies: Increase resilience by promoting safe, connected and strengths-based individuals, families, caregivers and communities.
3. Thriving Youth, Individuals, and Families: Promote health and prevent disease and injury prevention to improve quality of life, health, and well-being

Other Important Strategic Things

I want you to be aware of some other things I am working on as your program leader:

* Behavioral Health “Position Paper” at Director Lyles’ request (2/1)
* Mapping FCH and SNAP-Ed to the Oregon State Plan, Prosperity Widely Shared, also at Director Lyles’ request (2/15)
* Revitalizing the College of Health Dean’s Advisory Council (aka Community Advisory Council) with an FCH Advisory Council component
* 2024 Short Session Legislative Ask related to behavioral health

Don’t forget NHOC and NEAFCS: Abstracts are due on 2/4 and 1/31, respectively

Speaking of Strategic Planning

* For OSU: If you haven’t read *Prosperity Widely Shared*, the Oregon State Plan, please do.
* For the Division of Extension and Engagement: Katie Ahern is our representative to the Division’s strategic planning effort. We need to collect the names of FCH stakeholders both internal and external to Extension by February 16th. Who would you like to see on that list?
* For the College of Health: Thank you to those of you who gave input into the strategic plan survey that we spoke about last month. Stay tuned for more information from Dean Primack: a task force is being launched.
* For FCH: Our destination is strategic alignment, including guardrails or operating principles about how we plan, implement and evaluate equitable and impactful work in community and also care for our team personally and professionally, as we care for others.

Save the Date

If you can hear my voice, you are invited, and I really want you to attend our FCH/SNAP-Ed conference from May 7th to 9th, 2024, in Bend. Please be thinking about what you need from that conference. We will ask you again at our February meeting.

More on Professional Development: Follow up from EAC and Gallup

 Follow up on Gallup Results presented on 12/4/23 at Extension Annual Conference

1.22.24 Statewide/All Hands Meeting

As a reminder: At EAC, we looked at FCH/SNAP-Ed results from the last Gallup survey. Then, our folks chose a metric to discuss at their tables, and then used the GROW model to offer some suggestions about how we can address that particular metric. GROW is Goal, Reality, Options, and Way Forward.



Summary of What We Learned

**Goal: What do we want? What is our goal?**

We would like to see a clearly articulated list of opportunities for learning and growing (professional development) that is accurate for our varied job roles and position descriptions. For example, a database of approved/recommended curricula or conferences.

We would like our supervisors and co-workers to encourage our professional development, which includes (1) keeping our position descriptions up to date, (2) sharing regular feedback on performance including our collective contributions to success, (3) discuss appropriate professional development opportunities, and (4) ensuring we have time and resources to travel to and pay for professional development opportunities.

*(Not from the work at the tables – but my goal as your program leader is for each of you to:*

* *Know what is expected of you at work.*
* *Receive regular praise and recognition for doing good work.*
* *Feel like your development is encouraged!*
* *Feel that your colleagues are committed to doing quality work.*
* *Have regular opportunities to learn and grow.)*

**Reality: What has been happening? What is the current situation?**

Sometimes, we are not certain if we have the resources (time, money) and support/permission to do professional development activities. We are not sure what is allowable. We are not sure how much time to spend on professional development. We are not sure who the “someone” is, that needs to offer support: supervisor and/or regional director or program leader.

We also are not certain which professional development activities are appropriate for which team member – in other words, for classified staff, for professional faculty, for academic faculty. It also feels like some faculty have more support for (or ability to get) professional development than others.

We are somewhat concerned that “OSU conferences” are not meeting our needs.

We are not sure if “learn and grow” means do professional development, or get promoted.

**Options: What might we do? Explore ideas without judgement**

We need to make a list of professional development opportunities for our large FCH/SNAP-Ed team, and make it available to everyone.

We need our leaders to offer clear guidance about how much time and how many dollars we can spend on professional development, and maybe even add a % time to our position description.

We need our leaders to be clear about invitations to and expectations for attending our own OSU conferences (EAC, FCH/SNAP-Ed in Spring, perhaps others like Master Gardener or Farm to School or Food Preservation) and others that are local or regional or national.

Improving skills as a supervisor/leader/manager is an opportunity for professional development.

We could revitalize our mentorship program.

We should talk about professional development at onboarding and at annual reviews.

**Way Forward: What will we do? Specific actions and timeline.**

1. Create a list of professional development opportunities that are appropriate for our team, and share it with everyone for input/action. (Allison and Sally, this winter)
2. Craft some guidance about how much time and how many dollars we have available for different position types – in current and future fiscal years - for professional development. (Allison and Sally and Rocci, this winter and spring)
3. Discuss these findings with Regional Directors and Division leadership, to share what we know and ask for input in implementation (e.g., clarity in position description, during annual reviews). (Allison and Sally, this winter)