

Katherine B. Pace
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Appointment: 100% Extension

Requested Action: Promotion to the Rank of Agent

Katherine Butts Pace continues fulfilling the mission of the LSU AgCenter as she has done for the past 8 ½ years. She values the essential elements of youth development and strives to include the elements in all her programming.

She began her career with the Cooperative Extension Service in East Baton Rouge Parish as a 4-H Youth Development educator where she served for three years. She then transferred to Caddo Parish in January, 2005, after marrying Jeff Pace, a resident of Shreveport. She has worked with the 4- H Youth Development program in Caddo Parish for the past five and one-half years. In 2006, she was promoted from Assistant Extension Agent to Associate Extension Agent.

She earned her Bachelor of Arts degree from Louisiana Tech University in May, 2001, in Merchandising and Consumer Affairs with a minor in business. She earned her Master of Science degree from Louisiana State University in December, 2005, in Human Resource Education. Her career continues to be devoted to 4-H youth development with a passion for developing good character in all her clientele.

Caddo Parish encompasses 852 square miles bordering Texas to the west, Arkansas to the north, the Red River to the east and Desoto Parish to the south with a small section at the southeastern corner which adjoins Red River Parish. According to the 2000 Census, more than 250,000 people reside in Caddo Parish. The Caddo Parish Public School System has more than 46,000 students from pre-kindergarten through 12th grade. The public system includes 73 schools- 41 elementary schools, 5 elementary/middle schools, 10 middle schools, 11 high schools, and 6 unique schools. Diversity is evident in both the student population and school communities. In addition to the public schools, there are approximately 15 private or parochial schools. Dealing with this diversity is a constant challenge.

EXTENSION ACTIVITIES

1. DOCUMENTATION OF MAJOR PROGRAM AREAS AND INITIATIVE

Given the unique opportunities in a large urban parish, Katherine's programming efforts include a blend of traditional and non-traditional 4-H programming with a more urban focus.

The relationship between the Caddo 4-H Youth Development program and the Caddo Parish School System has remained strong through the years. The Caddo 4-H program reports its programming efforts and impacts to the school system during regularly scheduled school board meetings. In 2008, the Caddo 4-H staff implemented an annual Caddo parish principals' breakfast that provided an additional opportunity for principals to learn about the programs available from the LSU AgCenter and the impact it is having on the students.

School Enrichment

During Katherine's first year in Caddo Parish, she developed a relationship with the Caddo School Systems System Psychologist, Dr. Barzanna White. Dr. White is a long time supporter of Caddo 4-H and serves as the coordinator for character education in the public schools. Working together, they trained 700 middle school teachers to incorporate the six pillars of character into their school curricula. Katherine and Dr. White presented character development trainings during weekly staff meetings to 15 middle school faculties in Caddo Parish. Each faculty member received resources and curricula to assist in the implementation of character education in their classrooms.

The annual **Character Education Kick-off** has been a tradition in Caddo Parish for 12 years. Katherine, in coordination with Dr. White, select a school to host the kick-off. Students, faculty, administration, school board members, and parish school system administrators participate in the event. With nominations from the faculty, six character awards are given to outstanding students who demonstrate good character. Six faculty members who are nominated by fellow faculty members are also recognized for their example of good character. Each award recipient is recognized during the kick-off celebration and receives a trophy. Schools incorporate all their spirit groups in the celebration where bands play citizenship songs, cheerleaders cheer about the 6 pillars of character, and drama departments present skits to fellow students about having good character. During the 2008 kick-off, Mayor Glover surprised the school with his attendance and read a proclamation concerning good character. At the 2009 finale, all the school administrators and teachers conducted their own rendition of R-E-S-P-E-C-T followed by a proclamation to the school by the mayor's assistant. The school takes great pride in hosting this event, as it provides an opportunity to provide a shining example and display great enthusiasm, which makes an impression on the school board and community. It models the wonderful partnership between the AgCenter and the Caddo Parish School System.

In 2006, **School Wide Positive Behavior Support (SWPBS)** was introduced to Caddo Parish schools as a new mandate from the Louisiana Department of Education. Katherine participated in the initial training to gain knowledge so she could assist the schools with implementation because of the similarities between SWPBS and character development. One component of SWPBS is the development of lesson plans for classrooms. Since the LSU AgCenter already has these types of lesson plans, schools are using our curricula to implement the state mandated SWPBS. Katherine worked with state 4-H staff to develop tools to incorporate SWPBS into character development. In 2006, she trained SWPBS team members from all Caddo Parish schools to integrate character development and SWPBS. Subsequent trainings have been conducted each year to reinforce the programs and provide assistance to the schools. Katherine also provides one-on-one workshops and trainings for schools as requested.

After several years of implementing SWPBS, Katherine distributed the “School as a Caring Community” survey to ten schools in the parish. A total of 422 surveys were completed by administrators, classroom/school support staff, family members, and students. Participants indicated their frequency of observation of the students’ shaping the environment of the school, student respect, friendship belonging, faculty support care, and parental support care. This data was used as a base line to evaluate the character development program in the schools. The data was also useful in the programming goals for faculty and staff. The survey was based on a 1-5 scale with 1 being almost never, 2 sometimes, 3 as often as not, 4 frequently, and 5 almost always. The statistical mean for each category were as follows: students shaping the environment of the school (3.02), student respect (3.27), friendship belonging (3.26), faculty support care (3.96), and parent support care (3.82).

Katherine collaborated with the Caddo Parish Head Start administration team and provided **Character Critter** training and resources to all the teachers from their summer program. These teachers implemented the Character Critters program, and because of its success during the summer, the Head Start administrators requested additional training by Katherine to all the teachers during their fall in-service training. A total of 175 teachers, administrators, and aides from the Caddo Parish Head Start Centers received training and materials on the six pillars of character and the utilization of the Character Critters program. Thirty teachers who received training at the beginning of the summer and who utilized the curriculum throughout the summer were used as peer teachers when the training was conducted in the fall for the remaining staff. As a result, teachers shared their personal stories of success and struggles as well as the benefits of the program with their students during the summer. On an administrative level, the Head Start Center directors incorporated one pillar each month into their curriculum plan used by each Caddo Head Start Center in the parish.

Smart Bodies is a three-part program for schools designed to promote good health. It is implemented by the local Extension office through a team effort. Katherine has assisted the Family and Consumer Sciences agent to coordinate the programs. Twelve schools in Caddo parish have received training and materials for Smart Bodies. Through this cooperative effort, schools are identified, faculty are trained, and assembly programs are conducted. These schools include Stoner Hill, West Shreveport, Caddo Heights, Midway, Herndon

Elem/MS, Central, Ingersoll, Lakeshore, Newton Smith, Judson, Oil City and North Highlands.

Katherine worked cooperatively with the **Peer Advocate Club (PAC)** at Caddo Middle Magnet. The PAC consists of students who are nominated by their teachers for their leadership, skills, high character, and are role models to other students. Their advisor contacted Katherine who served as a resource for the students and as the teacher for their yearly project. Students were responsible for teaching character lessons to younger students in their classrooms. Katherine reinforced the importance of modeling good character as well as educating them on how to teach younger students. She worked closely with the club as they prepared their lessons and utilized AgCenter resources. These youth then went into all the first grade classrooms at two elementary schools and presented their lessons.

Katherine provided **nutrition education** during North Highlands Elementary Nutrition Festival in February, 2009. She presented "Nutrition Jeopardy" to 4th and 5th grade classes as a part of the weeklong festival at their school.

Service-Learning

Service-learning is a "process" as compared to a community service project which is a single act of service. Service-learning was introduced to Louisiana 4-H in July, 2005, through a series of trainings held across the state. Katherine participated in the original trainings by accompanying a team of youth and adults to Ruston to learn more about the new initiative. During the training, Caddo Parish representatives brainstormed ways to introduce service-learning into the parish. After returning to Caddo, the original team included more youth in the needs assessment process, and the youth identified after-school tutoring/mentoring as a need. They then began a service-learning project at the Allendale Friendship House in the fall of 2005.

Katherine oversaw the project, but the youth that conducted the service-learning project gained greater skills in planning, organizing, implementing, and reflecting upon their service experiences each month. The youth developed ideas and lessons for the bi-monthly meetings at the Allendale Friendship House. The youth presented the lessons and led games with younger youth. As a result of this service, the youth leaders said they "felt like I made a difference in the life of someone else". Other comments were "I felt like I was doing something good for someone else; it made me feel warm on the inside"; and "It makes me feel good that the kids got to see something outside of what they get to see every day" (Youth brought their unique pet, a hedgehog, to the Friendship House).

Through a reflection activity, the youth also voiced how their impressions changed and what they learned about themselves and others. Their comments include "At first I was nervous to go and serve at Allendale, I thought that maybe the kids wouldn't like us.... However, now I can't even walk through the door without them knocking me down. The kids are awesome and our service is awesome. Now I am comfortable with doing different programs and activities with the kids." "When I first went I was nervous on how the kids

would react but now I feel more comfortable and I love the kids. When I go and educate them, they seem so happy to learn." Another said, "At first, serving at Allendale was to earn service hours, but eventually I went to Allendale because I enjoyed helping the children." Others expressed "I have learned that I can make a difference... I learned that I am very strong in coming up with new ideas." "I have learned kids can be fun and loving." I learned how much these kids love to learn and that I love to teach them." The work and impact that the Caddo 4-H program had on the Allendale Friendship House did not go unrecognized. In 2008, Katherine received the Rosalie Bivin 4-H Youth Development Faculty Award during Annual Conference for the outstanding service-learning program in Caddo Parish.

In 2008-2009, the Caddo and Bossier service learning teams joined to provide additional service opportunities for the youth. They now have the opportunity to serve at the Allendale Friendship House, Northwest Louisiana War Veterans Home and the Glen Retirement System. At the veterans home youth play games with the residents, help them decorate for holidays, or go fishing in the pond. At the Glen Retirement System, the youth work with the therapy dogs and bring the dogs around to the residents. The youth made the following statements during a reflection exercise, "I felt good because I made people happy" and "I feel considerate, kind and loved".

Service-learning has remained a priority for the Louisiana 4-H program as additional training opportunities became available. Katherine co-organized service-learning training for agents, volunteers and youth in North Louisiana, which was held at Louisiana Tech University in January, 2008. Katherine and a Caddo youth presented a session on how to meet a genuine community need through your service-learning project. Katherine also presented this session again at state-wide training in February, 2008 in Woodworth.

As a result of the successful impact the service-learning project had on one of our youth, she asked Katherine to assist her in presenting service-learning to another group where she volunteered- the YMCA. GUTS (Generation United to Succeed) is an outreach of the YMCA. The youth wanted the GUTS youth board to do more service-learning rather than community service.

After-school/Summer Programs

The Youth Enrichment Program (YEP) is an after-school and summer enrichment program in Caddo Parish. Katherine has provided ongoing monthly after-school programming in character development in five to seven schools for the past five years for the students (grades K-5). YEP meets daily in Caddo parish schools since most of the schools where Katherine presents programs do not have 4-H clubs; this is a new audience which receives LSU AgCenter curricula.

During the summers, Katherine regularly presents to summer youth programs in churches, Shreveport Parks and Recreation (SPAR) facilities or in other youth serving organizations. Organizations, such as the Volunteers of America's- Lighthouse Summer Program, receive a series of lessons on the six pillars of character and how to make good decisions using the six pillars of character in their everyday lives. The Chris Hays SPAR site received six weeks of hands-on character development activities for youth participating in summer camp

during the summer of 2009. The Temple Enrichment Center summer program received six one-hour sessions on character during their summer program in 2010.

Katherine has presented Character Critters to youth and parents at the Central Library during story time for the past two years. Approximately thirty preschool children and parents attend the presentation and learn ways to be trustworthy, respectful, responsible, fair, caring and a good citizen at an early age. The youth take home their own character critter book that the parents can read with them to instill these principles further.

Katherine also presented a series of lessons on trustworthiness, respect and responsibility to youth detained in the Caddo parish juvenile detention center. She utilized the "In Search of Character" video series as an avenue to facilitate discussion on good decision making and good behavior.

Katherine presented "Positive Youth Development" and "Character Education" concepts to summer teachers at Oak Terrace Summer Enrichment Program. She also provided curriculum and lesson plans to use during the summer program. The teachers incorporated the materials into their summer program theme, "Characters with Character". The teachers utilized the materials throughout the summer. Also, the LSU AgCenter 4-H Youth Development program was recognized before a large audience of teachers, parents, school board, and community leaders at the end of the summer in appreciation for providing their resources.

Katherine conducted character lessons to 100 youth during a Life Choices Camp in the summer of 2008. Katherine prepared age appropriate, hands-on activities for the youth to be engaged in character development activities. The youth were divided into three age groups: 6-9, 9-11, and 11-15 year olds.

Katherine presented an overview of the LSU AgCenter's 4-H Youth Development resources available to site directors with the Shreveport Parks and Recreation department on ways to incorporate the resources into their programming. She then utilized the book, "Peacock in the Land of Penguins" to teach the directors how to realize and value the strengths of others and look to the future instead of concentrating on the past. This was a hot topic because of recent changes in the organization's administration. Following the initial presentation, Katherine presented "Positive Youth Development" concepts and "Effective Character Education" to eighty SPAR summer teachers. The staff was encouraged to incorporate positive youth development concepts and character development into their summer program. They also received character and school enrichment materials to assist them in their summer programming.

Operation Military Kids (OMK)

Through cooperation with a 4-H livestock volunteer and state OMK staff, Katherine organized a community service project with livestock youth and their parents while registering to show their livestock. The volunteers filled OMK backpacks with school supplies, photo albums, stickers, stuffed animals, etc. and wrote letters to children who

would be receiving the backpacks. The backpacks were then distributed during a Family Fun Day at Barksdale Air force Base to children whose parents were deployed overseas.

In May, 2010, Katherine and the Bossier 4-H staff planned educational booths for the Barksdale Family Fun Day. Families of the military gathered and participated in hands-on learning stations featuring fishing sports, character development, and food and nutrition.

Caddo 4-H Club Program

The Caddo 4-H club program has an average of 45 active 4-H clubs that meet monthly. These clubs include school clubs, one homeschooling club, one after-school club and two Cloverbud clubs. Katherine meets with ten to fifteen clubs each month. Katherine provides youth opportunities to learn through monthly educational programs focusing on the topic for the year. She also shares parish, region and state opportunities available to all club members covered in the newsletter and also assists the volunteer leader/teacher with any club management questions or procedures.

With the relationship formed through SWPBS, Creswell Elementary requested organization of a 4-H club. It is a diverse school with a large Hispanic community. During its first year in 2008, the "Character 4-H Club" had twelve members who exhibited good character and were nominated by the faculty. In 2009, the club had over 50 members and in 2010 had over 60. It continues growing and now participates in parish and state activities. For the past three years, that club has had at least five students attend the 4-H summer camp through scholarships.

Training youth to become better leaders of their 4-H club is one of our goals. One opportunity we provide yearly is officer training. Officers from all the Caddo parish 4-H clubs are invited to receive training on their job and role in the 4-H club. Katherine has helped coordinate the training and more specifically trained the community service/service-learning chairmen. Officers are introduced to the concept of service-learning and are encouraged to brainstorm ways to change their community service projects into service-learning.

Caddo 4-H Youth Development agents also encourage high school 4-H members to be involved on the state level in leadership positions and participation on boards. Presently, Daniel McFarland serves as the Northwest Region representative on the State Executive Committee and Hannah Crnkovic serves on the state Fashion Board. ReAzalia Allen, a former Caddo 4-H member, served on the State Executive Committee as secretary in 2008-2009 and now attends Louisiana State University as a student. She has remained involved with 4-H in college serving as an officer for the collegiate 4-H club, as camp staff for 2010 summer camp, and as an advisor for the state Citizenship Board. She is currently a student worker for the LSU AgCenter's Organization Development and Evaluation (ODE) department.

Katherine was instrumental in changing the annual end of year event for Caddo 4-H members, which had low participation on a Saturday, to an educational/fun day held on a school day. Elementary club members attend on one day and middle and high school

members attend a second day. In 2009, since the Caddo 4-H program focus was Safety, Katherine partnered with Think First of the Ark-La-Tex to provide educational programs for the Caddo 4-H Extravanzas. Think First contacted their VIP's (Voices for Injury Prevention), Shreveport Police, and fire departments to conduct educational programs concerning safety. LSU AgCenter volunteers were utilized from the Caddo/Bossier EFNEP staff, Caddo Nutrition educator, 4-H Regional Coordinator, and an outdoor skills agent as well as two Caddo 4-H advisory leadership council members. The volunteers received a Safety Extravaganza t-shirt and 4-H coffee mug as appreciation for their volunteerism.

In 2010 the Caddo 4-H Extravaganza focused on leadership. Katherine recruited, organized and trained volunteers to conduct an educational program for the youth. The sessions focused on leadership as well as team building. Katherine recruited volunteers from the Caddo 4-H Advisory Leadership Council and other youth service organizations in the community to serve as session facilitators. The youth service organizations included YMCA, Volunteers of America, Volunteers for Youth Justice, Caddo Correctional Agency, and Alliance for Education. An appreciation gift and lunch were provided to all volunteers. Katherine communicated with volunteers through email prior to the event and provided lesson plans for the activities they would be leading.

Volunteer Development

Katherine presented "4-H Volunteer Opportunities and Awards" to parents and volunteers who attended a livestock show camp during the summer with their youth. She utilized volunteers who had reaped personal benefits and who had experienced some of the rewards with their own children. Other parents gained a greater understanding of the opportunities available to their youth and themselves in the livestock project.

Katherine has presented programs for the past three years during Area Leader Training. In 2008, she conducted Overnight Chaperone Training; in 2009, she presented "Why Service-Learning?"; and in 2010, she presented "Ways to Incorporate 4-H into your Classroom".

In 2009, Caddo 4-H initiated a parish leader training that was separate from officer training. Katherine provided leaders with the new orientation program that is now required for all leaders. Other Caddo 4-H staff provided a summary of parish programs and events, guidelines for awards and contests, as well as regional and state opportunities. An experienced volunteer facilitated a discussion with the other leaders on club management and the benefits of being a 4-H volunteer.

In an effort to increase involvement in and support for the Caddo 4-H Youth Development program, the Caddo 4-H staff organized a principal breakfast in the fall of 2008. The breakfast was used as a recruitment tool for establishing new clubs, thanking principals for their support, and sharing other opportunities available from the AgCenter to their school. During the breakfast, two Caddo parish principals who also serve on the Caddo 4-H Advisory committee, spoke on behalf of the organization and related their experiences on the benefits youth received by being a part of 4-H. A former principal and school system supervisor also spoke regarding the other opportunities 4-H provided to the schools, including character education. Caddo's new superintendent, assistant superintendent, and

a school board member attended the breakfast as well as several principals. During the 2009 breakfast, a 4-H member spoke on the impact 4-H has made on his life. One principal spoke about the impact 4-H had on her students, and two 4-H leaders/teachers spoke about what difference 4-H had made at their school. This event has proven to be very positive as well as a wonderful marketing tool for a very large parish with so many schools.

Katherine also provides support to the overall parish 4-H program with the cookery contest, parish fair, and awards program. She was responsible for the initiation of the Spirit of 4-H award which a 4-H member receives through a nomination by their school leader. The member who receives the award should epitomize a good 4-H'er, one who has good character and uses their head, heart, hands, and health to improve their club and school. Leaders present this award to their youth. Organizational leaders are also recognized for their 5, 10, 15, and 20 years of service to the Caddo 4-H program. During the annual awards program, Caddo parish Louisiana 4-H Hall of Fame recipients are also recognized.

2. ADVISORY PROCESS AND CRITICAL ISSUE RESPONSIVENESS

The Caddo Parish 4-H Advisory Leadership Council (ALC) is a vital component of the Caddo 4-H program. The 4-H ALC provides input and direction to the Caddo 4-H program. The Council, which meets twice per year, is composed of youth, adults, community members, school administrators, and parents. At the first meeting, members provide the 4-H staff with the needs of the parish in relation to the mission of the AgCenter and 4-H. From these needs, the council and 4-H agents determine which Louisiana 4-H curriculum would best meet the need. In 2007, they identified Food and Fitness; in 2008, Safety; in 2009, Leadership; and in 2010, Character. Katherine prepares the agenda for the meetings and assists the moderator with management of the meeting. Reports of current programming efforts, which includes enrollment, summer camp, 4-H University, livestock program, shooting sports, and after-school, are given.

Critical issues identified by the 4-H Advisory Leadership Council were:

- Need for positive role models (mentoring)
- Lack of positive self-esteem
- How to handle conflict successfully
- How to look to the future and set and strive toward personal goals

In summary, the 2010-2011 focus of the Caddo 4-H Youth Development program is character development.

Katherine is also active in the overall Caddo Parish Advisory Committee. She provides an overview of the advisory process and how it relates to the overall advisory council system within the AgCenter. She also assists in the facilitation of the process as members discuss needs of the parish.

Critical issues identified by the overall Parish Advisory Council in 2010 are:

- Youth and adults do not value agriculture.
- Youth have behavioral issues.
- 4-H leaders/teachers have too many other responsibilities and cannot focus on making their clubs successful.

Parish agents will address these issues during the 2010-2011 programming year.

3. INNOVATIVE TEACHING METHODS, KNOWLEDGE AND APPLICATION OF NEW TECHNOLOGY

While planning AgMagic at the State Fair, registration of the school groups was discussed. Katherine determined that we could utilize a similar online registration process to the one AgMagic in Baton Rouge used for registering school groups. With a few modifications and a joint effort with IT, the AgMagic at the State Fair registration site became operational. Katherine also assisted with updating information to the website specific to the AgMagic experience at the State Fair. She worked with the State Fairgrounds to prepare a map that could be posted on the website for school groups. Katherine was responsible for overseeing the site, corresponding with teachers, and continually monitored the site for registration response.

Katherine also participated in a scanner training which was held at the Red River Research Station to be used as an evaluation tool. The scanner can be used to analyze and compile data through pre-post tests; community needs surveys, or any other evaluation tool.

Katherine served as the Content Management System contact for four years then assisted the administrative assistant who now serves as the contact with updating and posting new information to the Caddo Parish website. She worked cooperatively with the administrative assistant to develop the Caddo Parish profile page that is used as a tool to educate legislatures and the community about the services the LSU AgCenter provides.

Katherine utilizes technology to communicate with youth, school leaders, and volunteers. She recently formed a Caddo 4-H Facebook page as a new way to communicate with parents, youth, and volunteers.

4. PROGRAM DELIVERY EFFECTIVENESS DEMONSTRATED BY EVALUATION, CHANGE, AND ADOPTION

4-H Club Meeting Impact

Youth development research indicates that the development of a sense of belonging is essential for psychological well-being. Youth who feel they belong have a greater sense of independence and are more intrinsically motivated. Research also indicates that youth who are involved in positive experiences in which they develop connections with peers and

adults have fewer behavioral problems in school.

The Caddo Parish 4-H Youth Development staff strives to build youths' sense of belonging through experiential learning opportunities. The programming focus of Healthy Living/Safety lessons allowed interactive and hands-on learning opportunities to work as a team through role playing and group discussions. The 4-H staff provided newsletters to club members promoting other outside programming/contests that give youth the opportunity to create another avenue for belonging. In 2007-2008, Caddo Parish youth reported a mean belonging score of 3.15. In 2008-2009, Caddo Parish youth reported a mean belonging score of 3.31. This 6% increase after only one year reflects a greater sense of belonging among our 4-H members in two years.

In 2009-2010 a sample of 57 Caddo parish 4th-6th grade club members participated in a "belonging evaluation". Baseline data indicates that the mean belonging score for 4th-6th grade youth in Caddo parish is 3.1 on a 1 (strongly disagree) to 4 (strongly agree) scale. Other significant data indicate 93% of them agreed or strongly agreed that they felt included in the group. Ninety-three percent of youth agreed or strongly agreed that they felt liked by the group, and 96% of them agreed or strongly agreed that adults in the group helped them with the things they are doing.

The focus of the 2009-2010 Caddo 4-H programs was leadership as identified by the 4-H Advisory Leadership Council in February, 2009. Evaluation of the leadership curriculum was conducted by a matched pre-test/post-test design. It was used to evaluate the effectiveness of the Caddo Parish 4-H program on leadership. Lessons were conducted monthly in the 4-H clubs covering the following topics: assessing leadership skills, accepting differences, building a leadership team, involving others, identifying the difference an individual can make, and resolving conflict. Evaluation results show a statistically significant change in knowledge from an overall mean of 66.8% on the pre-test to 76.0% on the post-test, a 13.8% increase.

LSU Health Sciences Center (LSU-HSC)

After a 1 ½ year collaboration with the LSU-HSC, Katherine developed a workplace ethics program to reach all 2700 employees. She conducted a needs assessment during the summer of 2006, and from the results a training program was developed to meet the needs of this hospital community. Katherine conducted trainings during the fall and a follow-up supervisors' training was held the following spring. Supervisors were challenged to complete behavioral improvement plans for each department using the three primary behavioral improvements identified by the staff in the needs assessment.

At the conclusion of the trainings, a qualitative survey was sent to supervisors requesting the impact the trainings and the effect that subsequent policy changes had on their employees. Some of their responses include "I feel for many, this program was an opportune reminder of how we should treat one another and our patients. For these employees, day to day interactions exemplify consistent professional behavior." For others, it was the first time they were formally taught ethical behavior/principles. Intense reinforcement of principles is required to improve behavior on a consistent basis. Overall,

staff is more self-aware of their actions.” Another said, “The staff have taken responsibility for their actions and are working to fulfill their obligations to deliver the best service to our patients. As manager, I am focusing on positive reinforcement more, letting the staff know how well they performed their duties and interactions with staff and our patients.” Supervisors have reported a decrease in staff verbal or physical altercations and an increase in displays of courtesy and respect toward others in the department.

Katherine led an additional follow-up coaching session for the supervisors to continue the development of a workplace ethics plan for their own departments. The impact of the workplace ethics program was seen throughout the hospital. Bulletin boards, staff meetings, and announcement sheets reflected the core character traits emphasized during the training. Workplace ethics has also been incorporated into all new employee orientation at the Health Sciences Center and is now a part of campus education day which is mandatory for all employees to participate in once each year.

Because of the impact the workplace ethics program had on LSU-HSC, Life Care in Shreveport has taken the workplace ethics model that was developed and implemented the program itself through a team of lead employees. Katherine trained these lead employees who then trained the entire hospital staff.

Evaluation of AgMagic at the State Fair

In 2009, over 3000 youth and teachers participated in a hands-on learning opportunity focusing on agriculture during AgMagic at the State Fair. Educational exhibits focused on wetland, wildlife, forestry, horticulture, nutrition, crops, entomology, and livestock. After-school groups, as well as teachers, participated in the program. Focus group evaluations were conducted and youth and teachers provided the following responses: “I had almost no school that day except you did learn a lot so it was kind of like school except it was a lot funner than real school.” (3rd grader). “We had a lot of fun there and there is nothing that people shouldn’t like.” (3rd grader) “This was the best field trip I have taken my class on.” (Teacher).

Approximately 100 teachers participated in the AgMagic experience and of the 35 who responded to an online survey, 100% indicated they would be interested in bringing their group back to AgMagic next year. One hundred percent agreed that as a result of AgMagic, their students were introduced to the many uses of Louisiana grown food and plants. Also, 100% agreed that AgMagic offered relevant and educational information to their students.

Some of the responses from the survey include: “This year’s program was great, station set-up and time to explore, hands-on, youth guides, and presenters. Thanks for a great day.” It was great!! My kids loved it.” “I was amazed at how many Grade Level Expectations the AgMagic experience covered. My kids were engaged and excited the entire time. I would love to come again each year.”

5. DEVELOPMENT AND PRESENTATION OF RESEARCH-BASED MATERIALS

Katherine was a member of the team that developed the overnight chaperone training program for Louisiana 4-H. The group began as the Risk Management Think Tank that evolved into creating the training module for overnight chaperones. Any volunteer that spends the night with youth and serves as a chaperone is required to complete the training as well as undergo a background check. Katherine has provided this training to the volunteers in Caddo Parish and other parishes. To date, Katherine has trained approximately 30 volunteers in overnight chaperone training. Volunteers have become more aware of the guidelines regarding youth involved in overnight events as well as what to do in an emergency situation and how to handle difficult situations during an overnight event.

Katherine organized the development of a Life Smarts curriculum in the summer of 2010. Character development was chosen by several advisory committees in the Northwest Region as the focus area for the 2010-2011 school years. A different curriculum from what was provided on a state level for character development was needed in response to the changing needs of the youth and schools, so a team of 4-H faculty from the Northwest Region developed a new character development curriculum that will be made available to the rest of the state. The curriculum themes are diversity, decision making, bullying, conflict resolution, work ethics/responsibility, and risky behavior. Katherine provided input and resources to the faculty who developed the curriculum. Katherine developed a programming summary page with the lesson title, life skill and character focus, and grade level expectations (GLE's) for each lesson that she distributed to the other entire faculty. Katherine also developed the bullying lesson, and worked with a co-worker to develop the conflict resolution lesson.

As a member of the character education task force for the state Louisiana 4-H program, Katherine is helping develop a state wide bullying curriculum to be used by teachers and schools across the state. She is responsible for developing Hot Spots Planning Sheets, Suggested Community Resources/Collaborators, and Suggested School Rules. Katherine is also working with a co-worker to develop "Tips for Developing a Peer Mediation Team". The areas include what is peer mediation, benefits of peer mediation, and how to start a peer mediation team at my school/community.

6. PUBLICATIONS (PRINT AND ELECTRONIC)

Katherine annually develops a one page summary of the Caddo 4-H Youth Development Program. This summary is used as a marketing tool with the school system for principals and community leaders and is distributed to legislators during 4-H Day at the Capitol. The summary presents the impact of 4-H on the youth of Caddo Parish from evaluation data collected at the end of the year from after-school programs, service-learning, and Smart Bodies schools. The page also has all the opportunities for youth to be involved in the

program, a listing of the 4-H clubs, and contact information for the 4-H staff in Caddo parish.

Katherine assists with the development of the monthly newsletter and the volunteer leader letter, which is distributed to all 4-H members and volunteer leaders. She provides a character column that highlights a character trait each month with practical ways to show good character.

As a member of the state character education task force, Katherine has been instrumental in developing a new bullying curriculum scheduled to release in the fall, 2010. As part of this task force, Katherine developed the following resources; "Hot Spots Planning Sheets", "Suggested Community Resources/Collaborators", and "Suggested School Rules" as a part of the bullying program. She also assisted with the development of the "Developing a Peer Mediation Team" piece.

Katherine developed a summary sheet for AgMagic at the State Fair that was used as a recruitment tool for volunteers. The summary included information about the different areas highlighted during AgMagic, volunteer opportunities, and contact information. The sheet was distributed to local colleges and universities to solicit volunteers for AgMagic at the State Fair.

7. MASS MEDIA, WEB PAGE DEVELOPMENT AND MAINTENANCE

Caddo 4-H'ers Win at 4-H University, *Shreveport Times*. 4-H University delegates from Caddo Parish were recognized for their recent accomplishments during 4-H University. (2006)

Content Management System (CMS) coordinator (2005-2009) for Caddo parish. Oversaw and posted information to the Caddo Parish website on a continuous basis.

Jerry Lewis Telethon, *KTBS News Channel 3*. Presented \$2562 check to the Muscular Dystrophy Association on behalf of the Caddo 4-H program. Caddo 4-H members sold shamrocks to raise money for MDA. (2006)

LSU AgCenter Ethics Programs a Hit at LSU Health Sciences Center, *LSU System Newsletter and LSU AgCenter News release*. Article written to highlight program at LSU-HSC. (November, 2006)

Packages for our Troops, *Radio Group*, June 2007. Broadcast live on six radio stations promoting 4-H and delivered packages for our troops with 4-H members.

Packages for our Troops, *KTBS Morning Show*, June 2007. Promoted community service project on morning show.

4-H adds technology focus to lure students, *Shreveport Times* (August 2008) and *Southeast Voices* (October 2008). Article described "Travel the 4-H Express" which was a one day educational event at the State Fair for youth to be exposed to the different opportunities in 4-H. The event was part of the Louisiana 4-H Centennial Celebration.

Southern Exposure- Prize Moments: State Fair, 4-H Centennial in the Spotlight, *The Forum*. October 2008. Article presenting 4-H and its opportunities and benefits for youth.

Krewe of Highland Parade, Mardi Gras Parade. Youth and volunteers decorated float and rode in the 2009 Krewe of Highland Parade. The theme of the float was "Go Green with Caddo 4-H".

2009 Caddo 4-H Extravaganza, *Channel 12 News*, Interviewed by Channel 12 reporter regarding Extravaganza, the end of the year educational event for all Caddo 4-H members and leaders.

Neighborhood garden proves to be fertile ground for new friendships, *Renewal News*. Monthly newsletter of Community Renewal international featured an article about the 4-H members working with the youth at the Allendale Friendship House for their service learning project. (Summer, 2008)

AgMagic at the State Fair, www.lsuagcenter.com, article describing AgMagic at the State Fair. (2009)

On the scene, *The Forum*. Local magazine featured a picture and caption about the State Fair media day and AgMagic. (2009)

AgMagic at the State Fair, *BPCC Coffee Talk*, promoted AgMagic during 30 minute TV news segment. (2009)

AgMagic at the State Fair. State Fair Media Day. Promoted AgMagic with a table top display to local TV, radio, newspaper and other media outlets in the Shreveport area. (2009)

Fairs and Expos Magazine, AgMagic at the State Fair, International Association of Fairs and Expositions publication, July/August 2010

8. COOPERATION/COLLABORATION WITH OTHER FACULTY

Katherine has presented and co-led several Clover College sessions during 4-H University. In 2005 along with state character staff, Katherine presented an engaging, interactive session for youth on how their character is affected by the world around them. In 2006, the Clover College session had a sports theme where youth developed a plan for their parish on ways to help their school go from supporting gamesmanship to supporting sportsmanship.

In 2007, Katherine co-led the teen mentoring Clover College session where youth were trained to be peer mediators at their school. In 2008, she helped with the camp counselor training session. During 2009 and 2010 4-H University, she introduced guests that were presenting educational programs to the youth participants.

Katherine annually assists the Claiborne Parish 4-H faculty members with the implementation of parish-wide character training. She has presented lessons related to one of the pillars of character. These youth are trained to lead character education at their respective schools. Katherine also trained the teachers and administrators about the importance of character education in their schools and community, and about resources and curriculum the AgCenter has available for implementation.

Katherine also assists Webster 4-H faculty in training students who serve as “character leaders” in their schools. She presents lessons to the youth and also shares character development resources, which are available from the parish office. The teachers also are provided time to share and collaborate regarding character development in their schools.

Katherine serves on the state Character Education Committee, which meets at least twice a year. The committee overviews the state character education program and offers input and suggestions to implement its resources. She served on the Revitalization Committee in 2006 to plan character development for the next ten years. The committee developed goals and objectives to move the state program forward.

Katherine assists with the planning of the annual 4-H Mudbug Hockey Game, a public relations event for the 4-H Youth Development program. She also helps plan the tailgate party and sets up a promotional booth in the arena for all hockey fans to see during the game. She also distributed contact information for all the parish offices in the Northwest/North Central regions.

Katherine trained the Desoto Parish school character coordinators on how to incorporate SWPBS and character development into their curriculum. The teachers brainstormed ways to incorporate the principles of each of the programs into their current curriculum.

She also presented during the 2008 annual conference regarding the service-learning efforts in Caddo Parish as a part of a service-learning session.

In addition, she helped present camp counselor training for 60 youth who are serving in camps sponsored by Louisiana 4-H during the summer of 2008.

Katherine was asked by an EFNEP supervisor to present “Ethics in the Workplace” during a Regional EFNEP/FNP meeting. Approximately 15 regional staff members attended in May, 2009.

Through a collaborative effort with Caddo/Bossier EFNEP, Caddo 4-H, and Caddo’s AWCC wetland educator, a lesson “Call of the Wild” was developed. The lesson was developed to teach urban inter-city youth about the impact and relevance wildlife has on their

neighborhoods and community. The lessons were presented during the Caddo/Bossier EFNEP Summer Activity Days to 15 area SPAR sites. Katherine presented the lesson at four of the fifteen sessions during the summer of 2009.

Katherine conducted a six hour character education training with AgCenter state staff to the youth in Vernon Parish (2009 & 2010). The high school youth serve as mentors and leaders in their schools and teach character education to elementary students.

In 2009, the LSU AgCenter 4-H Youth Development program became the official sponsor of the State Schools of Character program, a program of the Character Education Partnership (CEP). Katherine met with 4-H state staff and a CEP representative to secure the partnership. In 2010, the Caddo Parish Public School System applied and was awarded a Louisiana Promising Practices award and a National Promising Practices award, a component of the State Schools of Character program.

Katherine collaborated with the faculty, research and extension, in the Northwest region to produce AgMagic at the State Fair. She worked with faculty from the Agriculture and Natural Resources, Family and Consumer Sciences, 4-H, researchers, and research associates to develop an educational experience highlighting Louisiana agriculture for families and youth. She also partnered with the Louisiana Department of Agriculture and Forestry to assist with the event.

9. EXTERNAL FUNDING, MATERIAL SUPPORT AND GRANTS

- Caddo 4-H Foundation Board of Directors serves the Caddo 4-H Program as advisors of a \$12,000 annual budget. The foundation budget is supported by an annual strawberry sale fundraiser.
- Youth Wetlands Week, \$883. Awarded to fund environmental education programs in Caddo Parish. (2009)
- Mudbugs Service Learning Grant, \$200. Awarded for the planting of a garden at the Allendale Friendship House as part of the Caddo Parish 4-H service-learning program
- EnCana, \$500. Assisted with writing grant proposal for “Travel the 4-H Express” at the State Fair of Louisiana for the Louisiana 4-H Centennial.
- East Ridge Country Club, \$100. Solicited donation for Louisiana 4-H Foundation for one round of golf to be raffled at 4-H golf tournament at Squire Creek.
- In 2009 and 2010, the NW LA Master Gardeners donated \$500 each year for youth to attend 4-H camp.

- Louisiana 4-H Seeds of Service School Gardening Grant. Learn and Serve. In 2009-2010, the state 4-H office awarded parishes \$1000 grants for the development of school gardens. A former Caddo 4-H staff member initially was awarded the grant, but Katherine assumed his responsibility when he left the AgCenter. Katherine was awarded an additional \$1000 for the 2010-2011 school year to continue the gardening project at Byrd High School.
- The Caddo 4-H program solicits donations from advisory leadership council members, foundation board members and other community supporters for sponsorship of youth to attend 4-H camp who cannot afford to attend. In 2010, five individuals contributed \$345. Chesapeake Energy awarded Caddo Parish \$500 for additional youth to attend 4-H camp.

10. REFEREED JOURNAL ARTICLES

11. PRESENTATIONS AT PROFESSIONAL AND CLIENTELE TARGETED CONFERENCES

- Presented "Building a Workplace of Character", how to teach and model good character to their children at LA Head Start Convention held in Shreveport. (August, 2006).
- Presented Workplace Ethics to America's Business Association monthly meeting. (September, 2007).
- Presented "Workplace Ethics" workshop to state-wide nurse's conference- Mind, Body and Soul Nurses Conference (October, 2007).
- Title IV Safe and Drug Free Schools Meeting, Louisiana Department of Education, (Hammond and Arcadia). Introduced participants to the State Schools of Character award program as a way of recognizing their school for programs efforts in SWPBS, character development, and other positive school climate efforts (March, 2009).
- Presented "Infusing SWPBS and Character Development Together to Create a Caring School Community" with Dr. Barzanna White, Caddo Parish School Board system psychologist, at the School Wide Positive Behavior Support State Conference,. Presented twice during conference with approximately 30 participants (July, 2008).
- Presented "Sports Ethics" with Kimberly Jones and Traig Varnado (LSU AgCenter) to PE teachers throughout the state Louisiana State PE Teachers Professional Development conference (November, 2008).
- Department of Education School Climate Safety Conference, Alexandria, LA. Department of Education representatives invited LSU AgCenter character

development faculty to attend this state conference. The booth was used to distribute information regarding the LSU AgCenter character development program, character education partnership, and the new state schools of character program (February, 2009).

- Presented "Service Learning" with two AgCenter colleagues at state-wide Louisiana Association of Student Assistance Programs conference. Provided Power Point, handouts, and hands-on learning opportunities for participants to use after returning to their respective organizations to implement service-learning programs (April, 2009).

12. PARTICIPATION IN AND LEADERSHIP OF PROFESSIONAL ORGANIZATIONS/COMMITTEES

- LAE4-HA Member August 2003- present
- LAE4-HA Professional Improvement Committee Chair, responsible for soliciting scholarship applications from members enrolled in master's or doctorate degree programs (August 2003-2005).
- Co-presented "Between a Rock and a Hard Place" with colleagues during LAE4-HA annual convention (August 2005).
- Attended NAE4-HA conference in Seattle, WA (October, 2005).
- Member of Professional Improvement Committee, responsible for planning and coordinating 2006 LAE4-HA retreat registration for 60 attendees (August 2005-2006).
- Presented "Service Learning in Action" during annual convention. Session consisted of a panel discussion of practitioners of positive service-learning programs in their parishes (August, 2006).
- Strategic Planning co-leader of professional development committee of the 4-H strategic plan. Provide leadership to committee that discusses professional development plans for agents, specialization, graduate school, mentoring and new agent orientation (2006-2008).
- Search committee for State 4-H Department Head (September-November 2006)
- Challenge camp Co-coordinator (December 2006-Feb 2007)
- Presented "Great Game of High School" breakout session with colleagues during LAE4-HA annual convention. Resources and materials used for the session were adapted from the 2007 Systems Thinking Conference. (August, 2007)

- Presented “Head, Shoulders, Knees and Toes, Watch Your Program as It Grows” with co-workers from Caddo Parish during LAE4-HA Annual Convention. Shared practical information on how to incorporate a program focus into all aspects of the parish’s program. (August, 2007)
- LAE4-HA Retreat Planning Committee - Attended retreat at Camp Grant Walker and was responsible for decorations and organizing evening craft activities. Craft activities included purchasing supplies and coordinating four stress relieving activities. (March, 2009)
- LCES Administrative Meeting, Camp Grant Walker, trained current and future administrators. (September, 2009)
- 2010 LAE4-HA Board Member, Vice President, filled position mid-year after the sudden death of Troy Menard. (December, 2009-August 2010)
- 2010 LAE4-HA Convention Co-chair. Organized annual convention in Shreveport/Bossier City for 93 colleagues from throughout the state. Solicited funds from local and state businesses and worked closely with the planning committee. (August, 2010)

13. CONTINUED COURSEWORK, IN-SERVICE TRAINING, SABBATICALS, PROFESSIONAL IMPROVEMENT

NW/NC 4-H Programming Committee. This committee is composed of faculty who determine the needs and direction of professional development through quarterly trainings. Katherine has served as chairman of the committee for two years. (August 2005-present)

Katherine regularly makes presentations during various quarterly trainings:

- Workplace Ethics (1/07)
- Led co-workers through a youth program development activity (5/07)
- “How Will We Know We Are Successful” (8/07)
- “How Are you Creating a Sense of Belonging with your Club program (8/08)
- Facilitated café table discussions regarding achievement days, awards, volunteers and teens (5/10)
- Overview of service-learning project (8/10)
- Presented new direction of character education program and state Schools of Character program (10/10)

In 2005, Katherine became certified to teach the Project Learning Tree curriculum. She assisted the state trainer in training a class of students at LSU-S.

Attended the Systems Thinking Conference in Boston, MA. She served as a conference assistant that was responsible for introducing speakers and serving as a liaison between conference attendees and staff. Because of the role Katherine played during the conference, her registration fee was waived. (November, 2006)

Attended an evaluation workshop sponsored by the AgCenter's Organizational Development and Evaluation department. (July, 2007)

Attended the Louisiana 4-H Summit which assembled 4-H agents from across the state to discuss the strategic plan. (August 2007)

Participated in a Stop Bullying Webcast (April 2008)

Character Education Partnership, Washington DC.

Attended national conference of the Character Education Partnership. Also attended the pre-conference on the 11 principles of effective character education and service-learning. (October 2008)

Louisiana Community Economic Development Seminar. Attended LSU AgCenter conference to promote the role of youth on the economic development of a city and the opportunities youth have for civic engagement. (May 2008)

Personal Leadership Workshop. Attended workshop led by Dr. Robert Richard about systems thinking, personal leadership, and team learning. (January 2009)

Advisory Leadership Council Training. Dr. Debra Davis presented overview of policies for effective advisory leadership councils. (February 2009)

Character Education Partnership Conference, Washington DC. Attended the conference and also "Evaluating the State Schools of Character" pre-conference forum. (October, 2009)

School Garden Training, Red River Research Station (RRRS). Attended training sponsored by state school gardening coordinator, Kiki Fontenot. Provided overview of Jr. Master Gardner program and participated in hands-on education of laying a drip line for irrigation in the garden. (March, 2010)

RRRS Distance Ed, "Working with Youth with Disabilities" Attended presentation by colleagues from throughout the state. (December, 2009)

Participated in webinar, "Investments in Building Citywide Out of School Time Systems" presented by the Wallace Foundation. Designed for practitioners of after- school time programs and highlighted the work of local initiatives focused on quality, data and access, and financing. (December, 2009)

Attended training on the utilization of an evaluation scanner to aid in the collection, analysis, and dissemination of data. (January, 2010)

Participated in webinar “Putting the Pieces Together” webinar sponsored by ODE. Explained how advisory councils, plans of work, portfolios, impact statement, public value statements, parish profiles, and parish web pages should complement each other. (February, 2010)

Participated in “Participated in Financing and Sustaining Youth Programs” webinar and “Cutting Costs, Keeping Quality: Financing Strategies for Youth Serving Organizations in a Difficult Economy” webinar. Presentation highlighted financing strategies that successful youth-serving organizations use to maintain quality services despite the tough economic times. (April 2010)

14. PARTICIPATION IN PUBLIC POLICY AND COMMUNITY ISSUES

Katherine was invited to participate in a “Model for Change” initiative presented by the MacArthur Foundation. Caddo’s Juvenile Justice program was being considered to receive funding from the MacArthur Foundation to improve the programs, processes, and employee competence in the juvenile justice system. Community organizations, such as 4-H, provided input to the foundation regarding the system’s current position in the community (March, 2006). Later Katherine was invited to attend another forum so that the funding agency could assess the current youth development programming efforts in the parish. She then participated in a needs assessment focus group for Caddo parish.

Katherine serves on the Caddo Head Start Advisory Board (November 2005-present). The board provides input regarding programming for all the Head Start centers in Caddo Parish. She is recognized annually for her membership on the board during a volunteer banquet.

Katherine participated in “Walk with the Superintendent” to publicize the Caddo 4-H programming efforts to school system administration and staff. A 4-H display and nutrition game were included in the booth. Teachers, parents, students, and members of the community participated in the walk.

Katherine attended the Changing Louisiana: Volunteerism and Social Entrepreneurship Conference, August 2007. The conference was sponsored by Lt. Governor Mitch Landreau and assembled business and non-profit agencies to create social change.

Developing relationships with legislators continues to be a major part of our focus at the LSU AgCenter. Katherine organized Creswell Elementary 4-H members and a volunteer leader to visit Senator Shaw in his Shreveport office. Youth presented him with a plate of cookies, a thank you note, and information about the Caddo 4-H program. The purpose of the visit was to thank him for the support he gives the program. Senator Shaw asked the youth about 4-H, and they responded with questions about the legislature. Representative Roy Burrell visited Central Elementary School and met with 4-H members as well as the entire 4th and 5th grades. 4-H club members presented the representative with a plate of

cookies and thank you note for his support of the parish program. He talked to the students about his experience in 4-H and what he does as a representative for our state.

15.AWARDS AND RECOGNITION

- LAE4-HA Achievement In-Service Award (ASA), August 2005.
- Cecil McCrory Scholarship for pursuing master's degree, August 2005.
- Recognized at NAE4-HA conference in Seattle, WA, for receiving the ASA award for Louisiana, October, 2005.
- LAE4-HA Team Award for Caddo 4-H Extravaganza, August 2006.
- LAE4-HA Communicator Award for work with Risk Management Think Tank, August 2006.
- Epsilon Sigma Phi "Distinguished Team Award" for "Risk Management Think Tank" Committee, September 18, 2008
- Rosalie Bivin 4-H Youth Development Faculty Award for Service-Learning program in Caddo Parish. Awarded at Annual Conference on December 15, 2008.
- Recognized at Volunteer Appreciation brunch at Creswell Elementary for service to the school through 4-H club, character development, SWPBS, and after-school programming, February 13, 2009.
- LAE4-HA Distinguished Service Award Recipient (DSA), August 2009.
- Caddo Parish School System was awarded the 2010 Louisiana 4-H Promising Practices award for their Annual Character Education Kick-off held at a school each year in collaboration with the Caddo 4-H office. The system will receive a plaque and recognition during a 4-H event and school board meeting. The system also won the National Promising Practices award and will be recognized in October 2010 in San Francisco at the National Character Education Partnership conference.

16.MULTI-INSTITUTION, AGENCY, AND STATE COLLABORATION

Katherine has worked with several youth organizations and community groups to provide research based information from the LSU AgCenter. She has trained teachers, community leaders, and church staffs to implement character development programs. These volunteers were trained to implement positive youth development principles and effective character development to their schools, churches or organizations. The organizations she

has worked with to disseminate information include parish libraries, Oak Terrace Summer Enrichment Program, Chris Hays- Shreveport Parks and Recreation site, Valencia- Shreveport Parks and Recreation site, Temple Enrichment Center, Youth Enrichment Program- 6 sites, Southern University-Shreveport, Volunteer of America- Lighthouse, Juvenile Justice System, Sci-port, Alliance for Education, Caddo Head Start and Caddo Parish public schools.

Katherine has also collaborated with the state character program leader, state evaluator, and another 4-H agent to develop a goal and vision for the character development program in Louisiana. As a result of meetings to evaluate the direction of the Louisiana Character Development program and extensive review of research, components have been identified to provide a meaningful, comprehensive character development curriculum. The components were then assigned to agents from throughout the state to develop the curriculum accordingly. The sub-groups have been working and as a result, teachers throughout Louisiana will be provided a comprehensive curriculum focused on bullying in the fall 2010. The curriculum components will become the model for future character development programs and include youth violence, ethics, diversity, risk-behavior, service-learning, and etiquette.

Katherine was responsible for recruiting and organizing volunteers for AgMagic at the State Fair tour days. She solicited local universities for student volunteers from Centenary College, LA Tech, LSU -Shreveport, and Southern University- Shreveport. She developed marketing materials and made presentations to additional groups. She also coordinated tour guides during the tour days to ensure each participating class was adequately supervised and honored the time schedule.

SERVICE ACTIVITIES

- 1. ORGANIZATIONS ADVISED**
- 2. RECRUITMENT OF STUDENTS AND FACULTY**
- 3. UNIVERSITY SERVICE (DEPARTMENT, REGION, STATION, PARISH, COMMITTEES, ETC.)**

State Fair of Louisiana, "4-H Day at the Fair" planning committee for centennial celebration of 4-H (August, 2008)

"AgMagic at the State Fair" planning committee (2009-present)

Character Development state committee (2002-present)

4-H Department Head Search Committee (November, 2006)

4. PROFESSIONAL SERVICE

- Supervised AmeriCorps America's Wetland Conservation Corps members. (February 2007-December 2009)
- Katherine served as Assistant Camp Manager in 2007, Camp Manager in 2008, and Asst. Camp Manager in 2010 for 4-H Summer Camp.
- Katherine nominated 4-H members for the Chesapeake Energy "Discovering Tomorrow's Leader" recognition program. Youth were recognized weekly for their leadership and service to the community. Chesapeake sponsored an awards banquet at the conclusion of the program for the youth and their parents of Bossier and Caddo Parishes. During the "Discovering Tomorrows Leader" contest, four Caddo youth were recognized and one won a lap top computer. All four of the youths' schools also received a computer.
- Katherine coordinated the registration for "Travel the 4-H Express" during the State Fair of LA in October, 2008. She was responsible for sending two mail-outs to the schools in eleven parishes and also served as the registration contact person.
- Katherine and her co-worker participated in the "Chair the Children's Breakfast" held at the Shreveport Convention Center on May 5, 2010, which was sponsored by Volunteers of America.
- The Rotary Club of Shreveport annually recognizes the outstanding 4-H boy and girl during one of their monthly meetings. The Rotary Club also sponsors the plaque that is awarded during the annual Caddo 4-H awards program and then again during the Rotary Club meeting where 4-H members and their parents are recognized.
- Member of Caddo Head Start Advisory Committee. (2006-present)
- Southern University- Shreveport, Campus Wide Leadership Conference, October, 2009. Presented session on leadership.
- School Gardening Day, Captain Shreve High School, November 2009. Presented program to all 9th graders about opportunities in 4-H and its future activities.
- Regional Character Coordinator- Organized development of Life Smarts curriculum and the curriculum evaluation method.
- Organized the display at the Shreveport Dropout Prevention Summit on August 8, 2009, at Southern University. The display promoted 4-H and offered information for joining a club.

- Planned and set up booth at Alliance for Education Walk in October, 2009, at local stadium on a Saturday. School board administrators, teachers, school administrators, students and parents attended this community event. A 4-H banner was displayed in addition to information on how to join 4-H.
- “Possessing Your Power” Youth Conference, April 2009. Set up 4-H informational booth and presented character and bullying activities.
- Katherine recently joined the Children and Youth Planning Board for the Northwest Region, 2010. The board’s purpose is to assist in the assessment, alignment, coordination, prioritization, and measurement of all available services and programs that influence the needs of children and youth.
- Katherine represents 4-H on the Kids NOW Committee of Caddo Parish. This committee is comprised of other youth serving organization representatives. The purpose of the committee is to share resources in order to meet the needs of our clientele without duplicating services.

5. OTHER EXTERNAL AND COMMUNITY SERVICE

Think First Volunteer- local non-profit agency with the mission to educate young people to “think first” about safety before getting on a bicycle, getting in a car, riding an ATV, etc.

Member Brookwood Baptist Church

Member of daughter’s pre-school classroom volunteers