

Dossier Promotion Criteria

March 15, 2019

Promotion Criteria Chart

AGENT Level I to Level II	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements	County Director
	<p>Evidence of:</p> <p>Effective teaching illustrating planning, organization, implementation, and evaluation using research or evidence-based programming.</p> <p>Programming progression in scope, depth, or size over time.</p> <p>Using evaluations to demonstrate changes in knowledge, attitudes, skills, aspirations, and behaviors over time.</p> <p>Progression of impact shown in Annual Impact Statements.</p> <p>Established actively engaged networks, coalitions, and collaborations extending the work of Extension in serving clientele.</p> <p>Effectively using volunteers in Extension programming.</p>	<p>Evidence of:</p> <p>Participation in relevant professional development.</p> <p>Application of relevant professional development in county programming.</p>	<p>Evidence of:</p> <p>Membership and participation in related professional association(s).</p> <p>Networking effectively in the community.</p> <p>Organizational leadership at the multi-county or regional level.</p> <p>Serving as an official mentor, when appropriate.</p>	<p>Evidence of:</p> <p>Recognition by peers for achievement in Extension programming.</p> <p>Recognition for Extension programming or community leadership by partners or organizations.</p>	<p>Evidence of:</p> <p>Active and engaged Ag committee.</p> <p>Working with county government to establish an optimal, fully funded budget.</p> <p>Management and maintenance of physical resources to meet the needs of programs and staff.</p> <p>Excellent management of fiscal resources to address current and future program efforts.</p> <p>Long-range planning to meet future needs of programs and staff.</p> <p>Providing and managing technology to allow for program innovation and implementation.</p>

Promotion Criteria Chart					
AGENT Level I to Level II	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements	County Director
	<p>Effectively implementing the program development process (The Tennessee Extension Program Planning & Evaluation Model) to address the educational needs of targeted and diverse audiences.</p> <p>Managing/Developing funds to sustain programs.</p> <p>Using appropriate mass media to market and interpret the benefit and value of educational programs.</p>				<p>Providing leadership for teamwork resulting in achievement of team and individual goals.</p> <p>Effective communication, coaching, mentoring, and conflict management skills.</p> <p>Effective performance management of staff.</p>

Promotion Criteria Chart					
AGENT Level II to Level III	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements	County Director
	<p>Evidence of:</p> <p>Developing, implementing, and disseminating innovative, comprehensive, and timely programs to meet the needs of targeted and diverse clientele.</p> <p>Programming progression in scope, depth, or size over time.</p>	<p>Evidence of:</p> <p>Participation in advanced, relevant professional development.</p> <p>Application of advanced, relevant professional</p>	<p>Evidence of:</p> <p>Serving in a leadership role for related professional association(s).</p> <p>Organizational leadership at the regional or state level.</p>	<p>Evidence of:</p> <p>Honors and achievements reflecting overall growth and excellence in Extension programming.</p>	<p>Evidence of:</p> <p>Active and engaged Ag committee.</p> <p>Working with county government to establish an optimal, funded budget.</p> <p>Management and maintenance of physical</p>

Promotion Criteria Chart

AGENT Level II to Level III	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements	County Director
	<p>Using evaluation to demonstrate changes in knowledge, attitudes, skills, aspirations, and behaviors resulting in long-term economic and societal program impacts.</p> <p>Excellence in teaching. Providing leadership to create partnerships or collaborations to address the current and future needs of clientele.</p> <p>Integration of volunteers in ongoing programs in a variety of roles at multiple levels.</p> <p>Using appropriate mass media to consistently market and interpret the benefit and value of educational programs.</p> <p>Developing and managing external resources to enhance programming efforts.</p>	<p>development in county programming.</p>	<p>Serving as an effective mentor of interns, employees, or official protégé.</p> <p>Stewardship of relevant relationships, partnerships, and collaborations contributing to the effectiveness of Extension programming.</p>	<p>Honors and achievements reflecting overall growth and excellence in Extension programming by community leadership, partners or organizations.</p>	<p>resources to meet the needs of programs and staff.</p> <p>Responsible management of fiscal resources to address current and future program efforts.</p> <p>Strategic planning to meet future needs of programs and staff.</p> <p>Providing and managing technology to allow for program innovation and implementation.</p> <p>Leadership resulting in achievement of team and individual goals.</p> <p>Effective communication, coaching, mentoring, and conflict management skills.</p> <p>Effective performance management of staff.</p>

Promotion Criteria Chart

AREA SPECIALIST Level I to Level II	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements
	<p>Evidence of:</p> <p>Effective teaching illustrating planning, organization, implementation, and evaluation using research or evidence-based programming.</p> <p>Programming progression in scope, depth, or size over time.</p> <p>Using evaluations to demonstrate changes in knowledge, attitudes, skills, aspirations, and behaviors overtime.</p> <p>Programming impact shown in Annual Impact Statements.</p> <p>Established actively engaged networks, coalitions, and collaborations extending the work of Extension in serving clientele.</p> <p>Effectively implementing the program development process (The Tennessee Extension Program Planning & Evaluation Model) to address the educational needs of targeted and diverse audiences.</p>	<p>Evidence of:</p> <p>Participation in relevant professional development.</p> <p>Application of relevant professional development in area programming.</p>	<p>Evidence of:</p> <p>Membership and participation in related professional association(s).</p> <p>Networking effectively with clientele and partners.</p> <p>Organizational leadership at the regional level.</p> <p>Serving as a mentor, when appropriate.</p>	<p>Evidence of:</p> <p>Recognition by peers for achievement in Extension programming.</p> <p>Recognition for Extension programming or community leadership by partners or organizations.</p>

Promotion Criteria Chart				
AREA SPECIALIST Level I to Level II	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements
	<p>Managing/Developing funds to sustain programs.</p> <p>Using appropriate mass media to market and interpret the benefit and value of educational programs.</p>			

Promotion Criteria Chart				
AREA SPECIALIST Level II to Level III	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements
	<p>Evidence of:</p> <p>Developing, implementing, and disseminating innovative, comprehensive, and timely programs to meet the needs of targeted and diverse clientele.</p> <p>Programming progression in scope, depth, or size over time.</p> <p>Using evaluation to demonstrate changes in knowledge, attitudes, skills, aspirations, and behaviors resulting in long-term economic and societal program impacts.</p>	<p>Evidence of:</p> <p>Participation in advanced, relevant professional development.</p> <p>Application of advanced, relevant professional development in area programming.</p>	<p>Evidence of:</p> <p>Serving in a leadership role for related professional association(s). Organizational leadership at the state or national level.</p> <p>Serving as an effective mentor of interns, employees, or protégé.</p> <p>Stewardship of relevant relationships, partnerships, and collaborations contributing to the effectiveness of Extension programming.</p>	<p>Evidence of:</p> <p>Honors and achievements reflecting overall growth and excellence in Extension programming.</p> <p>Honors and achievements reflecting overall growth and excellence in Extension programming by community leadership, partners or organizations.</p>

Promotion Criteria Chart

AREA SPECIALIST Level II to Level III	Evidence of Extension Programs	Professional Development	Community & Organizational Leadership	Honors & Achievements
	<p>Excellence in teaching.</p> <p>Providing leadership to create partnerships or collaborations to address the current and future needs of clientele.</p> <p>Using appropriate mass media to consistently market and interpret the benefit and value of educational programs.</p> <p>Developing and managing external resources to enhance programming efforts.</p>			