

Oklahoma 4-H Youth Development

Teen Action and Growth

Developing 4-H Teen Leaders for our club, community, country and world

Mapping a Progressive Leadership Plan

<u>Level 1</u> – **Primary Leadership:** At this level the Individual mentors and works "One to One" helping them plan and participate in 4-H project work, activities, and events. The individual is drawing upon their experiences and helping to guide a younger member in their project work.

At this stage the individual is learning about leadership and developing their skills with guidance and counsel from adult and teen mentors. Participating in an organized program such as T.A.G. establishes a solid foundation and provides proper guidance early in the teen's career. All other experience will build from this fundamental information.

<u>Level 2</u> - Secondary Leadership: Teens should begin to initiate requests for greater personal responsibility. At this level in their leadership development they are receiving supervised structured teaching with individuals or in small groups. "Structured" meaning they are researching and developing lessons/materials based on an identified need or interest. They are learning to acquire knowledge and teach that knowledge in a method best suited for the intended audience. During this phase of their leadership development they are working closely with a mentor and seeking constructive feedback on the application of their skills. They continually refine their skills each time they accept additional leadership responsibility.

<u>Level 3</u> - Advanced Leadership: At this level of leadership development the individual is still working one-on-one with younger members, has become a skilled teacher and advisor in a local club and are now ready to serve as a club activity or project leader and sharing their skills at a county level. County responsibilities may include PVA activity/event planning committees,

teaching/counseling at Day Camps or summer camp, helping to conduct New Parent-Family Orientation, serving on the Planning Advisory Committee, sharing project skills/knowledge at Parent-Volunteer Training, etc.

At the advanced level of leadership development and depending on the individual's skill level and demonstrated record of responsibility teens can be ready to take the full responsibility for one of the following:

Project Leader: Arranges learning experiences for 4-H members enrolled in a specific project. *Requires certification* (Definition from VMS Manual)

Activity Leader: Helps 4-H members to learn through group activities such as Share-the-Fun, Public Speaking, Camping, Outdoor Education, etc. *Requires certification* (Definition from VMS Manual)

Example of a Progressive Leadership Plan

Key to Level of Teen Leader Experience

I—Individual leadership experience
LC—Club leadership experience
C—County leadership experience

Simple Leadership Tasks

Complex Leadership Tasks

1 st year		2 nd year 3 rd yea	r	4 th year		
PERSONAL LEADERSHIP PLAN						
Primary Leadership	Level	Secondary Leadership	Level	Advanced Leadership	Level	
Mentor a junior member – help them with talks and demonstrations	I	Teach project work one on one or in a small group with the assistance of an adult volunteer.	I	Project or Activity Leader	I	
Be a club officer	I	Assist club officers	LC	Conduct Officer training for a junior club	LC	
Serve on local committees	I	Chair a local committee	LC	Serve on a county PVA planning committee	С	
Assist with displays	I	Plan and organize a meeting	I	Fair Superintendent	С	
Visit with and assist new families	I	Assist with talks and demonstrations	I	Plan, conduct and evaluate an activity	I	
Assist another teen with presenting a local workshop or program	1	Conduct a local workshop	I	Mentor a younger teen in learning to plan and conduct a workshop or program	I	
Assist with enrollment	I	Organize health and safety, and citizenship activities for the local club	LC	Serve on Program Advisory Committee	С	
Recruit new members	I	Jr. Superintendent for Fair	I	Awareness and practice of teamwork	I	
Assist Project Leaders		Conduct a tour	I	Camp counselor	С	

Leadership Qualification by Level of Experience

Primary Leadership	Secondary Leadership	Advanced Leadership
Minimum of one year in 4-H	Have experience and demonstrated responsibility and skills necessary for	Have one or more years experience as a Teen Leader or equivalent
Have an interest in leadership and participate in Teen Leader Training	advancement.	experience
	Have a desire to specialize in one of	Continues to demonstrate skill
Willing to learn and share	the areas listed	advancement and responsibility, as well as follow-through.
	Have permission of club leader	
		Permission of the club leader
		Permission of the County Extension educator