

# Extension

## Successful Plan 2008 Programs Plan 2008: Phase I Report

UW-EXTENSION	
<b>PLAN 2008 GOAL 1 :</b> <ul style="list-style-type: none"> <li>• <b>Expand Campus Pre-College Partnerships and Programs that Target Youth and Adults of Color</b></li> <li>• <b>Encourage and Support Pre-College Partnerships and Programs That Promote Self-Employment as a Career Option</b></li> </ul>	
<b>Name of the Successful Plan 2008 Initiative/Program</b> Youth Entrepreneurship Camp	
<b>This Initiative/Program was</b> (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Continuing
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Extension Small Business Development Center UW Madison Small Business Development Center
<b>Goals and Duration of the Program</b>	<u>Duration:</u> 1 week, summer <u>Goals:</u> <ul style="list-style-type: none"> <li>• To help students to evaluate their skills, abilities and interests to determine individual business goals</li> <li>• To help participants learn the basic steps of how to start a business</li> <li>• To help participants write a business plan</li> <li>• To teach participants how to compete for business start-up funding</li> <li>• To expose participants to pre-college seminar</li> </ul>

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**PLAN 2008 GOAL 1 :**

- **Expand Campus Pre-College Partnerships and Programs that Target Youth and Adults of Color**
- **Encourage and Support Pre-College Partnerships and Programs That Promote Self-Employment as a Career Option**

**Program Cost And Funding Sources (External And Internal)**

Costs: \$200.00 per student; need-based, reduces fees

Funding Sources (External): Program revenue

Funding Sources (Internal): Fund 104 and 402

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

Participants determined their business interest, wrote goals and business plans.

Participants learned basic steps to start a business.

Participants engaged in UW recruiting program.

<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL I: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS</b>	
<b>Name of the Successful Plan 2008 Initiative/Program</b> EXPLORE Migrant Outreach Program	
<b>This Initiative/Program was</b> (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	This program is on going.
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Stevens Point Extension UW System Office of Multicultural Affairs (OMA) United Migrant Opportunity Services, Inc. (UMOS)
<b>Goals and Duration of the Program</b>	<u>Timeframe:</u> The Enrichment components of the program operate from early June through late August. Tutoring occurs from late September through late November. <u>Program Goals:</u> <ul style="list-style-type: none"> <li>• To increase participants' appreciation and enthusiasm for learning</li> <li>• To increased participants' appreciation for science-related education and activities</li> <li>• To improve participants' understanding of educational options</li> <li>• To increase participants' comfort with computers and academic activities</li> </ul>

UW-EXTENSION

**PLAN 2008 GOAL I: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS**

**Program Cost And Funding Sources (External And Internal)**

Program Costs: For 2000-2002 + \$55,491.61 including salaries for 4 professional staff and 18 student staff

Funding Sources, External: Funds for Improvement of Post Secondary Education (FIPSE) through Learning Anytime Anywhere (LAAP)/ UW-System Alcanza Program; In-kind donation of staff time and space from UMOS

Funding Sources, Internal: Fund 104-UWSP Extension Special Audiences GPR; Fund 402-UWSP Pre-College Funding; UW-Extension Diversity Program Development Initiative Grants (2000, 2001)

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

Student participants and their parents (93-100%) reported positive experiences resulting from their participation in the program. They reported increased in student awareness of and interests in college, and that they desired to continue their participation in the program.

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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL 2:</b>	
<ul style="list-style-type: none"> <li>• <b>Encourage partnerships that Build the Educational Pipeline by Reaching Children and Their Parents at an Earlier Age</b></li> <li>• <b>Expand partnerships with community-based organizations and agencies that work with youth of color and their families</b></li> </ul>	
<b>Name of the Successful Plan 2008 Initiative/Program</b>	
Community Collaborations for Children: School Readiness Project	
<b>This Initiative/Program was</b>	Ongoing
(New Under Plan 2008)	
(Ongoing)	
(Ongoing and Amended for Plan 2008)	
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Extension, Cooperative Extension, Family Living Programs
	Ten Community Projects; each community group had 7 or more collaborative partners
<b>Goals and Duration of the Program</b>	<u>Duration:</u> Ongoing
	<u>Goals:</u>
	<ul style="list-style-type: none"> <li>• To promote the development of young children through partnerships developed with each participant community</li> <li>• To cultivate new collaborations between UW-Extension, and communities</li> <li>• To develop new or improved family-oriented programs and services that are preventive and collaborative</li> </ul>
<b>Program Cost And Funding Sources (External And Internal)</b>	<u>Costs:</u> \$750,000 over a 5 year period
	<u>Funding Sources (External):</u> CSREES, \$150,000 annually for 5 years
	<u>Funding Sources (Internal):</u> In-kind contributions of faculty and staff

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**PLAN 2008 GOAL 2:**

- **Encourage partnerships that Build the Educational Pipeline by Reaching Children and Their Parents at an Earlier Age**
- **Expand partnerships with community-based organizations and agencies that work with youth of color and their families**

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

- Increased number of community programs sensitive to the differing needs and strengths of families
- Increased resources available for local programming for young children and families

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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL 2:</b>	
<ul style="list-style-type: none"> <li>• <b>Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents at an Earlier Age</b></li> <li>• <b>Expand Partnerships With Community-Based Organizations and Agencies That Work With Youth of Color and Their Families</b></li> </ul>	
<b>Name of the Successful Plan 2008 Initiative/Program</b>	
The Hmong Family Strengthening Project, Eau Claire	
<b>This Initiative/Program was</b>	Ongoing (Pilot)
(New Under Plan 2008)	
(Ongoing)	
(Ongoing and Amended for Plan 2008)	
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Extension, Cooperative Extension, Family Living Programs Department of Health and Human Services Partnership for Strong Hmong Families of Eau Claire
<b>Goals and Duration of the Program</b>	<u>Duration:</u> 9/2000 through 7/2003; 6 weekly series, each session held once per week for 3 hours. Dinner included. Goals: <ul style="list-style-type: none"> <li>• To increase capacity of the Eau Claire Hmong community to deliver best practices for parenting education</li> <li>• To reduce substance abuse and violence through education</li> <li>• To test effective interventions for Hmong families</li> <li>• To assess the impact of the interventions used</li> </ul>
<b>Program Cost And Funding Sources (External And Internal)</b>	Costs: \$200,000 grant Funding Sources (External): \$200,000 grant Funding Sources (Internal): In-kind contributions of faculty and staff resources

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**PLAN 2008 GOAL 2:**

- **Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents at an Earlier Age**
- **Expand Partnerships With Community-Based Organizations and Agencies That Work With Youth of Color and Their Families**

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

Program still in progress; data are still being analyzed. Preliminary evaluation results indicate the following:

- Amongst parents, family conflict was reduced
- Increased expression of affection from parents to children
- Increased instances of parents providing encouragement to children
- For youth (10-14), family conflict was reduced
- Increase in parental monitoring
- Youth believe the family has clearer rules and that they are enforced more consistently
- Providing encouragement increased significantly
- Believe parents negative attitudes toward drugs more deliberate and clear

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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOALS 3, 4 and 6:</b>	
<ul style="list-style-type: none"> <li>• <b>Close the gap in educational achievement by bringing retention and graduation rates of students of color in line with those of the student body as a whole</b></li> <li>• <b>Increase the amounts of financial aid available to needy students and reduce their reliance on loans</b></li> <li>• <b>Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity</b></li> </ul>	
<b>Name of the Successful Plan 2008 Initiative/Program</b>	
Metropolitan Milwaukee Teacher Education Program (MMTEP)	
<b>This Initiative/Program was</b>	Continuing
(New Under Plan 2008)	
(Ongoing)	
(Ongoing and Amended for Plan 2008)	
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Milwaukee, School of Education, Department of Curriculum and Instruction UW-Extension, Continuing Education Milwaukee Public Schools Milwaukee Teacher Education Association Wisconsin Department of Public Instruction
<b>Goals and Duration of the Program</b>	<u>Duration:</u> Program runs annually, 1-year cycles from mid-June through mid July  <u>Goals:</u> <ul style="list-style-type: none"> <li>• To increase the number and quality of effective teachers for Milwaukee Public Schools (MPS)</li> <li>• To increase the number of teachers of color for MPS</li> <li>• To increase retention rates for MPS teachers</li> <li>• To develop career ladders for MPS incumbents</li> </ul>

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**PLAN 2008 GOALS 3, 4 and 6:**

- **Close the gap in educational achievement by bringing retention and graduation rates of students of color in line with those of the student body as a whole**
- **Increase the amounts of financial aid available to needy students and reduce their reliance on loans**
- **Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity**

**Program Cost And Funding Sources (External And Internal)**

Program Costs: Participant tuition is \$5000; the program costs approximately \$26,000 per participant.

Funding Sources (External): Milwaukee Public Schools

Funding Sources (Internal): Funds 189, 402

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

Since 1990, 200 persons have graduated from this program.  
94% of the graduates are still teaching in MPS.  
74% of those still teaching are teachers of color.  
100% of the graduates receive satisfactory or exemplary ratings by their principals.

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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL 4: Develop and expand financial support programs that provide incentives for students of color to encourage participation in training programs</b>	
<b>Name of the Successful Plan 2008 Initiative/Program</b> Minority Business Management Seminar	
<b>This Initiative/Program was</b> (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Continuing
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Extension Small Business Development Center Wisconsin Minority Supplier and Development Corporation
<b>Goals and Duration of the Program</b>	<u>Duration:</u> 2 week each Summer <u>Goals:</u> <ul style="list-style-type: none"> <li>• To enhance the management expertise of minority business owners and executives</li> <li>• To increase knowledge about business opportunities in the public and private sectors</li> </ul>
<b>Program Cost And Funding Sources (External And Internal)</b>	Costs Vary <u>Funding Sources (External):</u> Contributions from business <u>Funding Sources (Internal):</u> None
<b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"</b>	

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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL 6 : Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity</b>	
<b>Name of the Successful Plan 2008 Initiative/Program</b> Native American Task Force	
<b>This Initiative/Program was</b> (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Ongoing
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Extension, Cooperative Extension Wisconsin Native American Tribes and Tribal Colleges
<b>Goals and Duration of the Program</b>	<u>Duration:</u> Inception 1994, Continuing <u>Goals:</u> <ul style="list-style-type: none"> <li>• To build and sustain relationships between Cooperative Extension and Wisconsin's tribal nations</li> <li>• To develop training and resource materials to improve effectiveness of Cooperative Extension's educational programs</li> <li>• To improve cultural competence of faculty and staff</li> <li>• To assist USDA and other external partners in becoming more effective in their work with native people</li> </ul>
<b>Program Cost And Funding Sources (External And Internal)</b>	<u>Costs:</u> \$7,000 annual budget <u>Funding Sources (External):</u> UW System Grants, Tribal Grants <u>Funding Sources (Internal):</u> Cooperative Extension budget

**UW-EXTENSION**

**PLAN 2008 GOAL 6 : Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity**

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

- Positive collaborative relationships with the Tribal Colleges and WI tribal nations
- Increased faculty and staff knowledge about the history, culture and sovereignty of native tribes and social issues of Wisconsin's tribal people
- Resource material for Cooperative Extension colleagues

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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL 6: Foster institutional environments and course development that enhance learning for racial and ethnic diversity.</b>	
<b>Name of the Successful Plan 2008 Initiative/Program</b> Diversity Program Development Initiative Grant Program	
<b>This Initiative/Program was</b> (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	New Under Plan 2008
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Extension, Continuing Education, Dean's Office
<b>Goals and Duration of the Program</b>	Duration: On Going Goals: <ul style="list-style-type: none"> <li>• To increase innovative diversity programming for previously underserved audiences</li> <li>• To reduce barriers to innovative programming for underserved audiences resulting from program revenue requirements</li> <li>• To increase partnerships with community-based organizations in target communities</li> <li>• To measure the impact of diversity programs on learners</li> </ul>
<b>Program Cost And Funding Sources (External And Internal)</b>	Program Costs: \$105,000 (14 grants, \$7,500 each) <u>Funding Sources (External):</u> Some in-kind or financial support from Community Partners <u>Funding Sources (Internal):</u> 402

**UW-EXTENSION**

**PLAN 2008 GOAL 6: Foster institutional environments and course development that enhance learning for racial and ethnic diversity.**

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

- Increased diversity programming
- Increased participation by People of Color
- Encouraged program creativity, innovation; decreased financial risks for programmers
- Builds community partnerships
- Promotes collaboration
- Enhances institutional recognition on campus and in the community
- Generates best practices for diversity and multicultural programming
- Demonstrates UW-Extension, Continuing Education commitment to diversity

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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL 6: Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.</b>	
<b>Name of the Successful Plan 2008 Initiative/Program</b> Diversity Circles on Racism	
<b>This Initiative/Program was</b> (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	New Under Plan 2008
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Parkside, Center for Community Partnerships Sustainable Racine Diversity Committee Kenosha Coalition for Dismantling Racism
<b>Goals and Duration of the Program</b>	<u>Duration:</u> 2 hours each week for 5 weeks <u>Goals:</u> <ul style="list-style-type: none"> <li>• To help participants learn about racism through dialogue</li> <li>• To increase participants' involvement in the community</li> <li>• To use study circles experiences and results to influence public policy</li> <li>• To help participants' change their opinions, behaviors and attitudes about racism and race relations</li> </ul>
<b>Program Cost And Funding Sources (External And Internal)</b>	<u>Costs:</u> Free to participants <u>Funding Sources (External):</u> Sustainable Racine and other community foundations <u>Funding Sources (Internal):</u> UW-Extension DPDI Grant, 1 <sup>st</sup> year

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**PLAN 2008 GOAL 6: Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.**

**What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"**

86% of participants increased their ability to openly discuss issues about race with people of other racial/ethnic groups  
95% of the participants increased their understanding of others' attitudes and beliefs about racism  
76% of the participants changed their attitudes and beliefs about racism and race relations

**Successful Plan 2008 Programs  
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<b>UW-EXTENSION</b>	
<b>PLAN 2008 GOAL 6 :</b> <b>Foster Institutional Environments and Course Development That Enhances Learning and Respect For Racial and Ethnic Diversity</b>	
<b>Name of the Successful Plan 2008 Initiative/Program</b> Diversity Leadership Program	
<b>This Initiative/Program was</b> (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Continuing
<b>Names of Offices/ Departments/Agencies/ Your Office Worked or Partnered With</b>	UW-Extension Chancellor's Office UW-Extension, Office of Equal Opportunity and Diversity Programs UW-Extension Divisions
<b>Goals and Duration of the Program</b>	<u>Duration:</u> 4-days, biennially <u>Goals:</u> <ul style="list-style-type: none"> <li>• Increase participant awareness and understanding of the impact of culture in the work environment</li> <li>• Enable participants to increase understanding of the impact of their culture on interpersonal relationships and decision-making</li> <li>• To increase participant understanding of ways institutional "isms" negatively impact inclusion</li> <li>• To enable participants to better manage diversity</li> </ul>
<b>Program Cost And Funding Sources (External And Internal)</b>	Costs: \$1500 per consultant (2) , per day (4); plus per diems for consultants and participants Funding Sources (Internal): Fund 104 and 402
<b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"</b>	<ul style="list-style-type: none"> <li>• Increased recognition of the need and how to be inclusive</li> <li>• Increased understanding of role of culture in the work environment and in decision-making</li> </ul>