Accountability Overview
UT Extension and TSU Cooperative Extension are pursuing excellence in accountability of 4-H programs. Our programs are aimed at helping young people develop knowledge, skills, and attitudes for:

- Competence
- Confidence
- Connection
- Character
- Caring
- Contributing

Our major accountability goal is robust, statewide outcome measurement. An outcome is a measure of program results, and our evaluation efforts are focused on the total program outcomes, rather than evaluation of a single course or event.

Program Evaluation Network
Our tool for outcome measurement is the Program Evaluation Network (PEN). PEN is our custom-built software that contains tested questionnaires to measure the results of Extension programs. Since 2006, PEN has been used by Tennessee Extension professionals to survey more than 95,000 individuals in programs that served nearly 350,000 individuals. PEN has been used successfully over the past eight years by Extension professionals in six states. PEN has helped Extension professionals to improve their programs and communicate program results to stakeholders. PEN has 38 scales for 13 different life skill constructs.

Life Skills
The major life skills incorporated in our programs and measured by PEN are:

- Achieving Goals
- Communicating
- Communicating – Public Speaking
- Ethical Decision-Making
- Healthy Lifestyles – Nutrition and Food Safety
- Healthy Lifestyles – Fitness
- Responsible Citizenship
- Building Relationships
- Leadership
- Responsibility
- Positive Self-Esteem
- Teamwork
- Science

Big Idea 1
PEN is a rich database for 4-H program development and evaluation with 38 scales across 13 different life skills.

Big Idea 2
We have been highly successful with PEN, and we encourage its use for program development and program evaluation purposes. It connects with SUPER for both effective and efficient measurement.
Outcome Measurement and Common Measures

Common Measures
In Spring 2013, National 4-H Council launched a set of questionnaires for outcome measurement, known as Common Measures. The set provides 16 scales in healthy living, science, citizenship, and universal outcomes. The instruments are organized into two categories: grades 4-7 and grades 8-12. Many of the questions reference the PEN instruments.

National 4-H Council Grants
Programs directly funded by National 4-H Council require use of Common Measures questionnaires. For Tennessee 4-H programs, we will follow the current approach used for data management of the 4-H Health Rocks! program. In this program, Extension 4-H Agents collect parental consent forms, youth assent forms, and completed questionnaires at the county level. They forward all forms and questionnaires to the state level for processing. All participation data comes from SUPER Enrollment and/or SUPER Training/Registration. Data summaries are shared with individual counties at the end of the year.

Big Idea 3
Programs funded through National 4-H Council grants will require use of Common Measures instruments, but we will complete data entry at the state level. SUPER and PEN will remain our primary tools for outcome measurement.

Learn More
PEN
pen.tennessee.edu

PEN may be accessed from the URL above or from SUPER. PEN includes surveys, reports, announcements, and more.

PEN User Guide
utextension.tennessee.edu/Documents/W241.pdf

This Extension publication (W241) is a 26-page guide for using the software. It includes specific, practical examples for using the data for impact reporting.

4-H Common Measures
4-h.org/about/youth-development-research/

This site includes a reference table showing citations for the various instruments.

Contacts
If you have questions, please feel free to contact:

Dr. Thomas Broyles, Ext. Associate Professor and State Program Leader
4-H/Youth Development
TSU Cooperative Extension
tbroyles@tnstate.edu

Ms. Carmen Burgos, Ext. Specialist
4-H Youth Development
UT Extension
cburgos@tennessee.edu

Dr. Joseph L. Donaldson, Ext. Specialist
Extension Evaluation and Staff Development
UT Extension
jldonaldson@tennessee.edu

Dr. Tyrone Miller, Jr., Asst. Professor
Leadership & Organizational Development
TSU Cooperative Extension
tmiller11@tnstate.edu

Mr. Steve Sutton, Director
4-H Youth Development
UT Extension
ssutton2@tennessee.edu

Joseph L. Donaldson, Ph.D.
July 20, 2013