

# **Annual Accomplishment Report**

***2006***

**Youth Voices in Community Action and Governance**

**Reaching Underserved and Underrepresented Audiences**

**Career Education for Youth**

**Prepared by:**

**John de Montmollin**

**Youth and Family Educator**

**Kenosha County UW-Extension**

# ***2006 Annual Accomplishment Report Youth Voices in Community Action & Governance***

**John de Montmollin  
Youth & Family Educator  
Kenosha County UW-Extension**

## **Situation Statement:**

*It's impossible to write a blueprint for American democracy in the next century. Many of the challenges that will be faced by the United States – including social, technical, demographic, environmental, and economic issues – will require knowledge and actions that cannot be known today. One thing is certain, however. The nation's ability to respond and prosper will depend on the quality of leadership demonstrated at all levels of society.*

*And yet, the American public perceives a crisis of leadership in our nation. Major public and private institutions appear increasingly incapable of dealing constructively with the ever-expanding list of social and economic problems, and individuals are becoming more cynical about government. We need a new generation of leaders who can bring about positive change in local, national, and international affairs.*

***Leadership in the Making  
Kellogg Foundation***

Youth leadership development is key in building civic capacity and long-term community sustainability in Kenosha County. Programs that teach useful skills and build the self-confidence of young people ensure capable, effective leaders for the next generation.

In addition, recent national trends including an increase in youth civic service and new emphasis on civic education in schools indicate a growing need for leadership training to ensure young people are prepared to participate in political and civic life.

Data from a local Search Institute survey in 2006 documented that only 23% of youth perceive that their communities value youth and only 27% believe that youth are given useful roles in the community. These results were among the lowest of all the assets measured in the survey and were lower than similar assets measured at the national level.

Furthermore, Kenosha County realizes the importance of leadership development. In the 2004 countywide program planning process several sources

were utilized to collect data on issues facing Kenosha County residents. Through this process, leadership and community involvement came forward as top issues for Kenosha County.

In addition to these local data sources, research on youth programs emphasize the importance of providing support for youth participation in activities that make a difference in communities. (National Research Council, 2002).

Developing youth leadership programs differ somewhat in approach from developing adult leadership programs in that they must be educational, engaging, and entertaining. In addition, these programs should instill an active awareness of community development and a healthy respect for civic ideals. Such activities should take place within an environment where youth can interact with other young people, learn from mistakes, and successfully tackle common issues.

One such program is the Kenosha County Youth As Resources program. Launched in the fall of 2005, Kenosha County Youth As Resources is a program dedicated to promoting and facilitating youth-led activism in Kenosha County. The Youth As Resources Board of Directors is made up of youth and adults from Kenosha County who meet monthly to provide grants to youth-designed and youth-implemented community service projects. In addition, the youth board members develop leadership and professional skills while receiving guidance from experienced adults. The cornerstone of the YAR program is the idea that youth can make meaningful contributions to their communities, and that these contributions provide important opportunities for youth to grow.

In addition to the YAR program, Kenosha County UW-Extension is very involved in the development of Youth in Governance initiative. Working with Kenosha County Board Supervisors, Kenosha County UW-Extension is planning to design and implement a program to increase youth participation in local government. It is the hope of this work team that this example of youth empowerment can be the catalyst for additional youth opportunities throughout Kenosha County.

### **Program Outcomes/Objectives**

1. Provide youth with skills, knowledge and experiences that prepare them to be effective partners for positive change in Kenosha County.
2. Through experiential learning, youth will understand and apply several leadership skills including: decision making, program planning, time management, oral communication, written communication, role modeling.
3. Youth will become active community partners and leaders.

## **Faculty Member's Response & Planned Activities**

### Kenosha County Youth As Resources

- John de Montmollin, UW-Extension Youth and Family Educator, reapplied to Wisconsin Campus Compact for a AmeriCorps\*VISTA position to assist in coordinating a county-wide Youth As Resources program.
- John de Montmollin, UW-Extension Youth and Family Educator, continued to develop the framework for the Kenosha County YAR program. This framework focused on maximizing youth participation.
- Kenosha County UW-Extension continued to develop a strong partnership with the United Way of Kenosha County to support the Kenosha County YAR program.
- John de Montmollin, UW-Extension Youth and Family Educator, assisted in the development of grants to support the Kenosha County Youth As Resources program.
- John de Montmollin, UW-Extension Youth and Family Educator, provided the day to day supervision and oversight of the Kenosha County Youth As Resources program.

### Community Service and Service Learning

- John de Montmollin, UW-Extension Youth and Family Educator, continued to serve on the Kenosha Unified School District's Service Learning Advisory Group.
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- John de Montmollin, UW-Extension Youth and Family Educator, applied to Wisconsin Campus Compact for a AmeriCorps\*VISTA position to assist Kenosha Unified School District in implementing Service Learning opportunities throughout the school district.
- John de Montmollin, UW-Extension Youth and Family Educator, worked with an Americorps\*VISTA member to create a Service Handbook for Kenosha Unified School District.
- John de Montmollin, UW-Extension Youth and Family Educator, continued to serve on the UW-Extension's Service Learning Work Team.

### Youth In Governance

- John de Montmollin, UW-Extension Youth and Family Educator, worked with Kenosha County's UW-Extension's Director and Community Resource Development Educator to provide Youth in Governance resources to Kenosha County Board members.
- John de Montmollin, UW-Extension Youth and Family Educator, continued to serve on the Kenosha County Youth In Governance Committee.

## **Impact Documented:**

### Kenosha County Youth As Resources

- Over the past year \$3,910 has distributed to 11 local youth groups to complete community service and service learning projects through the Kenosha County YAR program.
- Currently, the Kenosha County Youth As Resources Board is comprised of 12 youth members and 8 adult members and meet on a monthly basis.
- Youth and adults participating in the Kenosha County Youth As Resources program gain many skills including communication, leadership, planning, and team work. In addition, the program fosters a sense of connection and accountability to community while developing pride and self-confidence. Formal evaluations were conducted of all youth and adult board members in the spring of 2006. In addition, all youth groups who were granted funds were asked to complete a reflection journal of their experiences.
- Kenosha County YAR Board members cut and sewed over 100 fleece hats to be distributed to homeless and low-income people through Shalom Center and the Urban Outreach Center. Cards were included with each hat stating that the hats were made and donated by the YAR Board.

### Community Service and Service Learning

- Kenosha Unified School District adopted the “KUSD Service Education Handbook a Nuts and Bolts Guide to Local Service” as their official resource for all teachers implementing community service and service – learning into their curriculum.
- Greg Wright, KUSD Career, Technology and Service Education Coordinator writes, “This handbook is a first step to creating a common understanding of community service and service-learning throughout Kenosha. It provides practical techniques and resources to help educators get started with service-learning, as well as a guide to local community agencies, funding sources, and media.”
- Furthermore, KUSD agreed to duplicate and provide a copy of the “KUSD Service Education Handbook a Nuts and Bolts Guide to Local Service” to every staff member completing the KUSD service learning training.

*\* Wording taken directly from the Strengthening the Community Environment for Positive Youth Development Statewide Programming Work Team’s Plan of Work.*

# ***2006 Annual Accomplishment Report Developing Multicultural Understanding***

**John de Montmollin  
Youth & Family Educator  
Kenosha County UW-Extension**

## **Situation Statement:**

According to the 2000 census, the racial/ethnic populations in Wisconsin have increased at a faster rate than the Caucasian population during the past decade. When comparing 2000 census data to 1990 census data the African American population in Wisconsin has increased 25% and the Hispanic population has increased 107% while the Caucasian population has increased only 6%. As a result of these changes, African Americans now comprise over 5% and Hispanics comprise over 3% of the total population in Wisconsin.

With the change in population come new challenges for Wisconsin. As the state becomes more diverse, youth and adults are more likely to face the challenges of interacting with people who are different from themselves. The ability to reach out and relate well to all types of people is a critical issue that is emerging from individual counties all over the state.

Furthermore, there is evidence that Wisconsin is not the only state working on this issue. According to the National 4-H Strategic Plan, access, equity and opportunity is one of the organizations top priorities. Individual goals from the plan include:

“Extension and 4-H will develop an ethic of access and opportunity for all youth”

“4-H will invest in youth and their future by providing equitable access and opportunity to all communities”

“the 4-H volunteer and staff community, at all levels, will be skilled and knowledgeable in interacting with children and families from diverse groups”

Wisconsin 4-H Youth Development programming is not immune to these challenges. For example, according to the U.S. Census statistics, 5.7 % of Wisconsin’s population is comprised of African Americans, but only .4% of 4-H community club membership is comprised of African Americans. Similar results will be found when examining data from ethnic groups.

On a local level, Kenosha County also faces these challenges. In the 2004 countywide program planning process several sources were utilized to collect data on issues facing Kenosha County residents. Through this process, diversity and diversity education came forward at a top issue for Kenosha County.

According to the 2000 census, the racial/ethnic populations in Kenosha County have increased at a faster rate than the Caucasian population during the past decade. When comparing 2000 census data to 1990 census data the African American population in Kenosha County has increased 47% and the Hispanic population has increased 97% while the Caucasian population has increased only 6%. As a result of these changes, African Americans now comprise over 5% and Hispanics comprise over 7% of the total population in Kenosha County.

As in the state data, Kenosha County UW-Extension 4-H Youth Development programs need to reach a more diverse audience. According to the latest data, only 1.7% Kenosha County 4-H Community Club membership is African American and only .01% is Hispanic. Clearly more needs to be done to address this issue.

Words and laws are not enough. Fifty years after the landmark Brown vs. the Board of Education decision, Wisconsin communities still grapple with the issue of racism. In fact, according to a recent study of the 2000 census, Milwaukee is the most segregated city in the United States. To make a difference, we need to help people understand the value of diversity.

### **Program Outcomes/Objectives**

1. Kenosha County 4-H Youth Development programs will develop and implement an effective Expansion and Review Process.
2. Kenosha County 4-H Youth Development programs will move closer to parody.
3. Kenosha County UW-Extension staff will develop and implement local programming to educate individuals on multicultural issues.
4. Develop resources and a state-wide training for all 4-H Youth Development professional on implementing an effective Expansion and Review process.
5. Wisconsin 4-H Youth Development programs will move closer to parody.

### **Faculty Member's Response & Planned Activities**

Wisconsin Expansion and Review Program

- John de Montmollin, UW-Extension Youth and Family Educator, co-chaired a state-wide work team specifically focused on 4-H Youth Development Expansion and Review programs.

- Work team reviewed and developed web-based resources on Expansion and Review programs.
- Over a four-month period this group developed several resources including: Expansion and Review overview materials, Expansion and Review models, position descriptions and letters, goal worksheet, and a power point presentation. The team also partnered with UW-Extension's Applied Population Laboratory to design a data collection tool for the 4-H program.
- In addition to these resources, this group worked with the Professional Development Advisory Committee to conduct two state-wide teleconferences specially focused on the topic of Expansion and Review.
- John de Montmollin, UW-Extension Youth and Family Educator, continued to serve on state-wide work team focusing on multicultural education.

#### Kenosha Expansion and Review

- John de Montmollin, UW-Extension Youth and Family Educator, worked with Kenosha County 4-H Ambassadors to focus on recruitment and retention efforts within the 4-H program.
- Kenosha County 4-H held 3<sup>rd</sup> Annual 4-H Open House and invited every third and fourth grader in Kenosha County.
- Working with volunteers and staff, John de Montmollin, Youth and Family Educator helped coordinate the first annual fair in the city. The focus of this event was to bring a traditional judging experience to underrepresented youth in the inner city of Kenosha.

#### **Impact Documented:**

##### Wisconsin Expansion and Review Program

The work team has had many positive responses to the teleconferences and to the web-based resources. Comments from the evaluations included:

- The forms will be very helpful in preparing for Civil Rights – they actually will be more beneficial than all the “paper gathering” that is part of the current process.
- I plan on having an Expansion and Review meeting before next January – and not just to meet the reporting requirements. The material was presented in such a way that it got me excited about how it could improve my programming.
- I will use it all with my Expansion and Review Committee, my Ag and Extension Committee, and probably in grant applications.

##### Kenosha Expansion and Review

- 17 youth participated in the Fair in the City program.
- After five years of staff support, the Urban Outreach Angels 4-H Club is now functioning under volunteer leadership. This represents the first volunteer driven club focused on reaching underrepresented youth.

# ***2006 Annual Accomplishment Report Career Education for Youth***

**John de Montmollin  
Youth & Family Educator  
Kenosha County UW-Extension**

## **Situation Statement:**

*“Without question, young people face many of life’s most important decisions in those transition years between high school and the working world. Unfortunately, too many students are unaware of their education and employment options. The path they follow on their careers is indirect, and their decisions are often based on scant information.”*

Decisions Without Direction  
Career Guidance and Decision Making Among American Youth  
Ferris State University

According to an article written by Dr. Carolyn Maddy-Berstein entitled *Career Development Issues Affecting Secondary Schools*, “During the last decade, legislation at both the national and state levels have placed an emphasis on assisting young people in making successful transitions from school to the next step in life and to a career.” However, Dr. Maddy-Berstein goes on to state that, “Despite the abundance of resources on career development, the literature and interactions with educators there are still areas needing clarification or further attention.” These areas include the delivery of quality career development programs and the evidence that these programs are effective.

Some may argue that career development is an issue for high school counselors to address, but there is compelling evidence that shows a comprehensive career development program cannot be provided by high school counselors alone. According to a recent article in the March 2000 edition of *Counseling Today*, the national average of counselor to student ratio is 1:561. Clearly high school counselors do not have the capacity to adequately address the career development needs of high school students.

Returning to the Ferris State University study entitled *Career Guidance and Decision-Making Among American Youth*, “Students perceive a lack of career guidance in their schools, and often cannot name anyone outside their parents who have been helpful in career counseling.” The study goes on to state that just ten percent of respondents said that school personal had a primary role in their

career guidance. Without question, there is a tremendous need for quality career development programs for youth.

Furthermore, according to Kenneth Gray, author of *Getting Real Helping Teens Find Their Future*, “Students who are prepared for the 21<sup>st</sup> century workplace stand a much greater chance of success and satisfaction- if they know what their real options are, and if they receive the support they need when they make crucial career and life decisions.”

Locally, the issues of employment and employability are just as critical. According to a 2003 Kenosha County UW-Extension needs assessment, employment was rated the third highest concern facing Kenosha County residents.

In addition to this assessment, Thomas R. Vogel, Coordinator of Student Services for Kenosha Unified School District remarked, “Regardless of background or future goals, quality career awareness and education is important to every high school student.”

### **Program Outcomes/Objectives**

1. Kenosha County high schools students will understand the importance of preparing for their employment future.
2. Youth will learn how to identify future career options based on their personality, individual interests and career market research.
3. Youth will enhance employment skills including oral communication, written communication, planning, decision -making, and teamwork.
4. Youth will develop and adopt a plan for future career success.

### **Faculty Member’s Response & Planned Activities**

- John de Montmollin, UW-Extension Youth and Family Educator assisted in developing curriculum for a multi-session career development program.
- John de Montmollin, UW-Extension Youth and Family Educator, facilitated monthly career development sessions for high school students at LakeView Technical High School.
- John de Montmollin, UW-Extension Youth and Family Educator, developed resource materials to assist high school students on careers and colleges.

### **Impact Documented:**

In 2006 there was one active Youth Quest site at Lake View Technology Academy with a membership of 25 students.

At the end of the school year, participants were asked to reflect on their participation in the Youth Quest program. Here are just some of the results:

- I know my options for training after high school.  
Participants reported a 94% increase
- I have received help in planning my future education.  
Participants reported an 81% increase
- I believe a program like Youth Quest is valuable to High School students.  
Participants reported a 75% increase

Here were some additional comments:

- “I learned that I’m in control of my career path.”
- I learned “how much my education will affect my opportunities in the job market.”
- “I’ve learned about the opportunities that are available after high school and what I have to do to reach my career goals.”
- “I have learned that you need to take steps during high school, like applying for scholarships, very seriously.”

In addition to Kenosha County, Milwaukee County UW-Extension adopted the Youth Quest philosophy and enhanced the program materials to reach students throughout Milwaukee County.