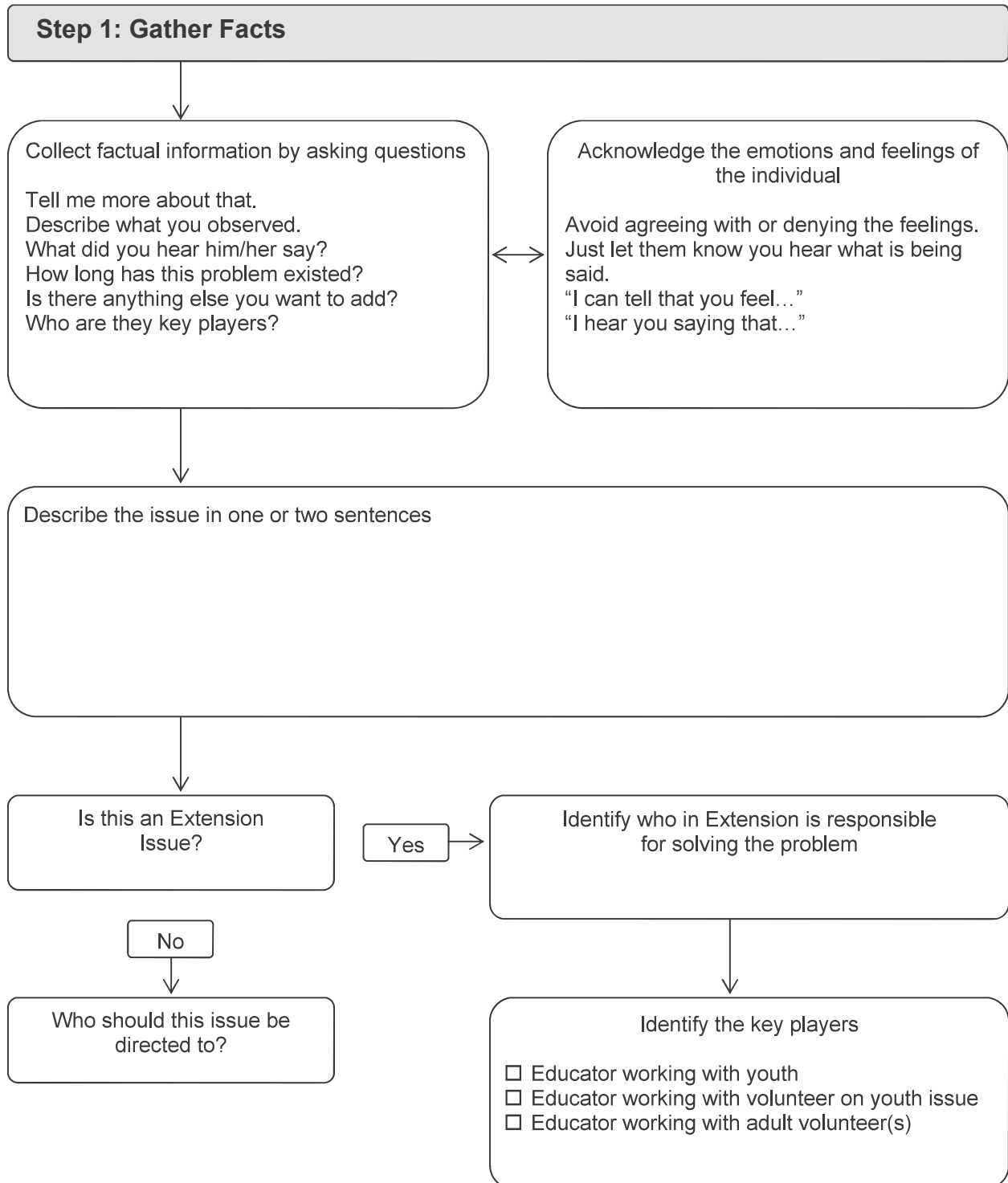


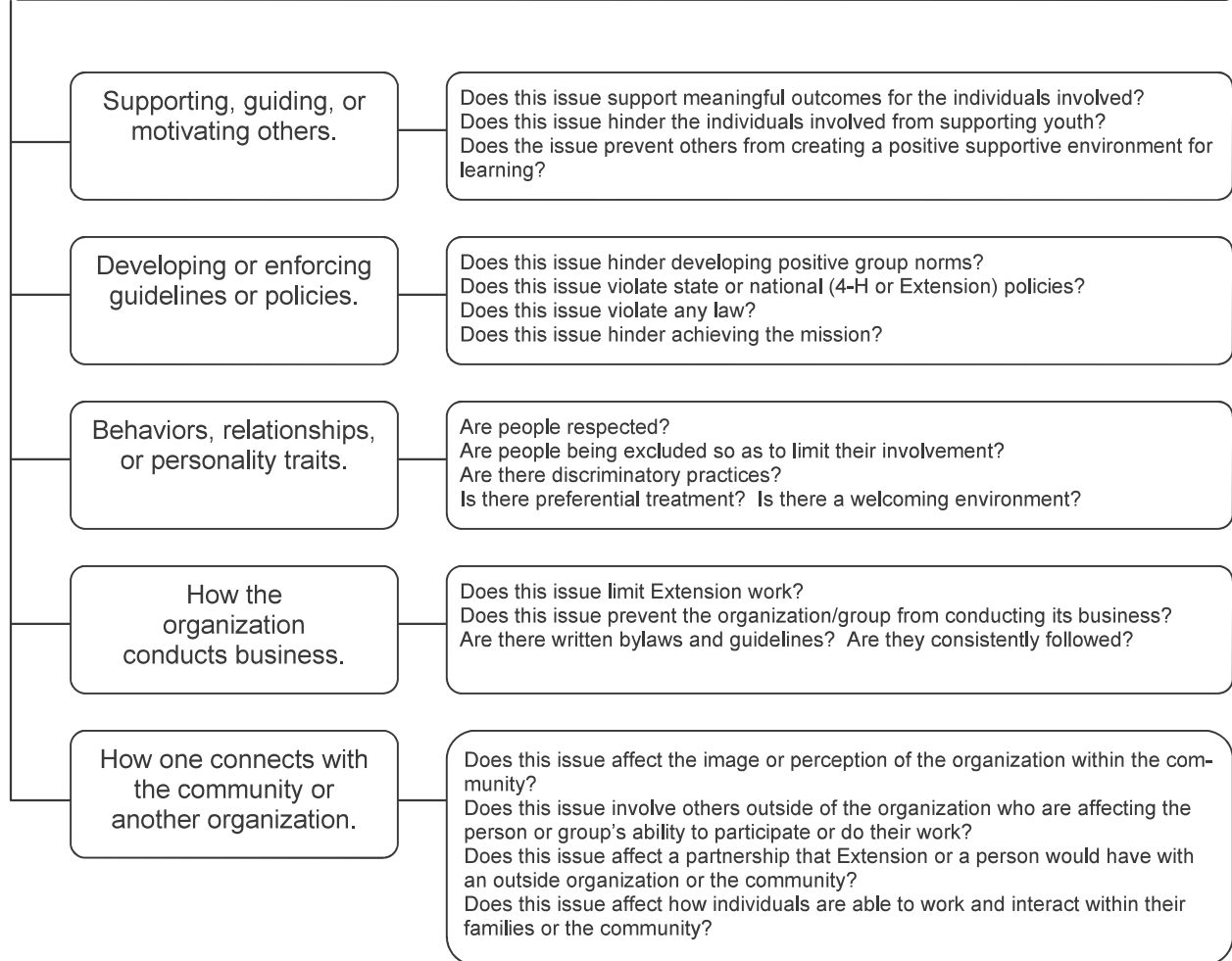
# EXTENSION DECISION TREE

December 2014

## Addressing Dilemmas for Volunteer Development Work



## Step 2: Filter/Analyze the Issue using Categories of Dilemmas\*



## Step 3: Filter/Analyze the Issue using your State's Principles of Practice\*\*

Example below from Wisconsin 4-H Youth Development Principles of Practice\*\*\*

- Programs at all levels are conducted under the authority of Cooperative Extension and the United States Department of Agriculture
- Programs must comply with University and National 4-H policies, and state and federal law.
- The principle outcome is positive youth development.
- Programs are public.
- Programs respect and encourage youth voice.
- Programs and groups are inclusive.
- Serving as a 4-H Youth Development volunteer is a privilege, not a right.
- Programs for youth are delivered primarily through volunteers.
- Programs are non-formal, primarily offered during out-of-school time.
- Local decision making is important and preferred.

Adapted from Larson & Walker, 2007, and Hutchins 2008

\*\*Adapted from Hutchins, 2008

\*\*\*Guiding Philosophy for 4-H Youth Development Professionals, Greg Hutchins, 2008

**Step 4: Resolution Planning**

Restate the issue:

Identify Your Role:  
 Educator  
 Advisor  
 Link to the University  
 Mission Guardian

Do I need help or support from my Region Liaison? Department Head? Regional Director? Mentor? Program Director?

Logistics of Resolution Session:  
Location and Room Set up  
Identify who will be present  
Is an agenda needed?  
Does the meeting need ground rules?

Planning Box:  
  
Are there documents I need to collect or review?  
What will I say?  
How will I communicate my role?  
What are possible consequences?

Determine Follow-up Plan and Timeline

**Step 5: Follow Up**

Staff Person documents resolution process

Implement follow-up plan

