

Area 4-H Youth Development Advisor, San Diego and Orange Counties

Position Title: Area 4-H Youth Development Advisor, San Diego and Orange Counties

Position: (1) The Area 4-H Youth Development Advisor is responsible for the assessment, development, implementation, evaluation, and extension of the UCCE 4-H Youth Development educational and research programs in San Diego and Orange Counties. The Advisor focus will be on delivery of a statewide 4-H Youth Development Program at the local level that assists youth in achieving their fullest potential. The Advisor is expected to develop an extension and applied research program framed in positive youth development with an emphasis on developing youth science, technology, engineering, and math (STEM) programs and curricula that are culturally relevant to help strengthen youth scientific literacy. The Advisor will deliver training opportunities for out-of-school time educators in experiential and inquiry-based STEM education pedagogical practices and STEM curricula. The Advisor will work with a network of 4-H youth, volunteers, staff, community partners and academics to bridge STEM research and practice throughout all delivery modes, with an emphasis on adapting 4-H programs and curricula for Black, Indigenous, Latino, and youth living in poverty.

(2) A minimum of a master's degree is required in youth/child development, human development, education or science education, or a related field. Experience in conducting applied research, program evaluation and education programs with youth is required. Experience working with Latino, Black, indigenous, and youth of color is desirable. Strong leadership skills and experience in program and personnel management are required.

(3) The 4-H Youth Development Advisor will be a member of the UC Statewide 4-H Program and housed in the UCCE San Diego County office.

Justification:

Nearly 1 million young people (aged 5 to 18) live in San Diego (502,785 school-aged youth; 48% Latino, 30% White, 4.3% Black, 0.5% Native American) and Orange (473,612 school-aged youth; 49% Latino, 25% White, 17% Asian, 1.3% Black, 0.2% Native American) counties, the 2nd and 3rd largest youth populations in California respectively (behind Los Angeles County). Unfortunately, UC ANRs education and extension reach with young people, particularly with Black, Indigenous, Latino, and youth living in poverty, in both counties is a small fraction of these numbers, partially due to the lack of a 4-H Youth Development Advisor(s). The UC ANR goal to increase participation in 4-H by 10% per year with a goal to reach 3% of the youth population by 2025 will require a stronger academic presence to provide academic leadership to 4-H community education specialists, 4-H volunteers, and to develop partnerships to extend 4-H programs into new afterschool settings. Additionally, given the large number of Latino youth, historical oppression of indigenous and native youth, and high income disparities, there is a need to develop, test, and evaluate culturally relevant youth development programs that serve historically-under-represented youth populations. Furthermore, scientific literacy is a core competency for young people's future career readiness and participation in public discourse; however, scientific literacy is low, with only 22% of U.S. high school seniors demonstrating proficient or advanced levels on science tests. Reflecting national trends, test scores indicated only 38% of San Diego (drops to 24% for Hispanic/Latino students) and 40% of Orange (drops to 22% for Hispanic/Latino students) 5th graders met or exceeded standards for science. Out-of-school science learning helps improve, youth scientific literacy, which benefits individuals (workforce readiness, competency to participate in civic discourse around issues of socio-scientific value) and benefits California's economic prosperity and national security. A 4-H YDA is needed to strengthen delivery of STEM education in these educational settings (e.g., 4-H clubs and afterschool programs) to reduce disparities and prepare, inspire and equip youth to pursue STEM disciplines as a higher education interest and future careers. These needs align with the UC ANR Healthy Families and Communities Strategic Initiative and Plan, which emphasize the need for inquiry-based learning in STEM. As a result of the Division's investment, this position is expected to improve capacity among science educators to implement effective science programming, increase enrollment in science education among underrepresented audiences and have longer term expected outcomes on communities and society through increasing human capital and improving scientific achievement and interest in STEM-related careers.

Extension: The Advisor will be responsible for creating new and innovative approaches to expand 4-H to Black, Indigenous, Latino, and youth living in poverty, while maintaining the strengths of the 4-H community and military club programs. Furthermore, this position will provide opportunities for integration of culturally relevant and indigenous STEM practices with development of new STEM curricula and programs. The Advisor will disseminate research-based information to science educators through professional development to enhance their knowledge and skills in delivering STEM education to youth. The Advisor will partner with out-of-school time educational settings in the delivery of high-quality, hands-on inquiry based 4-H curriculum to strengthen STEM education. The Advisor will participate in community networks and coalitions that promote education, science literacy, coordination of resources and policy development around positive youth development. Clientele will include youth, parents, adult volunteers, and staff from youth organizations.

Research: The Advisor will develop applied research projects, in partnership with the Science Literacy Program Team, Science Education Workgroup, and 4-H STEM Education Advisory Committee. In support of the Healthy, Families and Communities Strategic Plan, the Advisor will: (1) explore and extend reform-based professional development models for science educators, (2) identify promising and/or evidence-based practices for facilitating STEM learning adapted to Black, Indigenous, Latino, and youth living in poverty, and (3) study the interplay of context, content, youth engagement, and educator capacity on youth scientific literacy. Furthermore, the Advisor will develop and/or adapt STEM curricula that supports ethnic and racial identity development, leadership, and program quality. Research results will be published in such outlets as *Journal of Extension*, *Journal of Youth Development*, *California Agriculture*, and shared with the California Association of Science Educators, National Association of Extension 4-H Youth Development Professionals, and National Association for Research on Science Teaching.

ANR Network: The Advisor will contribute to the campus-county network locally by collaborating with the nutrition, urban forestry, human-wildlife interactions, water resources, IPM, and environmental horticulture advisors, 4-H volunteers and youth, Master Food Preservers, and Master Gardeners. The Advisor will develop partnerships with the Advisors in Los Angeles, Riverside, and Imperial to meet programmatic goals. At the statewide level, the Advisor will complement and collaborate with Advisors and Specialists including those associated with scientific literacy, curriculum development, and nutrition education. Additionally, the Advisor will participate with the 4-H STEM Education Advisory Committee, Science Education and Extension Workgroup, and Science Literacy Program Team.

Network External to ANR: This position will be expected to collaborate with community youth serving agencies, including OC STEM Initiative, Boys and Girls Clubs, YMCA, and local school district after-school science programs. The Advisor will continue to support a strong partnership with the Navy youth services.

Support: Transportation, office space, general office supplies, telephone and internet will be provided by San Diego County. Additional resources are also available for research and extension programs occurring at the South Coast Research and Extension Center (South Coast REC).

Other support: The Advisor will be able to compete for competitive grants including from the National 4-H Council, USDA/NIFA, National Science Foundation, and work collaboratively with UC ANR Development Services to cultivate gift funding. The Advisor will support the regional 4-H supervisor and San Diego and Orange Counties 4-H fundraising goals.

Headquarters and Coverage Area: San Diego has a network of CE Advisors and the office has space and resources to support the 4-H Advisor. San Diego will also have an office in the north part of the county making it easier for the Advisor to connect with Orange County programs.

Developed and proposed by: Position justification developed by Steven Worker and Martin Smith, Co-Chairs of the UC ANR Science Literacy Program Team; additional input provided by from Oli Bachie, San Diego County Director, Darren Haver, South Coast REC Director, Lynn Schmitt-McQuitty, State 4-H Director.