

Re-Envisioning Kentucky Cooperative Extension for the 21st Century
October 9, 2002

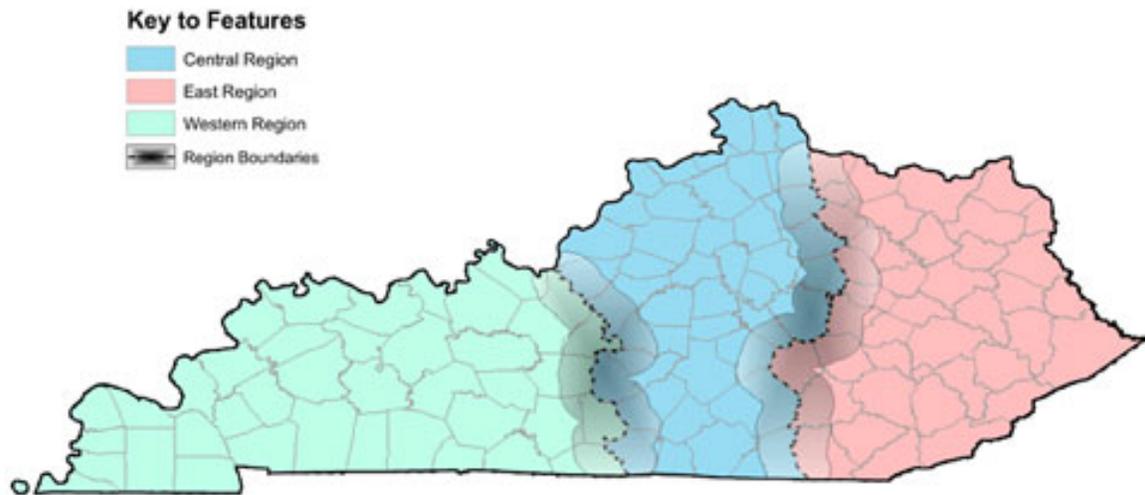
Re-Envisioning CES

- Strengthens county programs
- Provides a regional approach to programming which connects campus and county
- Flattens the organization – streamlined management and more direct contact between the state and county level
- Brings resources together for common issues
- Strengthens County Extension Councils
- Encourages more involvement of specialists in county program support through focused regional programming and in-service training
- Increases opportunity to work with other colleges within the university
- Enhances visibility to legislators and decision-makers
- Allows for improved resource management
- Provides for a more efficient organization
- Provides for a more responsive and flexible organization

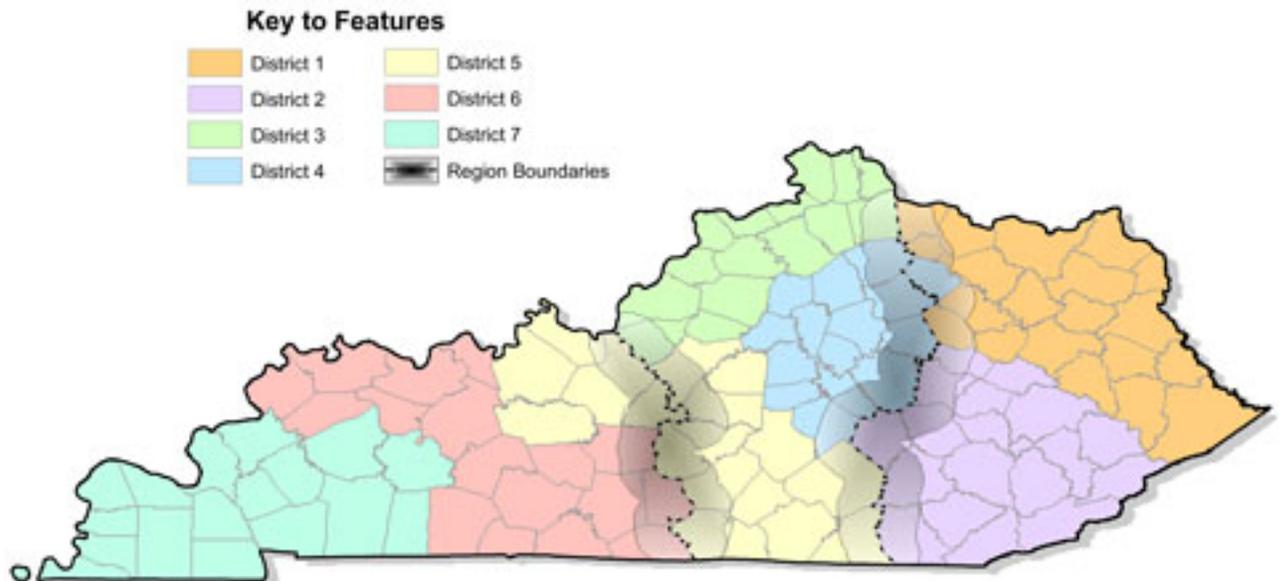
Regional Issues and Program Committees

- Composed of :
 - agents, specialists, Dept. Chair and Ext. Coordinator reps.
 - administrative support from Asst. Directors and Regional Coord.
- Function: prioritize issues and programs to provide program focus for region
- Result: Identify and equip issue-specific teams, task forces or work groups to address priorities
 - Can be within region or multi-region or state
 - Multi-county teams can form outside of these priority issues
 - Counties choose programs to implement in county based upon region and state; free to develop county-based programs also
- Flexible and fluid structure; e.g. can have an urban issue task force that cuts across regions

Extension Programming Regions



Extension Districts



General Administrative Approach

- Decision-making is distributed in a more level organization to the most appropriate point (county agent, region, etc.)

- Regional Coordinators facilitate and coordinate prioritization of issues in region, formation of response teams and acquisition of resources
- District Directors are coaches and mentors for agents and provide administrative support to county level program development
- All Assistant Directors are involved in regional programming in each region and help to provide state and national perspective and coordination
- Flexibility and responsiveness allow for state, multi-region and multi-county efforts

Region and District Administrator Functions

Regional Coord. Summary

- Regional Issues Training
- Regional Programming
- Facilitate Issues Teams
- Resource Acquisition
- Identify and respond to emerging issues
- Regional Advocacy Committee
- Informal input on Performance Appraisal

District Director Summary

- Coaching/Mentoring
- Budget/finance
- Office Organization and Policy
- County Programming Process
- County Council
- Primary Performance Evaluation

Projected Re-Envisioning Timeline

- October 2002 : Details of structural plan released within Extension system and to key councils/stakeholders for comments
- January 2003 : Additional details of plan provided at State Extension Conference
- January-June : Present the plan more broadly to stakeholders and clientele groups and begin process for implementation
- March-April : District Directors and Regional Coordinators named
- July: begin operations under the new structure

Summary – Re-envisioning...

- is an on-going open process designed to enhance Cooperative Extension
- is based upon input from you and others
- will enhance county program support through improved connections between agents and campus
- will help CES become more flexible and responsive to clientele needs
- positions Kentucky Cooperative Extension to maintain our status as leaders both within UK and KSU and nationally in Extension and outreach
- incorporates the recommendations and an organizational structure which are true to the guiding principles of the Re-envisioning Transition team report

"We have a lot of history, but we have a lot of future coming up, too"

Thomas D. Clark, State Historian, on the occasion of the opening of the Kentucky History Center. Lexington Herald-Leader, April 11, 1999

