

**National Framework for 4-H Volunteerism
Assessment Instrument**

For each of the items, please indicate if you're county, region, state, or program area meets the criteria to your level of satisfaction as a leader in volunteer administration. Once you have completed the assessment, identify the top five areas that you and/or your team believe(s) are the highest priority to address and identify strategies and/or resources needed to move forward. Note: blank rows allow for organizational specific standard(s) to be added.

Creating Safe Environments	Yes	To Some Extent	No	Not Applicable
Comprehensive volunteer selection policies and procedures are in place.				
Ongoing and contemporary volunteer education programs are in place based on volunteer roles & responsibilities.				
Standard orientation program is provided to all new volunteers.				
Youth participant standards of behavior are used in the organization.				
Adult volunteer standards of behavior are used in the organization.				
Financial management practices, based on organizational policy/procedures, are documented and communicated to volunteers.				
Volunteer insurance is in effect for all volunteers.				
Best practices for working with vulnerable populations (minors, elderly, etc.) are documented and communicated to volunteers.				
Programs and activities are age appropriate.				
Engaging Volunteers				
Volunteer recruitment strategies reach beyond traditional audiences.				
Volunteer retention strategies are intentionally implemented.				
Volunteer roles are flexible and can be adapted to meet changing needs.				
Volunteer corps is representative of the audience being served.				
Generational and/or cultural differences are considered in the volunteer administration plan.				

Technology is used to communicate and providing learning opportunities for volunteers.				
Professional staff is aware of and compensate for trends in volunteering.				
Administering Volunteer Management Systems	Yes	To Some Extent	No	Not Applicable
Professional staff is recognized as volunteer administrators.				
Professional development opportunities are available for staff related to volunteer administration.				
Risk management systems are in place.				
Orientation for new professionals related to volunteer administration is in place.				
Benefits of Volunteering				
Research-based resources are used to support volunteer education programs.				
Ongoing educational programs for volunteers are implemented.				
Leadership opportunities are available for volunteers.				
Volunteer middle management volunteers are utilized.				
Comprehensive volunteer recognition programs are in place.				
Strengthening Partnerships				
Advisory systems are engaged.				
Active participation in professional associations is carried out by professional staff.				
Collaborations with external partners is resulting in increased potential volunteers				

What Are Your Plans?

Based upon your responses to each item, which five are the top priorities to address?

Recognizing your priority areas, what resources are needed (i.e. curriculum, policies, etc.)?

What are the five steps your team will be taking to initiate the necessary changes?