

2014 University of Vermont Combined Research and Extension Plan of Work

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I. Plan Overview

1. Brief Summary about Plan Of Work

Extension Faculty and staff at the University of Vermont Extension (UVM Extension) and faculty and staff at the Agricultural Experiment Station (VT-AES) are focused on meeting the needs of the state's citizens. These experienced and innovative professionals continually work to integrate higher education, research and outreach services to protect and enhance a quality of life characterized by a thriving natural environment, a strong sense of community, and a deeply rooted connection to agriculture. Though our research conclusions offer lessons nationwide, even globally, UVM Extension and the VT-AES apply the results closer to home, in our own communities, helping people where they live, cultivating healthy communities.

Today, VT-AES and UVM Extension address issues ranging from farm profitability, water and soil quality, and dairy herd disease resistance and health, to global climate change, renewable energy, youth life skills education, community development and planning, and obesity, nutrition and health. Together we concentrate on relevant research that helps our diverse audience—including farmers, forest and land stewards, children and families, rural community members—improve business profitability, environment, economics, nutrition, food safety, and youth and adult life-skills development.

Our work is guided and evaluated by dedicated citizen advisors with whom we meet regularly to review priorities, spending, and program impact. We seek additional feedback from those attending UVM Extension events, an annual state-wide poll, and we meet with university, local, state and national opinion leaders, and policymakers to review our research and outreach portfolio and direction. Research and outreach efforts are enhanced through active partnerships, resources and volunteer workers as well as actively seeking for other resources that can extend the work we do.

As we look to the future, the AES and CES see growing opportunities to provide leadership to the University of Vermont's Food Systems initiative. AES and CES will continue to jointly fund integrated research and outreach projects (\$600,000) over three years to enhance the impact of UVM scholarship on supporting community focused food systems. The entire institution is looking for transdisciplinary work that ties food, community and health across teaching, research and outreach. Our AES and CES organizations are providing the institutional leadership and are poised to continue to grow our own integrated work in this area in the coming years. The continuing concern with food borne illnesses and the new rules on food safety have wide ranging impacts on small, diversified farms. There is a growing area of focus on food safety at the field level, processing level and the consumption level by our faculty in an effort to support small agriculture that focuses on serving local communities. Vermont is a small state, however the size of our communities within our boundaries, are similar to thousands across the country and world. Understanding how to interact with communities to help them build locally focused food systems that provide jobs and support the local economy and environment are critical aspects of our ongoing work across the state and region. Our collaborative future is strong in the face of continuing budgetary pressures. As part of multistate efforts, the AES and CES Directors have co-funded planning grants to encourage greater multi-state collaboration on issues related to food systems.

The goal of UVM Extension and VT-AES is to put our health, environment, and agricultural research into action resulting in improved agriculture and environmental sustainability, human health, community development and the personal and intellectual development of youth through interdisciplinary and integrated work.

Estimated Number of Professional FTEs/SYs total in the State.

Year	Extension		Research	
	1862	1890	1862	1890
2014	53.0	0.0	12.4	0.0
2015	53.0	0.0	12.4	0.0
2016	53.0	0.0	12.4	0.0
2017	53.0	0.0	12.4	0.0
2018	53.0	0.0	12.4	0.0

II. Merit Review Process

1. The Merit Review Process that will be Employed during the 5-Year POW Cycle

- External University Panel
- Expert Peer Review

2. Brief Explanation

University of Vermont Extension has entered into a formal agreement with Extension in Maine, Massachusetts, and New Hampshire to develop and implement a four-state web-based planning and reporting system. Through the on-line system, program staff and administrators can access the content of plans in all four states at the organizational level, the team level and for individuals. Extension administrators from each the four states utilize the system to review work that is occurring across the region. Ongoing monthly telephone meetings with the four states are an opportunity for each of the states to provide feedback on specific programs or on the statewide goals and initiatives. The process of developing this shared system has also resulted in discussions around regional programs, opportunities for multistate work, sharing staff resources and a much better understanding of how each of our unique programs are similar and different than others in New England.

As a result, the four states have agreed to provide periodic formal and informal merit review and feedback for each state as a component of our partnership. The new system provides access to each state plan of work for all four states, allowing for easy sharing of ideas and opportunities for further collaboration.

III. Evaluation of Multis & Joint Activities

1. How will the planned programs address the critical issues of strategic importance, including those identified by the stakeholders?

In Vermont, our issues of strategic importance include agricultural profitability and diversity; developing rural economics, niche product development; environmental quality, and a healthy and productive population.

We work to help people understand the range of programs we provide and our connection to the knowledge-base of UVM faculty. It is a priority to focus on addressing selected critical problems in Vermont, so VT-AES research and UVM Extension programs yield the greatest impact.

Citizens serve in advisory capacities to ensure that educational programming is targeted and relevant to areas that are important to Vermonters. Working collaboratively, and with other departments of the University, UVM Extension and VT-AES strive to strengthen efforts to ensure that research results, and educational resources remain accessible and relevant to the state's citizens. Advisors are the organizations continual check-in to aid us in focusing our work on the relevant problems. Further input is garnered from program participants and other stakeholders giving immediate feedback to a projects focus.

Additionally, UVM's Centers of Excellence help to coordinate, conduct and promote much of the research that is supported by AES funds, competitive private and public grants, sponsorships, and donations. These centers also utilize citizen advisory boards to inform and guide a research and outreach agenda that is responsive to local, state, and national needs and priorities. The Centers of Excellence include:

- Center for Sustainable Agriculture--an interdisciplinary approach to integrating university and community expertise to promote sustainable farming systems throughout Vermont and the region.

- Center for Rural Studies--connecting information and technical expertise with communities, businesses and policy makers in researching rural issues and information dissemination.

- Proctor Maple Research Center--applied research in the production of maple sap and syrup.

- Dairy Center of Excellence--a new initiative to allow VT-AES to work in tandem with Vermont farms and state and agriculture leaders to tailor research to better serve Vermonters. Some of the research will be conducted in Vermont towns and farms allowing closer relationships and increased research relevancy. It is envisioned to expand this initiative to create a consortium of Northeast universities with similar vision.

2. How will the planned programs address the needs of under-served and under-represented populations of the State(s)?

Global Foods: Agriculture is a struggling industry, its workers are at risk and entering into the business with needed supports can be a challenge for some audiences, especially women.

- Women's Agricultural Network: provide educational and technical assistance to individuals starting or expanding agricultural businesses; targeted primarily to women

- Migrant Ed, Vermont AgrAbility, and Rural and Agricultural VocRehab: while focusing on building community capacity to meet these underserved populations, migrant workers and disabled farmers, they focus on the agriculture community.

- Private/commercial landowner and industry professional Education: Presentation at flower show for visually challenged, articles, media and website address gardening needs of seniors and those physically challenged.

Healthy Eating: targeted at increasing the amount of fruits and vegetables in diet and other

options that fit into healthy eating to prevent chronic disease and obesity. Cost and access to fresh food can be a barrier.

- Senior Farm Share Nutrition Programs: nutrition workshop for low-income seniors to increase their consumption of local, fresh produce by enhancing participants skills to prepare fresh fruits and vegetables and gain nutritional knowledge based on the Dietary Guidelines
- Center for Sustainable Ag worked with the EFNEP program to pilot a Local Foods project resulting in the development of elements being incorporated into the new curriculum serving limited resource families with young children
- MidSummer camp program to serve limited resource families children with healthy meals, nutrition education and physical activity

Community Development addresses community strengths and challenges, focusing programs to build assets through its citizens who may be of limited resources, a community struggling to thrive, migrant workers and disabled workers wanting to stay in the workforce.

- Migrant Education Recruitment Program (MEP): ensure that children of migrant farm workers, and qualifying youth under age 22, are aware of the educational support services available to them. ESL programming is done with translation services to improve employee-employer communication. Health access with the medical school and home gardens in some regions of the state occur to meet workers daily needs.
- Vermont AgrAbility Project: makes recommendations that can be used by farmers with disabilities to maintain employment, through development of accommodations in support of recommendations made.
- 4-H: delivers educational programs to all youth developing life skills, with extra effort in place to target urban cities and activities for the teen audience as well as limited resource families and youth who are at-risk. Operation Military Kids (OMK) program targets youth with parents in the military.
- Take Charge/Recharge: assisting communities to address housing issues for limited resource families and elderly
- PROSPER: assists communities to build capacity to serve youth who are or might be at risk.

Urban NPS Pollution: youth camps work in some schools which serve special needs students.

ADA language is included on all our materials, following federal, state and university policies.

In addition scholarships and accommodations are available to those wishing to participate in Extension programs, but do not have necessary resources.

3. How will the planned programs describe the expected outcomes and impacts?

Planned programs are developed using the Logic Model, defining outcomes and impacts and the associated indicators of change. Outcomes are written to reflect the ultimate results desired, are achievable by the program, and will usually require multiple years to come to fruition. Intermediate indicators will serve as benchmarks of progress over the duration of the program, and will be reported annually.

The ultimate goals section of lists the outcome statements in each of the Planned programs. Outcome measures list the outcome indicators. Data reported is taken from our on-line system, representing the sum of individual logic models using shared outcomes, outcome measures and outputs.

4. How will the planned programs result in improved program effectiveness and/or

Beginning with the identification of a situation and the clear articulation of a problem or issue that needs addressing, planned programs set a course of action. Through the use of both process and summative evaluation, the focus shifts from determining activities and inputs, to improving the learning environment and opportunities for our clientele, and measuring actual achievement of impacts. Tracking program costs will provide additional criterion in determining the efficiency of the program, enabling us to further promote programming that works.

Each planned program is built from organizationally defined outcomes and outcome indicators. Parent plans (logic model format) focus on issues. They are developed and updated by faculty and program staff. Elements of these Parent plans are used by individuals as they build individual plans, program logic models resulting in shared efforts to outputs and results to outcome indicators and outcomes. This results in programming being focused because it is problem driven and results focused as a result of clearly defined outcomes and measurable indicators.

The federal plan of work update is reflective of the sum of the actual planned effort of individuals in the organization. This evolution of planning will refine the indicators and outputs. Professional development activities focus on evaluation and program development including evaluation. Evaluation and reporting is focused at mid term results.

Efforts to focus programming and measurement of results are reflected each year as the planning process occurs annually.

IV. Stakeholder Input

1. Actions taken to seek stakeholder input that encourages their participation

- Use of media to announce public meetings and listening sessions
- Targeted invitation to traditional stakeholder groups
- Targeted invitation to traditional stakeholder individuals
- Targeted invitation to selected individuals from general public
- Survey of the general public
- Other (see narrative for details)

Brief explanation.

UVM Extension has a state advisory board with representatives from across the state. The members of this board were drawn from a cross section of disciplines and program areas in which the organization provides educational opportunities. The members of the board have the responsibility to work with the director to review programs, budget decisions and new initiatives within the organization. The board includes at least one youth member, currently the Vermont Agricultural Ambassador for the State of Vermont that is selected annually. The members represent UVM Extension and not the individual disciplines or program areas from which they were selected for board discussions.

The board members are given weekly updates on the actions of the director and are encouraged to provide feedback to the director on an on-going basis. In addition, the board members are contacted on an as needed basis, collectively or individually to help provide feedback to the director. The board has two regularly scheduled business meetings per year and participates in the annual legislative reception.

In addition to the state advisory board, regional and local focus groups, surveys, discussions with associations, agencies and non-governmental organizations by the director, associate

directors, faculty and/or program staff are all used to gather information from clientele regarding programmatic needs.

The Center for Rural Studies conducts an annual Vermonter Poll, a phone survey of 600 Vermonters.

Faculty and staff work with many partners and program participants who offer input on present and future programming to address identified needs.

For the Vermont Agricultural Experiment Station, our stakeholders include the following:

- College of Agriculture and Life Sciences' Advisory Board
- Vermont Dairy Center of Excellence Advisory Board
- Vermont Maple Industry Council
- Vermont Agency of Agriculture, Food and Markets
- Northeast Organic Farming Association of Vermont (NOFA)
- Vermont Tree Fruit Growers' Association
- several regional Maple Sugar Makers Associations
- citizen action groups such as Friends of the Hort Farm

2(A). A brief statement of the process that will be used by the recipient institution to identify individuals and groups stakeholders and to collect input from them

1. Method to identify individuals and groups

- Use Advisory Committees
- Use Internal Focus Groups
- Use External Focus Groups
- Use Surveys

Brief explanation.

UVM Extension has a state advisory board with representatives from across the state. The members of this board were drawn from a cross section of disciplines and program areas in which the organization provides educational opportunities. Future efforts will include notices in local popular press and other media to solicit all interested stakeholders. Applications from women and people from diverse racial, ethnic and cultural backgrounds will be encouraged.

The Vermont Agricultural Experiment Station seeks input often from the College of Agriculture and Life Sciences' (CALs) Advisory Board to increase the relevancy of its research programs for Vermont communities, landscapes and human and animal health. This board is a cross section of Vermont and Northeast representatives that form part of our stakeholder groups. We seek input from these stakeholders and colleagues regularly and consist of the following groups: the Vermont Agency of Agriculture, Food and Markets; various Vermont commodity groups; the new UVM Dairy Center of Excellence; and among the agricultural industry groups throughout Vermont and beyond.

2(B). A brief statement of the process that will be used by the recipient institution to identify individuals and groups who are stakeholders and to collect input from them

1. Methods for collecting Stakeholder Input

- Meeting with traditional Stakeholder groups
- Survey of traditional Stakeholder groups
- Meeting with traditional Stakeholder individuals
- Survey of traditional Stakeholder individuals
- Survey of the general public
- Meeting with invited selected individuals from the general public
- Survey of selected individuals from the general public

Brief explanation.

The Vermont Agricultural Experiment Station (VT-AES) collects stakeholder input from regular "Vermont Poll" surveys accomplished through the University of Vermont (UVM) Center for Rural Studies. Also, VT-AES seeks input often from the College of Agriculture and Life Sciences' (CALS) Advisory Board to increase the relevancy of its research programs for Vermont communities, landscapes and human and animal health. This board is a cross section of Vermont and Northeast representatives that form part of our stakeholder groups. We seek input from these stakeholders and colleagues regularly and consist of the following groups: the Vermont Agency of Agriculture, Food and Markets; various Vermont commodity groups; the new UVM Dairy Center of Excellence; and among the agricultural industry groups throughout Vermont and beyond.

University of Vermont Extension uses regular communication with state advisory board members, encourages staff to work with program advisory groups and to gather participant input about the relevancy, timeliness, methodology, topic and location of programs. Efforts are made to collect feedback that influences program direction via the on-line reporting tool. In response to the Civil Right review feedback, administration will be increasing efforts to raise awareness of staff of the importance and tools that might encourage more diverse stakeholders.

3. A statement of how the input will be considered

- In the Budget Process
- To Identify Emerging Issues
- Redirect Extension Programs
- Redirect Research Programs
- In the Staff Hiring Process
- In the Action Plans
- To Set Priorities

Brief explanation.

V. Planned Program Table of Content

S. No.	PROGRAM NAME
1	Global Food Security and Hunger
2	Community Development and the Personal and Intellectual Development of Youth and Adults
3	Climate Change
4	Sustainable Energy
5	Childhood Obesity
6	Food Safety
7	Urban Non Point Source Pollution

V(A). Planned Program (Summary)

Program # 1

1. Name of the Planned Program

Global Food Security and Hunger

2. Brief summary about Planned Program

UVM Extension and the AES are continually working to boost agricultural production in Vermont and the region to meet the needs of local communities and those wanting fresh agricultural products in Northeastern urban centers. The work undertaken has contributed to the growing demand for local and fresh foods in the state and region. This work also incorporates focused activities to make local food accessible to vulnerable populations as well as educational options that allow vulnerable populations stretch their food dollar. Programs such as Local Foods, Beginning Farmer, Farm Viability, Master Gardener, Women's Ag Network, among other programs provide interested residents the ability to grow, use and provide food to other individuals.

Due to integration of VT AES and Extension efforts can at times be reported to more than one planned program. For example while Good Agricultural Practices is teaching food safety based on AES research of best practices, it is helping producers gain or maintain markets making their business more viable. Those efforts would be reported to Global Food and not Food Safety planned programs. AES results on the research would be captured in the planned program Food Safety.

VT-AES efforts in this planned program include:

- Community Development and planning
- On farm/community energy generation and secondary revenue generation
- Community and technology for rural community development
- Community market development and local foods distribution
- Communication methods and research studies for non-profit and profit organizations
- Agritourism
- Public land management
- Development of environmentally safe, non food product development (adhesives, plastics and road deicer) from whey
 - Development of Artisan cheese markets
 - Distinctiveness/marketing of regional foods
 - Food by-product development
 - Transportation initiatives
 - Integrated Pest Management research studies
 - Research studies promoting plant disease resistance and animal health, including biosafety

- 3. Program existence : Mature (More then five years)
- 4. Program duration : Long-Term (More than five years)
- 5. Expending formula funds or state-matching funds :Yes
- 6. Expending other than formula funds or state-matching funds : Yes

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
133	Pollution Prevention and Mitigation	4%		0%	
203	Plant Biological Efficiency and Abiotic Stresses Affecting Plants	0%		9%	
205	Plant Management Systems	10%		13%	
206	Basic Plant Biology	0%		9%	
211	Insects, Mites, and Other Arthropods Affecting Plants	0%		7%	
215	Biological Control of Pests Affecting Plants	0%		9%	
216	Integrated Pest Management Systems	7%		4%	
302	Nutrient Utilization in Animals	0%		3%	
303	Genetic Improvement of Animals	0%		5%	
305	Animal Physiological Processes	0%		2%	
307	Animal Management Systems	1%		0%	
313	Internal Parasites in Animals	1%		0%	
315	Animal Welfare/Well-Being and Protection	1%		16%	
601	Economics of Agricultural Production and Farm Management	40%		6%	
602	Business Management, Finance, and Taxation	16%		0%	
604	Marketing and Distribution Practices	5%		0%	
605	Natural Resource and Environmental Economics	7%		3%	
723	Hazards to Human Health and Safety	8%		0%	
802	Human Development and Family Well-Being	0%		4%	
903	Communication, Education, and Information Delivery	0%		10%	
	Total	100%		100%	

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

Situation and priorities from each of the Parent plans (problem driven logic models) as follows:

From Communities, business including agricultural and forest landowners and operators, and homeowners protect the environment:

Agriculture in Vermont is becoming more highly diversified and represents a critical component of this state's revenue. The fundamental character of Vermont is reflected in its agricultural working landscape which symbolizes a way of life strongly cherished by its citizens. The stakeholders of Vermont's agriculture encompass all the state's citizens, including the general public and a diverse group of growers, farmers, landscapers and practitioners involved with working on or for the land. These stakeholders recognize the value of Vermont's agriculture and the need to increase their knowledge and improve their skills to ensure its environmental and economic sustainability thereby protecting air, water, soil, and human health resources. As a result of climate change and increased mobility of people and products, there is an increased threat of new and invasive pests and diseases impacting agriculture and the landscape in Vermont. Extension programs and personnel address critical stakeholder issues by disseminating essential current science-based information to a broad range of audiences to increase their knowledge and skills and encourage implementation of cost-effective, environmentally sound sustainable agricultural practices.

Improved knowledge and skills required to ensure sustainability of farms, landscapes and communities include;

- Pest management practices including pest identification and pest management using a variety of tools employing least toxic practices (IPM).
- Safe and judicious use of pesticides
- Nutrient Management Program
- Invasive pest identification and awareness
- Organic management concepts, strategies and practices

From Economic sustainability of farms, forests, and other enterprises:

Both the economy and the environment consistently top the list of Vermonters' concerns, according to the annual Vermonter Poll (2008). These findings correspond with a recent survey undertaken as part of the Council on the Future of Vermont, a project of the Vermont Council on Rural Development with the goal of promoting public dialogue on values, challenges, opportunities, priorities and visions for Vermont. Survey findings include rankings of the top seven highest rated values and challenges (Center for Rural Studies, August 2008, http://crs.uvm.edu/survey/futureofvermont/CFV_Summary_Report.pdf). Respondents placed the greatest value overall on "the state's working landscape and heritage." The greatest challenges were "the increasing costs of living, such as transportation, heating and electricity" followed closely by "the health and viability of Vermont farms and the agricultural sector."

Equine Operations make up a viable and growing sector of Vermont agriculture, and not only do they contribute to the open land and agricultural heritage, but also provide an active, healthy alternative activities for Vermonters of all ages. In addition, Vermont equine operations support the agricultural infrastructure that serve all of agriculture (i.e. indirect agricultural businesses such as veterinarians, feed and farm stores, tack businesses, truck and trailer businesses, hay dealers, etc.)

Clearly, economic opportunities that support the working landscape are needed throughout the state. The Vermont Sustainable Agriculture Council's 2009 Annual Report and Recommendations (<http://www.uvm.edu/sustainableagriculture/Documents/CouncilReport09.pdf>) focus on two primary areas: strengthening Vermont's local food system and enhancing on-farm energy alternatives. Improved knowledge and skills leading to adoption of new practices can promote economic sustainability of farms,

forests, natural-resource based enterprises, and communities. Specific problems that need to be addressed include:

- Lack of adequate business planning by farm and forest land owners threatens their future financial security and business viability.
- Ag producers and other enterprises are not reaching their profit potential through marketing and management practices.
- Lack of production education and research can decrease profitability of enterprises (e.g., organic dairy farms).
- Price and supply of fuel poses economic risk to farmers and rural communities.
- Tax preparers are challenged to maintain competency with tax laws.
- Equine Operators are not aware of or able to take full advantage of agricultural benefits that currently exist in Vermont (e.g. Current Use).

University of Vermont Extension is uniquely positioned to deliver programs that integrate the latest research on agriculture, forestry, and enterprise development with practical applications at the community and individual business level.

The lack of understanding of, and preparedness for, natural, accidental, and intentional disasters - including bio-security issues related to human and animal health and safety, severe storms, floods, drought, fires, pandemic flu, etc.,- creates environmental, economic, social and health risks for people, animals, communities and businesses in Vermont. "There is a growing body of scientific literature that addresses the need for disaster mitigation, as experts predict that the United States will continue to experience an increase in the severity, and perhaps number of, critical incidents." (Cutter, 2006; IPCC 2007.)

Resilience, as defined at www.resilientus.org, is 'the capability to anticipate risk, limit impact, and bounce back rapidly through survival, adaptability, evolution, and growth in the face of turbulent change'.

2. Scope of the Program

- In-State Extension
- In-State Research
- Multistate Research
- Multistate Extension
- Integrated Research and Extension
- Multistate Integrated Research and Extension

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

From "Communities, business including agricultural and forest landowners and operators, and homeowners protect the environment":

- Growers will choose to learn about IPM vs standard pest management practices. Growers want to use pesticides safely, wisely and as a last resort.

- Farmers will choose to learn about soil building vs. standard soil practices
- Growers want to decrease use of chemical pesticides and believe IPM will help them.
- Growers will invest time and money in IPM and want to learn more about how to use it effectively.
- IPM tactics exist to address the pest management problems in Vermont.

From "Economic sustainability of farms, forests, and other enterprises":

• Differences between low-yielding and high-yielding sap collection systems can often be attributed to education, as the maple producer who may have purchased the necessary equipment often does not understand the steps necessary for its proper installation and maintenance.

• The inability to meet quality standards in maple production is rarely caused by a failure to use new technology or failure to adopt the latest sap collection or boiling methods; instead, it is directly related to lack of education about producing quality syrup.

• There still is a trend and place in Vermont for large dairy farm operations.

• Environmental regulations are only getting tighter, therefore making it increasingly difficult for all dairy operations.

• Due to niche marketing, value added products, the organic market, and Vermont's proximity to large markets, there should always be dairy farms in Vermont.

• Education & research in organics will help farmers improve profitability. Organic dairy farmers will be able to add another enterprise to farm.

• Price of fuel will remain unstable in the future. Price of fuel will continue to pose an economic risk to farmers. Economic advantages of on-farm biodiesel production will increase.

• The rate of adoption of dairy farm practice changes are influenced by farm profitability and personal beliefs in the value of any proposed changes in farm management.

• State and federal tax laws and regulations will continue to change, and that practitioners will continue to need good information that is reasonably-priced.

• Usually farmers start-up with no business plan, sometimes they expand from a hobby, or take-over the family farm, then find themselves needing to borrow money or make a large change and find themselves with no real plan.

• The travel and tourism industry in Vermont is growing rapidly and may soon become the largest industry in Vermont if trends continue. This rapid growth provides both challenges and opportunities for Vermont's working landscape and rural communities.

• Many groups, organizations and agencies are addressing the many topics associated with critical incidents/disaster, but these groups are not necessarily working together.

• The general public is confused, and does not have a good grasp of how to be prepared for emergencies and disasters that affect their community.

• Funding is available, but likely attained through cooperative efforts.

• Some agencies, notably the USDA, have required training. Most others, including UVM Extension and the VT Agency of Ag, have few people trained in emergency response.

2. Ultimate goal(s) of this Program

Improve agricultural and environmental sustainability (Condition)

• Individuals and business owners take actions that improve their economic sustainability while minimizing their impact on the environment (Action)

• Individuals and business owners take actions that comply with environmental quality laws and/or protect natural resources (Action)

V(E). Planned Program (Inputs)

1. Estimated Number of professional FTE/SYs to be budgeted for this Program

Year	Extension		Research	
	1862	1890	1862	1890
2014	28.0	0.0	4.1	0.0
2015	28.0	0.0	4.1	0.0
2016	28.0	0.0	4.1	0.0
2017	28.0	0.0	4.1	0.0
2018	28.0	0.0	4.1	0.0

V(F). Planned Program (Activity)

1. Activity for the Program

Project listed in bold followed by delivery methods

- **Beginning Farmer Initiative.** Focus groups, learning circles, workshops, mini-courses and publications
- **Ag Business Management.** Conferences, courses, consultations and farm visits.
- **Agricultural safety.** Courses, consultations and farm visits
- **Community Preparedness.** Workshops, discussion group
- **Equine program.** Annual equine event, publications, workshops.
- **Farm and Forest Transfers.** Workshops, consultations, farm visits
- **Farm Viability.** Farm visits, consultations
- **Farming Alternatives.** Workshops, consultations, farm visits.
- **Farming Across Cultures: Farm Visits, consultations**
- **Forage and Pasture Management Education.** Conference, farm visits, consultations
- **Maple Program.** Conference, workshops, newsletter.
- **Nutrient Management Program.** Farm visits, consultations
- **Organic Grain Project.** Demonstrations, data gathering.
- **Pest Management Education.** IPM and Pesticide Education and Safety Program (PESP) training.
- **Private/Commercial Landowner and Industry Professional Education: Tour and conference**
- **UVM Tax School.** conference, tax book
- **Vegetable and Berry Growers.** Consultations, farm visits, meetings, various media, presentations, website.
- **Vermont New Farmer Network.** Conference, networking, consultations
- **Vermont Pasture Network.** Pasture walks, demonstrations and trials, conference, consultations, various media.
- **Vermont Tourism and Recreation.** Research, conference.
- **Extension Master Gardener.** Course, train the trainer
- **Women's Agricultural Network.** Newsletters, website, classes, workshops, individual and small group consultations.
- **GAP: Consultations, workshops**

AES efforts.

- **Animal Manure Treatment Systems**
- **Storm and Wastewater Management Systems**
- **Perturbation of soil ecosystems by anthropomorphic interventions**
- **Soil nutrient effect on forest ecosystem productivity and lake water quality**
- **Soil fertility/chemistry/physical problems associated with waste disposal and bioremediation**
- **Economics of organic dairy, crop management and alternative energy**
- **Heifer nutrition, rearing and management**
- **Dairy nutritional immunology**
- **Small ruminant production and management systems**
- **Development of strategies to address applied equine issues**
- **Biofuels from coconuts and other energy sources**
- **Identification of genetic traits that make species invasive**
- **Surveillance and prevention of spread of Asian Longhorned Beetle**
- **Management of thrips pests in forests and greenhouses**
- **Identification/control of fungal propagation**
- **Fungal biological plant protection, collection and management**
- **Explore microbial pesticides and fungal components as IPM strategies**
- **Innate immunity, DNA-based vaccines and mastitis prevention**
- **Hormonal regulation of glucose synthesis and milk production**
- **Functional genomics and photoperiod effects on hormonal cycles/milk production**
- **Explore ruminant lipid metabolism**
- **Impact of global climate**

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2. Type(s) of methods to be used to reach direct and indirect contacts

Extension

Direct Methods	Indirect Methods
<ul style="list-style-type: none"> • Education Class • Workshop • Group Discussion • One-on-One Intervention • Demonstrations • Other 1 (Train the Trainer) • Other 2 (Presentation/field days) 	<ul style="list-style-type: none"> • Newsletters • TV Media Programs • eXtension web sites • Web sites other than eXtension • Other 1 (Publication- professional/peer)

3. Description of targeted audience

- 4-H: Camp Counselors
- Adults
- Agriculture/Natural Resources: Watershed Based Organizations
- Agriculture: CCA & Crop Consultants
- Agriculture: Crop Producers
- Agriculture: Dairy Producers
- Agriculture: Equine Producers/Owners
- Agriculture: Farm Employees
- Agriculture: Farm Families
- Agriculture: Farm Managers
- Agriculture: Farmers
- Agriculture: Goat & Sheep Producers
- Agriculture: Greenhouse Ornamental Growers
- Agriculture: Home Gardeners
- Agriculture: Industry Professionals
- Agriculture: Livestock producers
- Agriculture: Maple Industry
- Agriculture: Maple Sugar Producers
- Agriculture: Non-Dairy Producers
- Agriculture: Nursery operators
- Agriculture: Ornamentals Industry Professionals
- Agriculture: Service Providers
- Agriculture: Small Fruit & Vegetable Growers
- Agriculture: Veterinarians
- Agriculture: Dairy Goat, Meat Goat and Dairy Sheep Producers

V(G). Planned Program (Outputs)

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
 - Direct Adult Contacts
 - Indirect Adult Contacts
 - Direct Youth Contacts
 - Indirect Youth Contact
 - Number of patents submitted
 - Number of peer reviewed publications
- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(H). State Defined Outputs

1. Output Measure

- Class/course
- Conference
- Consultation
- Consumer Publication
- Demonstration
- Discussion group
- Educational/evaluation instrument
- Electronic Communication/phone
- Field day/fair
- Field site visit
- Funding request
- Presentation
- Publication - Peer Reviewed
- Publication - curriculum
- Publication - fact sheet
- Publication - magazine article
- Publication - manual
- Publication - newsletter
- Publication - newsprint article
- Research project
- TV segment/ATF
- Technical Publication

- Tour(s)
 - Train the Trainer trainings
 - Website development and updates
 - Workshop - series
 - Workshop - single session
- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(l). State Defined Outcome

O. No	Outcome Name
1	number of farmers that develop a nutrient management plan protecting water and soil
2	number of Master Gardener participants earning certification
3	number of farmers who implement best field management practices(s) crop/pasture, product, and/or soil productivity while protecting water, air and/or soil
4	Number of individuals who implement IPM practice(s) increasing the protection of water, air and/or soil
5	Number of individuals and business owners who implement recommended practice(s) that accomplish owner values and goals to improve/protect business sustainability
6	The number of individuals who complete a plan including preventative measures to secure animal health, food safety and public health protecting the food chain and market integrity
7	The number of growers who adopt new crop/plant variety(ies) resulting in maintaining or increasing sales
8	number of individuals who complete a business plan, start a business (within 18 months of planning) based on personal values, goals and business viability
9	number of participants who make an intentional, informed decision regarding starting a business based on feasibility, personal goals and values
10	Number passing the USDA GAPs audit to gain or maintain a market for their locally grown crop(s)
11	The number of growers growing organic crops increase revenues improving business sustainability
12	The number of producers who implement produce safety/food safety plans/practices to gain or maintain a market for their locally grown crop(s)
13	number of farmers who implement key element(s) of their nutrient management plan protecting water and soil
14	number of individuals who assess vulnerabilities and implement a practice to secure animal health, food safety, and/or public health protecting the food chain and market integrity
15	Number of individuals who implement recommended gardening practice(s) protecting water, air, and/or soil

Outcome # 1

1. Outcome Target

number of farmers that develop a nutrient management plan protecting water and soil

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 2

1. Outcome Target

number of Master Gardener participants earning certification

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 216 - Integrated Pest Management Systems

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 3

1. Outcome Target

number of farmers who implement best field management practices(s) crop/pasture, product, and/or soil productivity while protecting water, air and/or soil

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 133 - Pollution Prevention and Mitigation
- 601 - Economics of Agricultural Production and Farm Management
- 602 - Business Management, Finance, and Taxation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 4

1. Outcome Target

Number of individuals who implement IPM practice(s) increasing the protection of water, air and/or soil

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 133 - Pollution Prevention and Mitigation
- 205 - Plant Management Systems
- 216 - Integrated Pest Management Systems

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 5

1. Outcome Target

Number of individuals and business owners who implement recommended practice(s) that accomplish owner values and goals to improve/protect business sustainability

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 133 - Pollution Prevention and Mitigation
- 205 - Plant Management Systems
- 216 - Integrated Pest Management Systems
- 307 - Animal Management Systems
- 315 - Animal Welfare/Well-Being and Protection
- 601 - Economics of Agricultural Production and Farm Management
- 602 - Business Management, Finance, and Taxation
- 604 - Marketing and Distribution Practices
- 605 - Natural Resource and Environmental Economics
- 723 - Hazards to Human Health and Safety

4. Associated Institute Type(s)

- 1862 Extension
- 1862 Research

Outcome # 6

1. Outcome Target

The number of individuals who complete a plan including preventative measures to secure animal health, food safety and public health protecting the food chain and market integrity

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 723 - Hazards to Human Health and Safety

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 7

1. Outcome Target

The number of growers who adopt new crop/plant variety(ies) resulting in maintaining or increasing sales

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 205 - Plant Management Systems
- 602 - Business Management, Finance, and Taxation

4. Associated Institute Type(s)

- 1862 Extension
- 1862 Research

Outcome # 8

1. Outcome Target

number of individuals who complete a business plan, start a business (within 18 months of planning) based on personal values, goals and business viability

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 601 - Economics of Agricultural Production and Farm Management

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 9

1. Outcome Target

number of participants who make an intentional, informed decision regarding starting a business based on feasibility, personal goals and values

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 601 - Economics of Agricultural Production and Farm Management

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 10

1. Outcome Target

Number passing the USDA GAPs audit to gain or maintain a market for their locally grown crop(s)

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 604 - Marketing and Distribution Practices

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 11

1. Outcome Target

The number of growers growing organic crops increase revenues improving business sustainability

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 601 - Economics of Agricultural Production and Farm Management

4. Associated Institute Type(s)

- 1862 Extension
- 1862 Research

Outcome # 12

1. Outcome Target

The number of producers who implement produce safety/food safety plans/practices to gain or maintain a market for their locally grown crop(s)

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 604 - Marketing and Distribution Practices

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 13

1. Outcome Target

number of farmers who implement key element(s) of their nutrient management plan protecting water and soil

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 133 - Pollution Prevention and Mitigation
- 602 - Business Management, Finance, and Taxation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 14

1. Outcome Target

number of individuals who assess vulnerabilities and implement a practice to secure animal health, food safety, and/or public health protecting the food chain and market integrity

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 601 - Economics of Agricultural Production and Farm Management
- 723 - Hazards to Human Health and Safety

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 15

1. Outcome Target

Number of individuals who implement recommended gardening practice(s) protecting water, air, and/or soil

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 133 - Pollution Prevention and Mitigation
- 723 - Hazards to Human Health and Safety

4. Associated Institute Type(s)

- 1862 Extension

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes

- Natural Disasters (drought, weather extremes, etc.)
- Economy
- Appropriations changes

- Public Policy changes
- Government Regulations
- Competing Public priorities
- Competing Programmatic Challenges

Description

Parent Plan: Communities, business including agricultural and forest landowners and operators, and homeowners protect the environment:

- Soil building takes time and on some farms, investments in soil quality will take more than the duration of the project to show results.
- Schools may lack personnel or funding to dedicate time and energy to IPM practices.
- Growers are receptive to expand their use of IPM, but make changes in their production practices slowly to reduce negative impacts.
- New pesticides, biological controls and other effective IPM tactics are still being tested, and need to be assessed under field conditions before they are broadly adopted.

- The costs of some IPM practices are considerably higher than chemical pesticides which reduce adoption by growers.
- Customers in general have limited knowledge of IPM, though they are willing to pay more for IPM produced products when informed of the benefits of this production approach.

Parent Plan: Economic sustainability of farms, forests, and other enterprises:

- Weather
- Costs of production inputs
- Prices received for products sold
- Federal, state, and local regulations
- Vermont Farm Bureau has targeted equal treatment of equine agricultural operations in Vermont as a legislative priority

- New laws and regulations are being introduced, and enforced almost constantly. The time has come when compliance is no longer voluntary but necessary.
- The level of threats from natural and manmade causes is ever-present, but not always predictable and dealing with them creates resource crises.
- Fairs are beginning to recognize the need for controlling flow of traffic with respect to animals and food vendors, and for educating the public about how best to minimize the risks.
- Sponsors of on-farm field days have become lax about practicing biosecurity, and many agricultural service providers bend to the culture of not inconveniencing hosts and attendees

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

Every individual plan of work is logic model based including targets for Outcome indicators. A part of setting targets is laying out an evaluation plan. Evaluation results are reported in the accomplishment report. Post event surveys and evaluations completed by repeat attendees of annual events are asked about changes made as a result of something learned at the previous events, observation, interview, and other evaluation strategies are used to collect changes made and results of those changes experienced by program participants. Regular evaluation occurs at most educational events assessing participant knowledge and skills gained.

V(A). Planned Program (Summary)

Program # 2

1. Name of the Planned Program

Community Development and the Personal and Intellectual Development of Youth and Adults

2. Brief summary about Planned Program

Extension addresses community engagement, economic development, the identification of community assets and challenges to create sustainable and viable communities. Programming focuses on engaging youth in communities through service, building skills of business and community leaders, and building supports to meet the needs of the communities underserved or with at-risk populations.

The University of Vermont Extension 4-H program has been teaching youth leadership, citizenship and life skills, operating in all fourteen counties in Vermont through a variety of well-tested delivery modes. All programs are based on learning-by-doing approaches—the experiential model—that allow youth to experience mastery in subject matter, a sense of belonging to a group, a sense of generosity to those around them, and a sense of independence, with opportunities to take on leadership and make important decisions.

Projects under this planned program are designed to bring together people with diverse interests to share perceived problems, find common ground, and identify resources and tools for prioritizing and solving those problems through a cooperative, collaborative effort.

Two-thirds of participants live in towns with fewer than 10,000 people, and an additional 12% live on farms, reflecting the rural and small-town audiences primarily served. Over half of all youth served live in racially and ethnically mixed communities. Capacity for communities to serve families at risk are served through the Coping with Separation and Divorce (COPE) through family courts and migrant families with Migrant Education programs. Efforts are targeting outcomes for foster, adoptive and kin-care parents and the youth they care for focusing on positive outcomes for children. Operation Military Kids exists to educate Vermont communities on the unique experiences and challenges of military life and its impact on families.

Communities are building the capacity of its members to meet community needs through involvement in local efforts. Extension provides leadership skills building and involvement in local government and other community focused project based programs. Vermont's economy relies on small business. Disabled farmers and rural individuals are receiving services in their communities that enable them to stay employed in their current fields with or without accommodations or identify other employment opportunities their skills can be used keeping them employed often in their local communities.

3. Program existence : Mature (More than five years)

4. Program duration : Long-Term (More than five years)

5. Expending formula funds or state-matching funds :Yes

6. Expending other than formula funds or state-matching funds : Yes

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
124	Urban Forestry	7%		0%	
608	Community Resource Planning and Development	12%		0%	
802	Human Development and Family Well-Being	8%		0%	
805	Community Institutions, Health, and Social Services	13%		0%	
806	Youth Development	60%		0%	
	Total	100%		0%	

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

Situation and priorities from each of the Parent plans (problem driven logic models) as follows:

Parent Plan: Farm and rural residents with disabilities face challenges:

Farmers in Northern New England have a high rate of injuries and other disabling conditions. Individuals with disabilities experience a high rate of unemployment; however, individuals with disabilities can and want to work.

Parent Plan: Provide opportunities for positive youth and family development:

4-H programming combines the experiential learning model with project-based education, both key strategies for Positive Youth Development identified in Critical Hours (Miller, 2003). Project-based curriculum is focused on life skills education over 6-8 hours of sequential learning and perhaps years of contact with a trained volunteer leader. Through these opportunities, youth gain a sense of belonging, sense of mastery, sense of independence, and an opportunity to help others (sense of generosity). After school and out of school programs make a positive difference for youth participants. Effects of the programming are stronger "for those individuals who need the help most and have the fewest options (Miller, 2003 p.59)." The greatest benefit is for those who attend the most hours over the most years. This is even more important for older youth, as there are fewer opportunities for teens as they age outside of school. The Tufts Study on Positive Youth Development indicates that "combining sports and youth development programs such as 4-H, Boys and Girls Clubs, YMCA, Big Brothers/Big Sisters, Scouting, etc..., was one of the most effective ways to promote positive youth development and to prevent problems (Lerner, p9, 2008) .

Personal mastery of Life Skills (Targeting Life Skills Model, 1998) is important for both Positive Youth and Family Development. Life Skills are abilities individuals can learn that will help them to be successful in living a productive and satisfying life. The goal is to provide developmentally appropriate opportunities for youth and adults to experience life skills, to practice them until they are learned, and be able to use them as necessary throughout a lifetime. Through the experiential learning process, youth and adults internalize the knowledge and gain the ability to apply the skills appropriately. Our programming will focus on eight of these Life Skills including: Decision Making; Wise Use of Resources; Communication; Accepting Differences; Leadership; Useful/Marketable Skills; Healthy Lifestyle Choices and Self-Responsibility.

Science, Engineering and Technology (SET) focus: American Youth are losing ground in SET compared to peers in other nations. Although the United States is currently the world's economic and military leader, too many young Americans do not have the science, engineering and technology career skills necessary to succeed and meet our country's needs in the future. A recent report of the National Academy of Sciences (2006), *Rising Above the Gathering Storm*, speaks to the urgent need to enhance academic and vocational experiences in science, engineering, and technology. American inventiveness and competitiveness in the global marketplace are at risk as student interest and performance in SET disciplines declines at the same time that SET literacy and mastery expectations rise (Business Roundtable, 2005). The increasing pace and complexity of life in a technological age demands engaged, innovative, and cooperating citizens" (Silliman, 2007).

When families under-go major transitions such as changing caregivers, separation and divorce, parents benefit from ideas and strategies to lesson the impact of the changes on the children.

Families throughout Vermont, as in the rest of the country, are experiencing high rates of disruption resulting in placement of children with relatives or in foster families. Parents may be unable to care for their children due to a number of causes, including poor parenting skills, mental illness, substance abuse, and incarceration, among others. The children who have experienced disruption of their families may suffer many affects of the trauma in their lives, and present emotional, behavioral and medical challenges to the families who assume their care. The families caring for the children, whether they are foster families or relatives, need a wide range of supports including information and training on the unique issues that affect these children. For some families, particularly older adult relatives, the behaviors of the children are unfamiliar and may be somewhat overwhelming. Families both within and outside of the child welfare system need educational resources that can help them address the needs of children of trauma in today's world.

Parent Plan: Provide positive community engagement opportunities for youth and adults:

Studies indicate a number of problems ranging from declining levels of voter participation and public apathy toward elections to decreasing interest in volunteer activities and community groups. They also document the younger generation's apparent disinterest in public affairs and lack of knowledge about our political system. Robert Putnam has quantified this civic disengagement, documenting a 25-30 year decline in membership in civic-oriented organizations. *Bowling Alone* he states that, "Americans' affiliations with civic institutions with a face-to-face quality - from churches to service groups like Kiwanis and PTAs - have declined over the last generation."

Youth in Decision-Making: A study on the impacts of youth on adults and organizations (Zeldin, McDaniel, Topitzes, and Calvert, 2000) states, "Expanding community capacity means that a variety of organizations and agencies have to involve young people in decision-making. This has not yet happened ... As more organizations adopt youth governance into their operating philosophy in the future, a critical mass of expertise will grow." In addition, The connection of youth development to community development is critical; by integrating youth into their communities, they feel empowered, relevant and valued. In return, the community benefits from vital services provided by the youth.

The Migrant Education Recruitment Program (MEP) serves children and youth who move with family member(s) or guardian(s) to obtain or in search of temporary or seasonal work in agriculture or logging. MEP recognizes that a positive relationship between parents and school is essential to the success of their children's academic life. In order to further and support this positive relationship, MEP offers statewide support to migrant families. Efforts when possible are extended to meet health care needs, access to a variety of food and ESL and life skill classes.

The Vermont military community is geographically dispersed and needs community support as the role of National Guardsmen and women has changed over recent years. The Operation: Military Kid (OMK) program supports military youth and families by establishing community partnerships that will connect and educate people by creating community support; delivering opportunities to youth and families; supporting military kids; collaborating with community partners; educating the public, including the education community; and incorporating military families into existing community resources.

Urban and community forests provide ecological services that benefit the environmental, economic and social conditions of Vermont communities. This resource, which includes trees in our backyards, along

our streets, in parks and town greens and in municipal forests can directly enhance the atmosphere and transform the surrounding environment through atmospheric carbon dioxide (CO₂) reduction and energy conservation, airborne pollutant absorption and interception, and microclimate modifications. They protect and enhance water quality and supply by filtering out pollutants, controlling stormwater runoff, enabling water infiltration and reducing erosion. They can help offset the high costs of fossil fuel consumption by reducing dependence on summer air conditioning and winter heating. They improve the economic development through increases in property values, rental occupancy rates, consumer patronage and expenditure, and job market. When urban and community forests are well planned and managed, communities can begin to reap the many benefits they provide. These benefits may not seem important to a state that is approximately 78% forested, however, with 38% of Vermont's residents living in urban areas the need to better advocate for this public resource is becoming increasingly evident.

2. Scope of the Program

- In-State Extension
- Multistate Extension

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

Bold header is group plan name (issue or problem being addressed) with assumption(s) listed below:

Parent Plan: Farm and rural residents with disabilities face challenges:

- Individuals living in rural areas have difficulty accessing services

Parent Plan: Provide opportunities for positive youth and family development:

•Materials included in the 4-H National Curriculum Collection address Life Skills education; more hours of programming with a caring adult carries a greater benefit; youth in limited resources families have fewer options for opportunities to gain mastery of life skills.

•SET: Much of the success will depend upon partnering and pooling resources with businesses and colleagues in SET related organizations.

COPE: The program will be mandated by the court system.

Parent Plan: Provide positive community engagement opportunities for youth and adults:

•Community Organizations and Agencies collaborate with UVM Extension to enhance programming for youth.

•Volunteers are available to assist in program delivery for community youth.

•Youth want to engage with community organizations and agencies to address issues of the youth population

• It is believed that participants will gain leadership skills and develop successful projects that will enable them to move their communities toward solving self identified issues.

2. Ultimate goal(s) of this Program

A Larger and more diverse pool of youth are pursuing SET careers through post secondary education and improved SET literacy in the general population. (Condition)

• Youth apply SET learning in their lives and demonstrate interests and aspirations toward SET careers

• Improve community collaboration to address issues and build community assets. (Condition)

• Citizens participate in local government and/or community groups where policy decisions are made.

- Community members or community groups/organizations effectively mobilize to better understand and solve community problems
- Fam and rural residents with disabilities secure and maintain gainful employment
- Improve personal and intellectual development of Vermont youth. (Condition)
- Caregivers provide children trauma informed care including attachment and self-regulation behavior modification techniques.
 - Children demonstrate emotional health by using coping strategies, accessing services, having healthy relationships and/or using skills to modify negative behaviors.
 - Families under transition acknowledge and mitigate the impact of changes on their children.
 - Policy makers incorporate best practices into policy affecting the way professionals work with/for youth and families
 - Youth and adults gain mastery of life skills
 - Youth are involved in communities as active, productive citizens

V(E). Planned Program (Inputs)

1. Estimated Number of professional FTE/SYs to be budgeted for this Program

Year	Extension		Research	
	1862	1890	1862	1890
2014	22.0	0.0	0.0	0.0
2015	22.0	0.0	0.0	0.0
2016	22.0	0.0	0.0	0.0
2017	22.0	0.0	0.0	0.0
2018	22.0	0.0	0.0	0.0

V(F). Planned Program (Activity)

1. Activity for the Program

•4-H Positive Youth Development Program: Help youth acquire Life Skills in the following areas: Decision Making; Critical Thinking; Problem-Solving; Communication; Goal-Setting; and Skills for Everyday Living to succeed as adults. Delivery Methods: 6-8 sequential learning hours using experiential learning techniques for in- school, afterschool, or out-of-school settings

•Operation Military Kids (OMK) exists to educate Vermont communities on the unique experiences and challenges of military life and its impact on families, while providing positive opportunities for youth. Ready, Set, Go! Operation: Military Kids Vermont OMK-VT aims to establish community partnerships that will connect and educate people by: Creating community support, delivering opportunities to youth and families, supporting military kids, collaborating with community partners, educating the public, including the education community, and incorporating military families into existing community resources.

•S.E.T. Activities: 4-H SET will begin to show how science and engineering issues affect youths' lives and prepare a future generation of scientists and engineers. The 4-H SET program will present 4-H with a new opportunity to connect to the LGU's SET research community and integrate with current youth

workforce development initiatives.

•**Market Analysis, Needs Assessment and Strategic Planning:** This program provides the community with analytical techniques that can be put to work immediately in economic revitalization efforts. The process requires input from local residents so that recommendations reflect both market conditions as well as the preferences of the community. **Delivery Methods:** Group meetings and discussion groups in community.

•**Community Leadership:** Assessing, addressing and expanding community capacity through leadership and public policy education efforts including building—and education members and clientele of--coalitions and collaboratives.

•**Coping with Separation and Divorce (COPE):** Parent education for parents of minor children who have filed for separation, divorce, dissolving of a civil union, parentage, changes in rights and responsibilities concerning their children. This is a court mandated program.

•**Migrant Education Recruitment Program (MEP):** To ensure that children of migrant farm workers, and qualifying youth under age 22, are aware of the educational support services available to them. **Delivery Methods:** Outreach to schools, agricultural employers, and social service agencies throughout the state.

•**Vermont AgrAbility Project:** To make recommendations that can be used by farmers with disabilities to maintain employment, through development of accommodations. **Delivery Methods:** Process involves recruitment of eligible individuals through referrals. Intake information is recorded on farms provided by the National AgrAbility Project. Site visits are the primary means of contact.

•**Take Charge (TC/RC):** Helping community adult members to gain the skills necessary to be confident enough to take part in town government by ultimately competing for town government leadership positions. **Delivery Methods:** Meetings, discussion groups.

•**Vermont Urban and Community Forestry program :**A joint initiative between the University of Vermont Extension and the Department of Forests, Parks and Recreation. The mission of the program is to promote the stewardship of the urban and rural landscapes to enhance the quality of life in Vermont communities. The program provides educational, technical and financial assistance in the management of trees and forests, in and around the built landscape as well as First Detector education for invasive pests. **Delivery Methods:** Classes, meetings, various media, community volunteer projects.

•**Foster, Adoptive and Kin Care Partnership:** Enhance outcomes for children in foster, adoptive and kin care homes. **Delivery Methods:** Curriculum and workshop series

PROSPER: [PROMoting School-community-university Partnerships to Enhance Resilience]: PROSPER is a delivery system of evidence-based programs for the purpose of improved Child and Family Outcomes such as long-term reductions in substance use; reduced youth behavior problems; and long-term effects on school engagement and academic success, with similar benefits occurring for both low- and high-risk groups.

2. Type(s) of methods to be used to reach direct and indirect contacts

Extension	
Direct Methods	Indirect Methods

<ul style="list-style-type: none"> • Education Class • Workshop • Group Discussion • One-on-One Intervention • Demonstrations • Other 1 (Train the Trainer) • Other 2 (4-H Afterschool, club) 	<ul style="list-style-type: none"> • Newsletters • TV Media Programs • Web sites other than eXtension • Other 2 (radio ed. spots)
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3. Description of targeted audience

- 4-H Leaders (Adult)
- 4-H: Adult Volunteers
- 4-H: Camp Board Directors
- 4-H: Youth Volunteers
- Adults
- Age 19 - 24 Young Adult
- Age 25 - 60 Adult
- Agriculture: Farm Families
- Agriculture: Farmers
- Agriculture: Farmers w/disabilities
- Agriculture: Industry Professionals
- Agriculture: Livestock producers
- Agriculture: Government Agency Personnel
- Communities: Cities and Towns
- Communities: Educators
- Communities: Local Officials/Leaders
- Communities: Non-Governmental Organizations
- Communities: Schools
- Community leaders and citizens
- Extension: Faculty/Staff
- Forestry: Landscape Industry
- Forestry: Woodland Managers/Foresters
- Funders
- Policy Makers: Legislators
- Public: Families
- Public: General
- Public: Nonprofit Organizations
- Public: Parents
- Public: Small Business Owners/Entrepreneurs
- Train-the-Trainer recipients:adults
- USDA personnel
- 4-H Community or Project Clubs Participants (Youth)
- 4-H Special Interest or Short-Term Program Participants (Youth)
- 4-H Youth (Youth)
- 4-H: Youth
- Age 6 - 18 Youth
- Migrant In School Youth
- Migrant Out of School Youth

- School Enrichment Program Participants (Youth)

V(G). Planned Program (Outputs)

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
 - Direct Adult Contacts
 - Indirect Adult Contacts
 - Direct Youth Contacts
 - Indirect Youth Contact
 - Number of patents submitted
 - Number of peer reviewed publications
- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(H). State Defined Outputs

1. Output Measure

- 4-H Afterschool
- 4-H Club
- 4-H Day Camp
- 4-H Overnight camp
- 4-H School enrichment
- 4-H Short-term/special interest
- Class/course
- Conference
- Consultations
- Discussion group
- Field site visit
- Funding request
- Presentations
- Publication - fact sheet
- Publication - newsletter
- Publication - newsprint article
- Radio Spots/program (educational
- TV segment/ATF
- Train the Trainer sessions
- Web Page
- Workshop - series
- Workshop - single session

- Trainee delivered programming
 - Electronic Communication/phone
- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(I). State Defined Outcome

O. No	Outcome Name
1	Increase in number of farmers with disabilities maintaining employment
2	Number of Migrant Education eligible students enrolled
3	Increase the number of program participants serving as leaders on Committees
4	Number of individuals (youth and volunteers) increasing knowledge and/or skills in content and careers (across subject areas ranging from animal science to environmental science to technology)
5	Number of individuals who use leadership and decision making skills in executing their role and responsibilities effectively developing and/or implementing policy
6	Increase the number of parents understanding family transition through parentage, divorce or separation who understand the impact of these changes on their children.
7	Number of farmers with disabilities maintaining employment
8	increase in number of youth reached with positive youth development programming demonstrate mastery for targeted life skills, including: Decision making; wise use of resources; communication; accepting differences; leadership; useful/marketable skills; healthy lifestyle choices; and/or self-responsibility
9	Number of volunteers and staff demonstrating new techniques/activities in clubs and programs learned through 4-H training and development
10	the number of published policy changes addressing best practices in child welfare.
11	Number of individuals who use skills and effectively participate in addressing community issue(s) (e.g. green infrastructure, local leadership, hunger, volunteerism, etc.)
12	Number of participants who are English language learners will increase their level of English proficiency
13	Number of participants who report improvements in children's self-regulation and attachment related behaviors
14	number of individuals who assess vulnerabilities and implement a practice to secure animal health, food safety, and/or public health protecting the food chain and market integrity
15	The number of communities or community group/organization(s) establishing or expanding projects to improve or mitigate a community issue

Outcome # 1

1. Outcome Target

increase in number of farmers with disabilities maintaining employment

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 802 - Human Development and Family Well-Being
- 805 - Community Institutions, Health, and Social Services

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 2

1. Outcome Target

Number of Migrant Education eligible students enrolled

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 805 - Community Institutions, Health, and Social Services
- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 3

1. Outcome Target

Increase the number of program participants serving as leaders on Committees

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 608 - Community Resource Planning and Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 4

1. Outcome Target

Number of individuals (youth and volunteers) increasing knowledge and/or skills in content and careers (across subject areas ranging from animal science to environmental science to technology)

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 5

1. Outcome Target

Number of individuals who use leadership and decision making skills in executing their role and responsibilities effectively developing and/or implementing policy

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 608 - Community Resource Planning and Development

4. Associated,Institute Type(s)

- 1862 Extension

Outcome # 6

1. Outcome Target

Increase the number of parents understanding family transition through parentage, divorce or separation who understand the impact of these changes on their children.

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 802 - Human Development and Family Well-Being

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 7

1. Outcome Target

Number of farmers with disabilities maintaining employment

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 802 - Human Development and Family Well-Being
- 805 - Community Institutions, Health, and Social Services

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 8

1. Outcome Target

increase in number of youth reached with positive youth development programming demonstrate mastery for targeted life skills, including: Decision making; wise use of resources; communication; accepting differences; leadership; useful/marketable skills; healthy lifestyle choices; and/or self-responsibility

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 9

1. Outcome Target

Number of volunteers and staff demonstrating new techniques/activities in clubs and programs learned through 4-H training and development

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 10

1. Outcome Target

the number of published policy changes addressing best practices in child welfare.

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 802 - Human Development and Family Well-Being
- 805 - Community Institutions, Health, and Social Services

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 11

1. Outcome Target

Number of individuals who use skills and effectively participate in addressing community issue(s) (e.g. green infrastructure, local leadership, hunger, volunteerism, etc.)

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 124 - Urban Forestry
- 608 - Community Resource Planning and Development
- 802 - Human Development and Family Well-Being
- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 12

1. Outcome Target

Number of participants who are English language learners will increase their level of English proficiency

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 802 - Human Development and Family Well-Being
- 805 - Community Institutions, Health, and Social Services
- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 13

1. Outcome Target

Number of participants who report improvements in children's self-regulation and attachment related behaviors

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 802 - Human Development and Family Well-Being
- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 14

1. Outcome Target

number of individuals who assess vulnerabilities and implement a practice to secure animal health, food safety, and/or public health protecting the food chain and market integrity

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 608 - Community Resource Planning and Development

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 15

1. Outcome Target

The number of communities or community group/organization(s) establishing or expanding projects to improve or mitigate a community issue

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 124 - Urban Forestry
- 608 - Community Resource Planning and Development
- 806 - Youth Development

4. Associated Institute Type(s)

- 1862 Extension

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes

- Natural Disasters (drought, weather extremes, etc.)
- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations
- Competing Public priorities
- Competing Programmatic Challenges
- Populations changes (immigration, new cultural groupings, etc.)

Description

From Fam and rural residents with disabilities face challenges:

Transportation, time off from work for medical appointments, minimal to no services offered in rural areas, and lack of health insurance are some of the many barriers to employment that individuals with disabilities face every day

Lack of expertise and experience in New England by public and private agencies to make site visits and make recommendations of accommodations to continue employment of farmers with disabilities represents major barriers to farmers to achieve vocational goals

From Provide opportunities for positive youth and family development:

Transportation is often an issue for rural youth to participate in out of school hours programming. Meeting nutritional needs of youth in out of school settings is a problem.

Kin families are eligible for, but frequently do not participate in, training or educational programs that are part of the DCF/CWTP program. The Extension service is uniquely situated to help work with these families to establish working relationships and provide connections for them with agencies that can provide resources.

From Provide positive community engagement opportunities for youth and adults:

Transportation is often an issue for rural youth to participate in out of school hours programming. Apathy is learned from community environment

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

Post program evaluation, record books, surveys and observation, enrollment data for migrant youth are evaluation strategies for outcome indicators listed.

V(A). Planned Program (Summary)

Program # 3

1. Name of the Planned Program

Climate Change

2. Brief summary about Planned Program

Climate change has the potential to have drastic impacts on Vermont agriculture, Northern forests, Land-Use choices, net population change, and the overall Vermont rural economy.

We will focus our VT-AES scientists toward understanding and modeling these changes, mitigating negative impacts if possible, and positioning our agricultural-based rural economy to remain competitive in the global marketplace.

University of Vermont Extension's educational outreach works with Maple producers sharing the latest research to provide a quality, safe product while protecting forest stands with good management and sound business practices. Communities develop policy and citizen involvement to protect and mitigate the effects of weather patterns. Extension programming is multidisciplinary and integrated with AES therefore program efforts are reported in one Planned program but potentially have impacts in other areas.

Extension efforts for this planned program are captured in Global Food - business sustainability and in Community Development capturing communities' ability to create and implement informed policy and increase citizen capacity and mobilization to solve community issues.

3. Program existence : New (One year or less)

4. Program duration : Short-Term (One year or less)

5. Expending formula funds or state-matching funds :Yes

6. Expending other than formula funds or state-matching funds : Yes

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
102	Soil, Plant, Water, Nutrient Relationships	0%		29%	
104	Protect Soil from Harmful Effects of Natural Elements	0%		3%	
112	Watershed Protection and Management	0%		3%	
123	Management and Sustainability of Forest Resources	0%		19%	
125	Agroforestry	0%		1%	
132	Weather and Climate	0%		22%	
133	Pollution Prevention and Mitigation	0%		6%	
141	Air Resource Protection and Management	0%		4%	
205	Plant Management Systems	0%		1%	
212	Pathogens and Nematodes Affecting Plants	0%		6%	
601	Economics of Agricultural Production and Farm Management	0%		2%	
608	Community Resource Planning and Development	0%		1%	
610	Domestic Policy Analysis	0%		1%	
801	Individual and Family Resource Management	0%		1%	
903	Communication, Education, and Information Delivery	0%		1%	
	Total	0%		100%	

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

VT-AES researchers have engaged with the maple industry, the agricultural production industries, and the horticultural industry regarding the impact of predicted climate changes on current production. There is considerable concern regarding the advance of invasive insect pests as seasonal warming increases, season length increases, and severity of winters lessens. VT-AES researchers are also engaged in the genetic analyses of invasive plant species, and are working to identify mitigate this threat to the environment. We have initiated research regarding the generation of greenhouse gas emissions from farm animals and through soil processes.

2. Scope of the Program

- In-State Research

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

Assumptions:

1. Alterations in weather patterns that we have experienced over the past 5 years are indicative of change. Seasons will be milder, spring, summer and winter will be wetter; there will be less snowfall and ground cover in winter.
2. The advance northward of invasive insects along the east coast will continue. There are several introductions that threaten the northern forest, particularly the maple industry.
3. The striking changes in the composition of the northern forest over the past 30 years is an indicator in the changes to agriculture, forests and land utilization that will occur in the northeast.
4. Research in these areas by UVM scientists will aid in understanding and predicting the nature of these changes, and will assist our communities in effective planning and mitigation.

2. Ultimate goal(s) of this Program

Ultimate Goal

Position Vermont land-based economic sectors to be maximally competitive, and maximally productive, in the global marketplace.

V(E). Planned Program (Inputs)

1. Estimated Number of professional FTE/SYs to be budgeted for this Program

Year	Extension		Research	
	1862	1890	1862	1890
2014	0.0	0.0	3.4	0.0
2015	0.0	0.0	3.4	0.0
2016	0.0	0.0	3.4	0.0
2017	0.0	0.0	3.4	0.0
2018	0.0	0.0	3.4	0.0

V(F). Planned Program (Activity)

1. Activity for the Program

Invasive Pests - Monitoring of the Asian Long Horned Beetle & Hemlock Woolly Adelgid; interception and prevention if possible, mitigation through work with bioactive fungi and natural enemy species; work with the US forest service, US-ARS, and the maple industry.

Maple Production - research and extension efforts at the Proctor Maple Center are directed at extending the sugaring season, maximizing yield, and minimizing disease to trees.

Monitoring of the Eastern Forests - Species change and demarcation levels are being observed, documented and modeled for northern forests through remote sensing and on-the-ground observations.

Invasive Plants - research will continue on the genetic and physiological basis for "invasiveness" of problem plant species and introductions.

Greenhouse Gas Emissions - research has been initiated to evaluate microbial population dynamics in ruminant farm animals in an effort to control/minimize the production of methane and other greenhouse gases. Parallel efforts are underway to understand soil processes that affect the carbon cycle, and that may sequester carbon in soil sinks.

2. Type(s) of methods to be used to reach direct and indirect contacts

Extension

Direct Methods	Indirect Methods
<ul style="list-style-type: none"> • Other 1 (competitive research) • Other 2 (professional conferences) 	<ul style="list-style-type: none"> • Other 1 (peer-reviewed publications)

3. Description of targeted audience

Researchers, Extension Faculty and Staff
 Maple producers
 Agriculture - Farmers

V(G). Planned Program (Outputs)

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
 - Direct Adult Contacts
 - Indirect Adult Contacts
 - Direct Youth Contacts
 - Indirect Youth Contact
- Number of patents submitted
- Number of peer reviewed publications

Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(H). State Defined Outputs

1. Output Measure

- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(I). State Defined Outcome

O. No	Outcome Name
1	Number of identified or mitigated invasive species threat to the environment
2	Number research results published regarding the generation of greenhouse gas emissions from farm animals and through soil processes

Outcome # 1

1. Outcome Target

Number of identified or mitigated invasive species threat to the environment

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 205 - Plant Management Systems

4. Associated Institute Type(s)

- 1862 Research

Outcome # 2

1. Outcome Target

Number research results published regarding the generation of greenhouse gas emissions from farm animals and through soil processes

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 132 - Weather and Climate
- 141 - Air Resource Protection and Management

4. Associated Institute Type(s)

- 1862 Research

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes

- Natural Disasters (drought, weather extremes, etc.)
- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations

Description

{NO DATA ENTERED}

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

{NO DATA ENTERED}

V(A). Planned Program (Summary)

Program # 4

1. Name of the Planned Program

Sustainable Energy

2. Brief summary about Planned Program

Energy independence and local distribution are hallmarks of the work of UVM Extension and the VT-AES at the UVM. The converting of oil seed crops into biodiesel for use in on-farm food and fuel production and the collaboration within communities to produce and use biofuels locally to meet some local needs are two hallmarks of the work in Vermont on biofuels. In addition there is ongoing work with direct burning technologies using locally available or produced biomass. These include the use of grasses as pellets and bricks, wood pellets, corn and wood gasification furnaces to meet heating needs during the winter months.

3. Program existence : Intermediate (One to five years)

4. Program duration : Medium Term (One to five years)

5. Expending formula funds or state-matching funds :Yes

6. Expending other than formula funds or state-matching funds : Yes

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
123	Management and Sustainability of Forest Resources	0%		11%	
202	Plant Genetic Resources	0%		44%	
205	Plant Management Systems	0%		23%	
216	Integrated Pest Management Systems	0%		22%	
402	Engineering Systems and Equipment	20%		0%	
601	Economics of Agricultural Production and Farm Management	80%		0%	
	Total	100%		100%	

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

Both the economy and the environment consistently top the list of Vermonters' concerns, according to the annual Vermont Poll (2008). These findings correspond with a recent survey undertaken as part of the Council on the Future of Vermont, a project of the Vermont Council on Rural Development with the goal of promoting public dialogue on values, challenges, opportunities, priorities and visions for Vermont.

Survey findings include rankings of the top seven highest rated values and challenges (Center for Rural Studies, August 2008, http://crs.uvm.edu/survey/futureofvermont/CFV_Summary_Report.pdf). Respondents placed the greatest value overall on "the state's working landscape and heritage." The greatest challenges were "the increasing costs of living, such as transportation, heating and electricity" followed closely by "the health and viability of Vermont farms and the agricultural sector."

Clearly, economic opportunities that support the working landscape are needed throughout the state. The Vermont Sustainable Agriculture Council's 2009 Annual Report and Recommendations (<http://www.uvm.edu/sustainableagriculture/Documents/CouncilReport09.pdf>) focus on two primary areas: strengthening Vermont's local food system and enhancing on-farm energy alternatives. Improved knowledge and skills leading to adoption of new practices can promote economic sustainability of farms, forests, natural-resource based enterprises, and communities. Specific problems that need to be addressed include the "Price and supply of fuel poses economic risk to farmers and rural communities".

University of Vermont Extension and VT-AES are uniquely positioned to deliver programs that integrate the latest research on agriculture, forestry, and enterprise development with practical applications at the community and individual business level.

2. Scope of the Program

- In-State Extension
- In-State Research
- Multistate Extension
- Integrated Research and Extension

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

Price of fuel will remain unstable in the future. Price of fuel will continue to pose an economic risk to farmers. Economic advantages of on-farm biodiesel production will increase.

2. Ultimate goal(s) of this Program

Improve agricultural and environmental sustainability (Condition)

- Individuals and business owners take actions that improve their economic sustainability while minimizing their impact on the environment (Action)

V(E). Planned Program (Inputs)

1. Estimated Number of professional FTE/SYs to be budgeted for this Program

Year	Extension		Research	
	1862	1890	1862	1890
2014	0.5	0.0	0.7	0.0
2015	0.5	0.0	0.7	0.0
2016	0.5	0.0	0.7	0.0

Year	Extension		Research	
	1862	1890	1862	1890
2017	0.5	0.0	0.7	0.0
2018	0.5	0.0	0.7	0.0

V(F). Planned Program (Activity)

1. Activity for the Program

Energy Crop Research Projects

Renewable energy workshops

Economic feasibility and market potentials for oilseed and farm-scale biodiesel production

2. Type(s) of methods to be used to reach direct and indirect contacts

Extension

Direct Methods	Indirect Methods
<ul style="list-style-type: none"> • Workshop • Demonstrations • Other 1 (Research sites) 	<ul style="list-style-type: none"> • Newsletters • TV Media Programs • Web sites other than eXtension

3. Description of targeted audience

- Adults
- Agriculture: Crop Producers
- Agriculture: Farmers

V(G). Planned Program (Outputs)

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
 - Direct Adult Contacts
 - Indirect Adult Contacts
 - Direct Youth Contacts
 - Indirect Youth Contact
- Number of patents submitted
- Number of peer reviewed publications

Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(H). State Defined Outputs

1. Output Measure

- Research Projects
- Workshop - single session

Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(I). State Defined Outcome

O. No	Outcome Name
1	Number of individuals who implement recommended practice(s) beginning energy crop production or increasing yield and/or quality of existing crops contributing to a sustainable, cost effective energy source
2	Number of farmers who implement a new practice to begin production or to improve current oilseed production yield and quality

Outcome # 1

1. Outcome Target

Number of individuals who implement recommended practice(s) beginning energy crop production or increasing yield and/or quality of existing crops contributing to a sustainable, cost effective energy source

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 601 - Economics of Agricultural Production and Farm Management

4. Associated Institute Type(s)

- 1862 Extension
- 1862 Research

Outcome # 2

1. Outcome Target

Number of farmers who implement a new practice to begin production or to improve current oilseed production yield and quality

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 601 - Economics of Agricultural Production and Farm Management

4. Associated Institute Type(s)

- 1862 Extension
- 1862 Research

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes

- Natural Disasters (drought, weather extremes, etc.)
- Economy
- Government Regulations

Description

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

On-site observation

V(A). Planned Program (Summary)

Program # 5

1. Name of the Planned Program

Childhood Obesity

2. Brief summary about Planned Program

As a part of the overall efforts with UVM Extension and the VT-AES to meet growing food demand and addressing food security overall, there are special efforts to address senior, youth and adult populations having the health and nutritional information they need to combat childhood obesity through making positive choices and having access to local foods. The programs deal with subjects such as Healthy Eating, Food, Culture and Reading, Local Foods, and Diabetes education. EFNEP is part of this program effort but is not reported in this report due to no federal base dollars supporting the program. Each of these programs has the aim to insure that seniors, youth and their parents have the tools and the knowledge to make better food choices on a daily basis.

Extension and AES integrate their work. Extension takes the results from AES and incorporates the latest research into its educational outreach efforts which may be captured in a different planned program.

3. Program existence : Mature (More then five years)

4. Program duration : Long-Term (More than five years)

5. Expending fomula funds or state-matching funds :Yes

6. Expending other than formula funds or state-matching funds : Yes

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
607	Consumer Economics	4%		20%	
609	Economic Theory and Methods	0%		3%	
703	Nutrition Education and Behavior	90%		42%	
704	Nutrition and Hunger in the Population	6%		4%	
724	Healthy Lifestyle	0%		31%	
	Total	100%		100%	

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

Overweight and sedentary lifestyles lead to or exacerbate many chronic diseases including cardiovascular disease, hypertension, diabetes, asthma, cancer, liver disease, and osteoporosis.¹ The number of Vermont adults reporting chronic conditions increases with age; in a recent survey, 88 percent of those age 65 and older reported having one or more chronic conditions and 20 percent reported having

four or more. One out of four Vermonters is believed to have diabetes or pre-diabetes. Many cases of diabetes remain undiagnosed. Type 2 diabetes is increasing considerably in children and adolescents. Currently 56 percent of Vermont adults are overweight or obese with an increase in the rate of obesity among Vermont adults of 77 percent from 1990 to 2002. The prevalence of obesity among youth is high as well with 24 percent of Vermont students in grades 8 - 12 overweight or at risk of becoming overweight as measured by age and gender specific body mass index. Overweight among young children is increasing at an alarming rate, more than doubling in the last 20 years. Currently 29 percent of low-income children between two and five years of age in Vermont who are part of the Women Infants and Children (WIC) program are overweight or at risk of becoming overweight. By being overweight, children are at risk for chronic conditions at an earlier age.

Lifestyle changes that include more healthful eating (encourage consumption of whole grains, vegetables, and fruits - especially those locally grown; portion control, fewer sweetened beverages), practicing good food safety skills, and increasing physical activity while reducing sedentary time can have a positive influence on reducing and managing chronic conditions to increase their chances for a longer life.

Poverty, hunger, and food insecurity are all factors that contribute to poor health and poor nutrition. Limited resource individuals and families, faced with the loss of jobs, lack of transportation, less affordable housing, and rising fuel and food costs, may be forced to choose the purchase of essentials like heat and electricity over food. Often times it is the quality of food that is sacrificed in an effort to make ends meet, and caretakers often resort to buying calorie rich, nutrient poor foods because they are less expensive. This pattern of eating exacerbates the obesity epidemic, denies children optimal growth, and has an overall negative impact on the physical, emotional, and financial health of our communities.

Hunger and food insecurity are real and growing concerns in Vermont. In 2007, approximately 71,000 Vermonters, 19,000 of which were children, had a gross annual income at or below 100% of the federal poverty level. The same year an additional 109,000 Vermonters had a gross annual income between 100-199% of the federal poverty level. These two subgroups combined represent the approximately 30% of our population who are at risk for hunger and food insecurity and the detrimental health effects associated these conditions. Preliminary data indicates that 61,267 Vermonters (30,194 households) received an average of \$200 per month in benefits from the Supplemental Nutrition Assistance Program: 3SquaresVT in November 2008, an increase of 13.9% over the previous year. Even with increasing eligibility and participation, it is estimated that only 68% of eligible Vermonters receive these benefits.

2. Scope of the Program

- In-State Extension
- Multistate Extension
- Integrated Research and Extension

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

Preventing or managing chronic diseases can lower health care costs. Most chronic diseases can be prevented through better lifestyle choices. Individuals practicing positive lifestyle changes will feel better about themselves, their families, and their communities and to improve the quality of lives of Vermonters.

Vermont School Food Service operations vary considerably in size and sophistication. Production methods vary from "conventional" where ingredients are purchased fresh and products are made from scratch to "assembly" where products are purchased already prepared. The physical plants range from full service commercial kitchens to very small kitchens that might lack commercial dishwashers, hand washing

sinks, adequate storage areas, or commercial ovens. The educational level of staff ranges from college level to less than grade 8. Turnover is high amongst employees.

2. Ultimate goal(s) of this Program

Outcomes/Goals:

- Improve individual and family health. (Condition)
- Consumers engage in healthful eating practices and/or physical activity. (Action)
- Consumers secure access to safe, nutritious food. (Action)

V(E). Planned Program (Inputs)

1. Estimated Number of professional FTE/SYs to be budgeted for this Program

Year	Extension		Research	
	1862	1890	1862	1890
2014	2.0	0.0	1.5	0.0
2015	2.0	0.0	1.5	0.0
2016	2.0	0.0	1.5	0.0
2017	2.0	0.0	1.5	0.0
2018	2.0	0.0	1.5	0.0

V(F). Planned Program (Activity)

1. Activity for the Program

Diabetes Education: Workshop series, single session workshops, fact sheets, newsletter

Food, Fun, and Reading/Food, Culture, and Reading Food, Culture, and Reading: a 1-3 hour train-the-trainer session for volunteers/teachers to implement the 6 lesson curriculum for pre-kindergarten through grade 2.

Healthy Eating: - Nutrition classes designed for a wide range of people, with an emphasis on national dietary guidance. Participants learn the latest information about how to choose a healthy diet, practice food safety and to incorporate physical activity into their day. Classes range from one to six sessions, with the topics tailored for the group requesting the program.

Senior Farm Share: work with senior housing directors single who deliver multi-session nutrition workshop for low-income Senior Farm Share participants to increase their consumption of local, fresh produce by enhancing participants skills to prepare fresh fruits and vegetables and gain nutritional knowledge based on the Dietary Guidelines.

Puentes/Bridges: work with latino farm workers and farm employers in collaboration with the UVM medical school and nursing students providing needs related to health care access or home health, provide health and nutrition education, and food access - farm visits, phone, consultation.

Farm to Plate: unifies business, government and non-profits to scale up local food production and consumption. Network of more than 160 organizations working to achieve goals to relocalize food production and distribution.

2. Type(s) of methods to be used to reach direct and indirect contacts

Extension

Direct Methods	Indirect Methods
<ul style="list-style-type: none"> • Workshop • Group Discussion • One-on-One Intervention • Demonstrations • Other 1 (Research) 	<ul style="list-style-type: none"> • Newsletters • TV Media Programs • eXtension web sites • Web sites other than eXtension

3. Description of targeted audience

- Adults
- Age 25 - 60 Adult
- Age 46 - 65 Adult
- Age 60 - Senior
- Agriculture: Farmers
- Communities: Educators
- Communities: Non-Governmental Organizations
- Communities: Schools
- Extension: Faculty/Staff
- Public: Childcare Workers
- Public: Daycare Providers
- Public: Families with Limited Resources
- Public: General
- Public: Nonprofit Organizations
- Train-the-Trainer recipients:adults
- Age 6 - 12 School Age
- Public: Age 6-12 (Children)
- Youth

V(G). Planned Program (Outputs)

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
 - Direct Adult Contacts
 - Indirect Adult Contacts
 - Direct Youth Contacts
 - Indirect Youth Contact
- Number of patents submitted
- Number of peer reviewed publications

Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(H). State Defined Outputs

1. Output Measure

- Consultation
- Consumer Publication
- Curriculum
- Fact Sheets
- Publication - Newprint
- Train the trainer program
- Workshop Series
- Workshop - single session
- Webpage (new and updated)
- Presentation

Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(l). State Defined Outcome

O. No	Outcome Name
1	Number the individuals who incorporate one or more healthful eating practices and/or physical activity to prevent/manage disease and/or obesity
2	Number of individuals who use food planning and wise shopping behaviors improve diet and the supply of food
3	The number of individuals who select and prepare a variety of produce to help prevent/manage disease and/or obesity

Outcome # 1

1. Outcome Target

Number the individuals who incorporate one or more healthful eating practices and/or physical activity to prevent/manage disease and/or obesity

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 607 - Consumer Economics
- 703 - Nutrition Education and Behavior
- 704 - Nutrition and Hunger in the Population

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 2

1. Outcome Target

Number of individuals who use food planning and wise shopping behaviors improve diet and the supply of food

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 607 - Consumer Economics
- 703 - Nutrition Education and Behavior
- 704 - Nutrition and Hunger in the Population

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 3

1. Outcome Target

The number of individuals who select and prepare a variety of produce to help prevent/manage disease and/or obesity

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 703 - Nutrition Education and Behavior
- 704 - Nutrition and Hunger in the Population

4. Associated Institute Type(s)

- 1862 Extension

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes

- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations
- Competing Programmatic Challenges
- Populations changes (immigration, new cultural groupings, etc.)

Description

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

Every individual plan of work is logic model based including targets for Outcome indicators. A part of setting targets is laying out an evaluation plan. Evaluation results are reported in the accomplishment report. Post event surveys and evaluations completed by repeat attendees of annual events are asked about changes made as a result of something learned at the previous events, observation, interview, and other evaluation strategies are used to collect changes made and results of those changes experienced by program participants. Regular evaluation occurs at most educational events assessing participant knowledge and skills gained.

V(A). Planned Program (Summary)

Program # 6

1. Name of the Planned Program

Food Safety

2. Brief summary about Planned Program

The incidences of food borne illnesses have continued to increase as our production and availability of food has exploded over the past several decades. There is a keen interest in creating a food system that results in greater food safety through greater application of current knowledge to eliminate microbial contamination and a greater level of education of consumers and other food handling professionals to avoid potential points of contamination. Good agricultural practices (GAP) are a focal area for our programs. The growing demand for and the production of local foods creates both an opportunity and a concern. If food is grown, handled and stored correctly, food borne illnesses will remain low; however, problems that do occur can be quickly identified and corrected. Local producers, handlers and processors must understand and adhere to food safety guidelines. Individuals and families who safely prepare and preserve foods create greater access to healthy foods. UVM Extension and VT-AES programs are addressing this challenge.

Extension programming is multidisciplinary and integrated resulting in program results being reported in more than one Planned Program. GAP and other programs with producers keeps the food supply safe and is providing food producers with a market for their products supporting sustainable businesses. These efforts are captured in Global Foods and not duplicated here. VT-AES is doing research in food safety, reporting on those efforts in this planned program.

3. Program existence : Mature (More then five years)

4. Program duration : Long-Term (More than five years)

5. Expending fomula funds or state-matching funds :Yes

6. Expending other than formula funds or state-matching funds : Yes

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
311	Animal Diseases	0%		71%	
312	External Parasites and Pests of Animals	0%		22%	
711	Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources	0%		7%	
	Total	0%		100%	

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

Parent Plan: Making Healthy Lifestyle Choices:

Small scale food producers and processors often have difficulty understanding and meeting food safety requirements of government regulators and of buyers. Further, many small-scale producers and processors may not understand the need to improve their food safety practices so that they can produce the safest product possible for their consumers.

2. Scope of the Program

- In-State Research
- Multistate Research
- Integrated Research and Extension

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

Planned Program: Making Healthy Lifestyle Choices:

Food borne illness can compromise an individual's health. Consumers can lower the risk of foodborne illness by practicing food safety skills and safe food preservation practices. Increasingly, foodborne illness outbreaks are being trace to fresh produce. As harmful microorganisms are part of the gardening environment, Home gardens need to follow good agricultural practices to reduce the risk of contamination.

Food producers and processors understand the need for ensuring food safety and are open to working together with relevant stakeholders to improve food safety in Vermont.

Small scale food producers realize that becoming GAP certified and/or using safe food handling practices will open options for marketing of their products.

2. Ultimate goal(s) of this Program

Improve individual and family health. (Condition)

- Consumers secure access to safe, nutritious food. (Action)

V(E). Planned Program (Inputs)

1. Estimated Number of professional FTE/SYs to be budgeted for this Program

Year	Extension		Research	
	1862	1890	1862	1890
2014	0.0	0.0	2.0	0.0
2015	0.0	0.0	2.0	0.0
2016	0.0	0.0	2.0	0.0
2017	0.0	0.0	2.0	0.0
2018	0.0	0.0	2.0	0.0

V(F). Planned Program (Activity)

1. Activity for the Program

Research - rapid detection of food-borne pathogens. Rapid determination of molecular identity in trace-back studies.

Food Safety and Sanitation - Working with small scale producers on best practices that enable them to provide a safe food product. Good Agricultural Practice (GAP) certification work will occur with producers and collaborative efforts will be used.. This project also encompasses the requests and resulting work by individuals/groups for information through phone, e-mail or in-person on general food safety questions.

2. Type(s) of methods to be used to reach direct and indirect contacts

Extension

Direct Methods	Indirect Methods
<ul style="list-style-type: none"> • One-on-One Intervention • Demonstrations • Other 1 (lab-based research) 	<ul style="list-style-type: none"> • Newsletters • TV Media Programs

3. Description of targeted audience

- Adults
- Public: General

- Small scale meat and produce farmers

V(G). Planned Program (Outputs)

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
 - Direct Adult Contacts
 - Indirect Adult Contacts
 - Direct Youth Contacts
 - Indirect Youth Contact
 - Number of patents submitted
 - Number of peer reviewed publications
- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(H). State Defined Outputs

1. Output Measure

- Consultations
 - Newsprint Article
- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(l). State Defined Outcome

O. No	Outcome Name
1	Number of people who show improvement in food safety and preservation practices

Outcome # 1

1. Outcome Target

Number of people who show improvement in food safety and preservation practices

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 711 - Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources

4. Associated Institute Type(s)

- 1862 Research

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes

- Natural Disasters (drought, weather extremes, etc.)
- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations
- Competing Public priorities
- Other (Food safety requirements of food)

Description

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

Post event survey and observation.

V(A). Planned Program (Summary)

Program # 7

1. Name of the Planned Program

Urban Non Point Source Pollution

2. Brief summary about Planned Program

The Lake Champlain Basin is a critical part of the tourism industry in Vermont and Lake Champlain is a source of drinking water for thousands of households. Efforts to reduce non-point source pollution are critical to the maintenance of our water supply for human consumption and economic development for the area. The goals of outreach, education and research are to improve understanding, use and management of our urban centers to protect the waters within the Lake Champlain basin. VT-AES and the UVM Extension programs integrate research and outreach to work with residents, municipal governments, businesses, institutional landlords, schools and neighborhoods to reduce runoff from urban landscapes to protect urban streams emptying into Lake Champlain.

VT-AES research efforts center on:

- Assessment and reduction of phosphorus in agricultural drainage;
- Constructed wetlands center at the University of Vermont;
- Reducing Vermont dairy farm point and non-point pollution sources;
- Agricultural effluent management.

- 3. Program existence : Mature (More then five years)
- 4. Program duration : Long-Term (More than five years)
- 5. Expending fomula funds or state-matching funds : Yes
- 6. Expending other than formula funds or state-matching funds : Yes

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
112	Watershed Protection and Management	75%		0%	
123	Management and Sustainability of Forest Resources	0%		20%	
124	Urban Forestry	0%		20%	
125	Agroforestry	0%		20%	
133	Pollution Prevention and Mitigation	25%		0%	
211	Insects, Mites, and Other Arthropods Affecting Plants	0%		20%	
216	Integrated Pest Management Systems	0%		20%	
	Total	100%		100%	

V(C). Planned Program (Situation and Scope)

1. Situation and priorities

Lake Champlain shares a similar natural history and faces many of the same environmental problems as the Great Lakes, including nonpoint source pollution, eutrophication and occasional toxic algae blooms; the invasion of nonnative and nuisance aquatic species; and habitat alterations resulting from erosion and sedimentation. These environmental challenges seem to be exacerbated by climate change, which is increasing the frequency and intensity of precipitation events, changing the balance of rain and snow in precipitation events, and increasing the mean air and water temperature.

Mission and Goals

To address these and other priority issues, Lake Champlain Sea Grant's (LCSG) mission is to develop and support research, education and extension programs to empower communities, businesses and other stakeholders in the Lake Champlain Basin to make informed decisions regarding the management, conservation, utilization and restoration of their aquatic resources for long-term environmental health and sustainable economic development. Our goals and objectives support ecosystem-based approaches to planning and management that consider the lake and its entire drainage basin as a whole interconnected, complex system that is changing over time. Our approach reflects the ecosystems approach of the NOAA Sea Grant Strategic Plan and the Lake Champlain Basin management plan.

Lake Champlain Sea Grant has goals and objectives in all four of the NOAA Sea Grant Strategic Plan Focus Areas: Healthy Coastal Ecosystems (HCE), Sustainable Fisheries and Aquaculture (SFA), Resilient Communities and Economies (RCE), and Environmental Literacy and Workforce Development (ELWD). The situation statement for each follows, along with relevant goals to which the learning and action outcomes are linked.

Focus Area: Healthy Coastal Ecosystems (HCE)

Science-based information increases awareness among basin residents of priority coastal, aquatic and watershed resource issues, and to improve their capacity to protect and restore basin resources. Priority issues are nonpoint source (NPS pollution), invasive species, water-related human health hazards, and toxic contamination. In addition, improved understanding about basin ecosystem processes, and the relationships between environmental stressors and long-term human and ecosystem health is essential for decision-makers, planners, and managers. Stressors of concern in the basin include water quality degradation (phosphorus, toxins, and other contaminants), harmful algal blooms, and invasive species. Effective management of Lake Champlain requires an active role by Sea grant: applied research to improve understanding, use and management of basin waters and watersheds, assistance to decision-makers, planners, and managers to apply knowledge of basin ecosystem processes, work with local partners to implement findings/recommendations of applied research that support ecosystem-based management, and promotion of the use of data and indicators for decision analysis modeling, management plans and strategic planning.

Local residents and communities (including youth) need to act to protect and restore coastal, aquatic and watershed resources in the basin. There is a need to support participation by increasing awareness among communities of threats from NPS pollution (including phosphorus, toxins and bacteria), invasive species, and other water-related human health hazards. Partners need support in efforts to improve the capacity of basin residents to participate effectively in coastal, aquatic and watershed resource management issues. Grass roots effort require technical support and assistance (including demonstration projects) that help residents, local governments, volunteer organizations and others to implement low impact development, low input grounds care and other best management practices.

Ecosystem protection and restoration include activities to prevent the spread of aquatic invasive species (AIS) and mitigate their impacts. Nearly four dozen non-native species have been introduced into waters of the Lake Champlain Basin. While these numbers are low relative to the Great Lakes, many of these species have dispersed and are at nuisance levels, causing substantial environmental and economic impacts. Other AIS are expanding their ranges in adjacent regions and threaten to enter the basin. In

particular, Lake Champlain faces invasive threats entering via the Champlain Canal, which connects Lake Champlain to the Hudson River and, via the Erie Canal, to the Great Lakes.

Goals 1 and 2 relate to Lake Champlain Sea Grant research activities and are not reported here.

Goal 3 - Protect and restore coastal and aquatic ecosystems in the Lake Champlain basin.

Focus Area: Sustainable Fisheries and Aquaculture (SFA)

Priority recreational fisheries issues in Lake Champlain are closely linked to invasive species. Major threats/issues facing the lake's native landlocked Atlantic salmon and lake trout fisheries are: 1) potential food web disruption by invasive zooplankton, 2) trout/salmon early mortality syndrome threats posed by non-native alewife, and 3) threats to salmonid hatcheries from VHS.

The VT-upstate NY region has a strong demand for locally produced food, including fish, but fish production remains undeveloped. The region requires an assessment of constraints to development and a coordinated plan to assist the industry to realize the commercial potential of small scale production of trout. In addition, assistance in assessing technical and financial feasibility is essential to aid entrepreneurs in exploring small scale fish production.

Several communities in NY and VT are vulnerable to potential toxic effects of mercury via consumption of fish containing mercury. These include subsistence anglers, recent immigrants, and pregnant and nursing women. Exposure risks are via consumption of locally caught fish that are included in fish advisories, and consumption of canned fish and fish products with high mercury content. To ensure consumers are aware of both the nutritional benefits and of the risks associated with wild fish consumption, we will be initiating a mercury education and fish consumption advisory outreach program.

Goal 4 - A sustainable supply of safe local seafood to meet public demand.

Goal 5 - Local communities are aware of state fish advisories and of the risk to household health posed by mercury in fish.

Focus Area: Resilient Communities and Economies (RCE)

Tourism and recreation are central to the economic wellbeing of coastal communities in the basin. However, these communities must be able to identify and pursue sustainable economic development policies and programs. They also need access to information and training in the use of tools that help them realize the economic potential of sustainable development of tourism and recreation and to help balance business development and resource protection.

Marina operators and boaters are an important stakeholder group involved in Lake Champlain management and protection. Nationwide, Sea Grant led efforts have engaged these groups in effective pollution prevention, boater safety and cleanup efforts. A Clean Marinas program in the region will engage these stakeholders in pollution prevention, including a voluntary marina BMP program, clean boating and AIS spread prevention education programs, using existing Sea Grant and Marina Net resources.

As climate change models predict a wetter Lake Champlain basin, with an increase in the severity of rainfall events, municipalities are struggling with limited budgets to plan for and address the costly impacts of increased rainfall and flash flooding. Helping towns take steps to prepare for and mitigate future climate change related flooding events is a great need. Technical support, training and coordination among the various stakeholders are essential for the development of local vulnerability assessments, a regional case study as a reference for future flood resiliency efforts, and use of geomorphic assessments for climate adaptation planning and implementation. Using these tools, local officials, from regional planning commissions to town leaders, will be better able to proactively mitigate future flooding impacts and reduce infrastructure damage and cost to basin communities.

In addition, to prepare our region for a changing climate, there is a need to evaluate the interactions between changes in climate and changes in land-use. Research that addresses local priority information needs is essential, such as building ecosystem models that consider climate change in efforts to improve management of stormwater runoff, manage fisheries and understand food web dynamics.

2. Scope of the Program

- In-State Extension
- In-State Research
- Multistate Research
- Multistate Extension

V(D). Planned Program (Assumptions and Goals)

1. Assumptions made for the Program

The Public continues to place Water Quality high on the list of priority issues. Federal and state regulations are developed and implemented to protect water resources.

2. Ultimate goal(s) of this Program

Improve agricultural and environmental sustainability (*Condition*)

- Lifelong learners (youth, young adults, adults) use information learned through Watershed Alliance or other programs in watershed/lake protection and restoration activities.
- Sports fishing angler organizations actively involved in sports fisheries protection, enhancement and habitat conservation efforts.
- Lake Champlain basin communities replant or maintain native shoreline, riparian and littoral vegetation.
- Youth action teams (LEAP) assist lakeshore property owners with pollution prevention projects.
- Introduction of new aquatic invasive species (AIS) into Lake Champlain or the basin prevented or slowed
 - Impacts of AIS in basin waters mitigated to restore ecosystem function and productivity
 - LC bass tournament organizers adopt aquatic invasive species (AIS) spread prevention BMP/HACCP tournament protocols.
 - Lake Champlain marinas and boat yards use Clean/Green Marina program guidelines and recommendations:
 - Marina users adopt Clean Boating program recommendations
 - Communities develop conservation plans to support tourism and recreation.
 - Town plans include ordinances, polices, or other support for sustainable coastal development.
 - Communities use Green Infrastructure and Low Impact Development strategies to protect water quality and aquatic ecosystems from impacts of land use changes
 - Communities adopt local best management practices, policies and ordinances to protect local water quality.
 - Basin communities plan for and adopt practices that mitigate the impact of climate change
 - Municipalities apply BMP for climate change related shoreline erosion and bank stabilization
 - Fish culture facilities in NY and VT are using NRAC recommended biosecurity BMP practices
 - Households in target communities reduce consumption of fish identified in VT and NY fish advisories.

V(E). Planned Program (Inputs)

1. Estimated Number of professional FTE/SYs to be budgeted for this Program

Year	Extension		Research	
	1862	1890	1862	1890
2014	2.8	0.0	0.6	0.0
2015	2.8	0.0	0.6	0.0
2016	2.8	0.0	0.6	0.0
2017	2.8	0.0	0.6	0.0
2018	2.8	0.0	0.6	0.0

V(F). Planned Program (Activity)

1. Activity for the Program

- **Urban Watershed and Water Quality:** work with towns, municipalities, community organizations with consultations, demonstrations, workshops, newsprint, presentation, youth camps
- **Watershed & Water Quality Programs:** Watershed education for educators and students, and community members with consultation, train the trainer, demonstration, field site visits
- **Design, testing and implementation of materials and technologies for the removal of phosphorus from agricultural run-off and suburban wastewater non-point sources**

2. Type(s) of methods to be used to reach direct and indirect contacts

Extension

Direct Methods	Indirect Methods
<ul style="list-style-type: none"> • Workshop • Group Discussion • One-on-One Intervention • Demonstrations • Other 1 (train the trainer) • Other 2 (Presentations) 	<ul style="list-style-type: none"> • Newsletters • TV Media Programs • Web sites other than eXtension • Other 1 (technical publications) • Other 2 (field day/fair)

3. Description of targeted audience

- Adults
- Age 19 - 24 Young Adult
- Age 25 - 60 Adult
- Agriculture/Natural Resources: Watershed Based Organizations
- Agriculture: Service Providers
- Communities: Cities and Towns
- Communities: Educators
- Communities: Local Officials/Leaders
- Communities: Schools

- Community leaders and citizens
- Environmental Professionals: Environmental Managers
- Public: College Students
- Public: Families
- Public: General
- Public: Homeowners
- Public: Master Gardeners
- Public: Small Business Owners/Entrepreneurs
- Age 8 - 18 Youth
- Train-the-Trainer recipients:youth
- Youth

V(G). Planned Program (Outputs)

NIFA no longer requires you to report target numbers for standard output measures in the Plan of Work. However, all institutions will report actual numbers for standard output measures in the Annual Report of Accomplishments and Results. The standard outputs for which you must continue to collect data are:

- Number of contacts
 - Direct Adult Contacts
 - Indirect Adult Contacts
 - Direct Youth Contacts
 - Indirect Youth Contact
 - Number of patents submitted
 - Number of peer reviewed publications
- Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(H). State Defined Outputs

1. Output Measure

- Consultation
- Demonstration
- Field day/Fair
- Presentation
- Fact Sheet
- Tour
- Train the Trainer
- Web page updating
- Workshop series
- Workshop - single session

Clicking this box affirms you will continue to collect data on these items and report the data in the Annual Report of Accomplishments and Results.

V(I). State Defined Outcome

O. No	Outcome Name
1	Number participants annually in student-led program to educate and assist lakeside property owners to implement pollution prevention and watershed/lake restoration activities for Lakes St Catherine's, Carmi, Hortonia
2	Number members of sports fishing angler organization annually participate actively in annual sports fisheries protection, enhancement and habitat conservation efforts
3	Number feet of shoreline/bank vegetation replanted or native vegetation maintained annually
4	Number volunteer days annually committed by local organizations to watershed/lake restoration and monitoring activities
5	Number LEAP youth watershed teams annually assist 10 lakeshore property owners annually to implement NPS pollution prevention projects
6	no new AIS species recorded from Lake Champlain basin
7	Number basin stakeholders and managers use invasive smelt and other AIS research results to manage sports fisheries.
8	Lake Champlain bass tournament organizers adopt aquatic invasive species (AIS) spread prevention BMP/HACCP tournament protocols
9	Number marinas become part of Clean Marinas and/or Clean Boating programs each year.
10	Number marina users join their marina's Clean Boating program each year
11	Black bass conservation plan developed for City/Town of Plattsburgh, NY
12	Number of town plans annually include ordinances, policies, or other support for sustainable coastal development
13	Number municipalities annually implement green infrastructure and Low Impact Development (LID) strategies
14	Number commercial properties in targeted impaired watersheds use low input grounds care each year
15	Number gallons of storm water prevented from reaching local water bodies each year
16	Number local officials/leaders annually request input and information on flood resiliency planning
17	Number municipalities annually with new or updated shoreline/riparian vegetation protection or restoration ordinances
18	Number basin municipalities annually apply BMP for climate change related shoreline erosion and bank stabilization
19	Number bioengineering plan adopted for planned Burlington bike path restoration
20	Number fish culture facilities annually in NY and VT adopt NRAC recommended biosecurity BMP practices
21	Number households annually reduce consumption of fish or fish products with high mercury content

Outcome # 1

1. Outcome Target

Number participants annually in student-led program to educate and assist lakeside property owners to implement pollution prevention and watershed/lake restoration activities for Lakes St Catherine's, Cami, Hortonia

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 2

1. Outcome Target

Number members of sports fishing angler organization annually participate actively in annual sports fisheries protection, enhancement and habitat conservation efforts

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 3

1. Outcome Target

Number feet of shoreline/bank vegetation replanted or native vegetation maintained annually

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 4

1. Outcome Target

Number volunteer days annually committed by local organizations to watershed/lake restoration and monitoring activities

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 5

1. Outcome Target

Number LEAP youth watershed teams annually assist 10 lakeshore property owners annually to implement NPS pollution prevention projects

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 6

1. Outcome Target

no new AIS species recorded from Lake Champlain basin

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 7

1. Outcome Target

Number basin stakeholders and managers use invasive smelt and other AIS research results to manage sports fisheries.

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 8

1. Outcome Target

Lake Champlain bass tournament organizers adopt aquatic invasive species (AIS) spread prevention BMP/HACCP tournament protocols

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 9

1. Outcome Target

Number marinas become part of Clean Marinas and/or Clean Boating programs each year.

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 10

1. Outcome Target

Number marina users join their marina's Clean Boating program each year

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 11

1. Outcome Target

Black bass conservation plan developed for City/Town of Plattsburgh, NY

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 12

1. Outcome Target

Number of town plans annually include ordinances, polices, or other support for sustainable coastal development

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 13

1. Outcome Target

Number municipalities annually implement green infrastructure and Low Impact Development (LID) strategies

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 14

1. Outcome Target

Number commercial properties in targeted impaired watersheds use low input grounds care each year

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 15

1. Outcome Target

Number gallons of storm water prevented from reaching local water bodies each year

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 16

1. Outcome Target

Number local officials/leaders annually request input and information on flood resiliency planning

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 17

1. Outcome Target

Number municipalities annually with new or updated shoreline/riparian vegetation protection or restoration ordinances

2. Outcome Type : Change in Knowledge Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 18

1. Outcome Target

Number basin municipalities annually apply BMP for climate change related shoreline erosion and bank stabilization

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 19

1. Outcome Target

Number bioengineering plan adopted for planned Burlington bike path restoration

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 20

1. Outcome Target

Number fish culture facilities annually in NY and VT adopt NRAC recommended biosecurity BMP practices

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

Outcome # 21

1. Outcome Target

Number households annually reduce consumption of fish or fish products with high mercury content

2. Outcome Type : Change in Action Outcome Measure

3. Associated Knowledge Area(s)

- 112 - Watershed Protection and Management
- 133 - Pollution Prevention and Mitigation

4. Associated Institute Type(s)

- 1862 Extension

V(J). Planned Program (External Factors)

1. External Factors which may affect Outcomes

- Natural Disasters (drought, weather extremes, etc.)
- Economy
- Appropriations changes

- Public Policy changes
- Government Regulations
- Competing Public priorities
- Competing Programmatic Challenges
- Other (technology limitations in areas)

Description

Principal external factors that can constrain planned goals, objectives and activities include - limited resources (staff, time and funding), physical limits on staff to travel and deliver programs, other programs with similar goals and objectives (duplication of effort), and available technology that may limit access to certain areas and audiences.

V(K). Planned Program - Planned Evaluation Studies

Description of Planned Evaluation Studies

Every individual plan of work is logic model based including targets for Outcome indicators. A part of setting targets is laying out an evaluation plan. Evaluation results are reported in the accomplishment report. Post event surveys and evaluations completed by repeat attendees of annual events are asked about changes made as a result of something learned at the previous events, observation, interview, and other evaluation strategies are used to collect changes made and results of those changes experienced by program participants. Regular evaluation occurs at most educational events assessing participant knowledge and skills gained.