

You, Extension, and Success!



You, Extension, and Success! (**YES!**) is the competency-based professional development system for employees of Texas Cooperative Extension and the Cooperative Extension Program at Prairie View. Through **YES!**, Extension employees will achieve professional growth and success that will enhance their ability to provide quality, relevant outreach and education programs and services to the people of Texas.

What is **YES!** all about?

YES! is built on competencies that are important to Extension work, that make Extension employees successful in their jobs.

YES! relies upon the partnership between the individual and the supervisor working together to assess needs, identify goals and career aspirations, and make plans for achieving them.

YES! integrates and reinforces aspects of the Performance Appraisal System and the Career Ladder System to help employees develop a coherent plan for continuous professional growth.

YES! offers more-focused, competency-based training grounded in the realities of Extension work.

YES! provides a centralized professional development information system to make information and opportunities readily available to all employees.

YES! is about You, so it's self-directed; Extension, so it's based on your work; and Success, so you'll succeed!

What will **YES!** do for me?

YES! will focus the professional development opportunities and resources of Texas Extension to help you in your professional growth.

Through **YES!**, you will be empowered to determine how to improve your skills and to direct the progress of your career.

Through the coordination **YES!** provides, you will participate in professional development training that is more effective and efficient.

Through **YES!**, you will have ready access to information, tools, and learning opportunities for managing your professional growth.

Regardless of your educational background, you will participate in learning opportunities customized to help you succeed.

As you continually develop your skills, you will provide increasingly outstanding education and service to the people of Texas.

What am I expected to do for YES! ?

Use your job description to identify critical tasks related to your own job.

Use the Competency Model to assess your level of proficiency for each task.

Talk with your supervisor to decide on your professional development priorities.

Identify learning opportunities that will help you achieve your professional development goals.

Document your progress in your performance appraisal.

Report your results in your dossier or resume.

Develop your Personal Professional Development Portfolio to document your progress and guide your future professional development choices.

Maximize your opportunities for learning, growth, and success!

What tools will YES! provide?

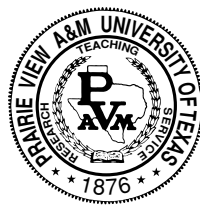
The Texas Extension Competency Model.

An individualized self-assessment for Extension employees and their supervisors.

Guidelines for creating a Personal Professional Development Portfolio.

An organization-wide assessment of training needs.

A Learning Opportunities Catalog, subject-matter competency-based training offered by Extension units and departments and other resources, and a centralized professional development information system.



Cooperative Extension Program
Prairie View A&M University

Educational programs of Texas Cooperative Extension are open to all people without regard to race, color, sex, disability, religion, age or national origin.

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