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