

2026 Implementation Schedule for Planning, Evaluation and Reporting

Date	Description	Units Responsible			
		Counties	4-H Centers	Regions	Departments
October 1, 2025	Initial Dossier submission date.	•			•
November 1, 2025	Individual Annual Plans (IAPs) submitted to Regional Program Leader. (County Extension Directors will have reviewed and submitted IAPs from their unit on or before this date).	•		•	
November 1, 2025	Final Dossier submission date.	•			•
December 1, 2024	Extension Agent performance appraisal due to County Extension Director. County Director and Area Specialist performance appraisals due to Regional Director. Consider the performance factors, criteria, and annual summarized data. Create goals for the coming year, review goals for previous year, enter comments in the employee section of the performance appraisal form and update Profile.	•		•	
December 1, 2025	County-based Impact Statements completed.	•		•	
December 15, 2025	Regional Program Leaders will review, rate, and make comments or suggestions for improvement of the IAP as appropriate.	•		•	
December 31, 2025	All activity reports for October - December, entered in SUPER Delivery module.	•	•	•	•
2025					
Jan – Dec 2026	Activity reports entered monthly.	•	•	•	•
Jan – Jun 2026	Agents hired between January 1 st and June 30 th create an annual plan.				
January 9, 2026	County Directors review annual summarized data, goals for the coming year and previous year, makes supervisory comments, and coach personnel regarding the appraisal. County Directors make preliminary ratings and may suggest changes to goals. County and area performance appraisals submitted to Regional Directors.	•		•	
January 9, 2026	County Directors, Department Heads, State Program Leaders, Regional Directors, Regional Program Leaders review county/department Delivery Data and report any problems to SUPER Administrative Team.	•	•	•	•
January 12 – March 31, 2026	The County Director and Regional Director jointly review annual summarized data, goals for the previous year, goals for the coming year, review any input from Regional Program Leaders (if applicable), and discuss employee's performance and goals. The County Director and Regional Director finalize ratings and make supervisory comments for every performance factor and for all goals.	•		•	

	The County Director conducts formal, individual performance appraisal interviews with County Extension staff. Individual employees finalize their comments, and the Regions print the form to PDF and submits them for routing through DocuSign.				
January 19, 2026	Individual Annual Plans completed and locked by Regional Program Leaders. Specialists view IAPs in applicable knowledge areas to assess statewide programs planned.	•	•	•	•
January 9, 2026	Statewide Impact Statements due from State Specialists.				•
March 31, 2026	All county and area performance appraisal documents completed by Regional Directors and submitted to UTK Human Resources.			•	
March 31, 2026	Activity reports for January 1 – March 31, entered in SUPER Delivery module	•	•	•	•
June 15, 2026	Deadline for submitting new and revised topics and outcome indicators. Reviews need to be completed on or before August 1.				•
June 30, 2026	All activity reports for April 1 – June 30, entered in SUPER Delivery module.	•	•	•	•
July 10, 2026	Department Heads, State Program Leaders, Regional Directors, Regional Program Leaders review county/department Delivery Data and report any problems to SUPER Administrative Team.			•	•
August 1, 2026	Annual 4-H Youth Enrollment Report due.	•	•	•	
August 7, 2026	Annual Enrollment Rollover.	•	•	•	•
September 30, 2026	Activity reports for July 1 – September 30, entered in SUPER Delivery module	•	•	•	•
October 1, 2026	Initial Dossier submission date.	•			•
October 1, 2026	In-service Courses/Events available for registration.				•
November 1, 2026	Individual Annual Plans (IAPs) submitted to Regional Program Leader. (County Extension Directors will have reviewed and submitted IAPs from their unit on or before this date).	•		•	
November 1, 2026	Final Dossier submission date.	•			•
December 1, 2026	County-based Impact Statements completed.				
December 15, 2026	Regional Program Leaders will review, rate, and make comments or suggestions for improvement of the IAP as appropriate.			•	
December 31, 2026	All activity reports for October 1 - December 31 entered in SUPER Delivery module.	•	•	•	•