Leadership and Civic Engagement
Logic Model

Inputs
- *Extension Agents
- *Extension Specialists in Community and Economic Development
- *Extension Program Specialists
- *Extension specialists in Family and Consumer Sciences
- *Local civic leaders
- *Technology
- *Materials

Activities
- *Theoretically-grounded and research-based resources developed for leadership training in diverse situations (e.g., community, organizational, individual)
- *Community-based leadership development workshops
- *Extension-based leadership development programs for youth, adults, and Extension Council members
- *Educational sessions for Agents to develop personal leadership skills and to build their knowledge for offering similar training to community residents
- *Web Resources compiled for coalitions and collaborative groups

Participation
- *Extension Agents
- *County-based community leadership program participants
- *4-H youth
- *Members of FCS Homemaker's clubs
- *Agricultural owners
- *Extension Council members
- *Nonprofit organizational members
- *Other regional (e.g., EKY Leadership) and state leadership development programs

Outputs

Initial Outcomes (KOSA)
- *Basic understanding of the foundations of leadership development and its applications in intrapersonal, interpersonal, organizational and community contexts
- *Skills and knowledge required to be more effective leaders developed
- *Broader base of trained potential organizational and community leaders
- *Extension agents develop a basic understanding of how to implement leadership development into county programming

Intermediate Outcomes (Practice Change)
- *Participants are more active as informal community leaders
- *Participants take on formal organizational leadership roles
- *Participants take on formal community leadership roles
- *Participants initiate collaborations and coalitions with other leaders
- *Increased implementation of leadership development practices by Extension agents within county programming

Long Term Outcomes (SEEC)
- *The base of potential community or organizational leaders is broader and more diverse (e.g., age, race, gender)
- *The number of locally initiated projects has increased over a defined period of time
- *Program participants serve as leadership trainers and/or mentors for others
- *Extension agents are equipped to conduct leadership development programs

Situation
Numerous studies identify the leadership capacity of organizations and communities as critical factors in their ability to adapt to challenges and to create their future.

While there are many leadership development programs in Kentucky, few, if any, are based on theoretically-grounded models of leadership development and foundation of research on factors associated with leadership development.

There is a need to provide both resources and appropriately designed leadership development programs for organizations, communities and the Cooperative Extension Service.

Assumptions
- *Effective leaders can be nurtured through sound development programs
- *Knowledgeable and trained leaders can enhance organizational and community performance
- *Given access to well-designed training materials, individuals and organizations will utilize these resources to enhance their leadership development activities

External Factors
- *Many believe that leaders are born and that there are no effective ways of building leadership capacity
- *Few, if any, of the existing leadership development programs in Kentucky are theoretically grounded or research-based in their design and implementation
- *There are many different leadership development programs in Kentucky and they often compete with each other for participants
- *The many different leadership development programs in Kentucky do not understand how to build on each others leadership development activities