

 **Cornell Cooperative Extension**
Cornell Garden-Based Learning

**Statewide Master Gardener
Volunteer Program Overview**

Learning Objectives

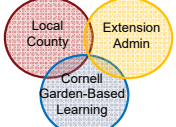
- Review CCE Master Gardener Volunteer Program Standards, Roles and Responsibilities and the CCE MGV Mission, Vision and Values
- Access National Extension Master Gardener Resources
- Identify Statewide Training and Utilization Resources



CCE Erie County

ISOTURE
CCE and CGBL Roles & Responsibilities

- **Identification** – CCE Admin & County Association
- **Selection** – CCE Admin & County Association
- **Orientation** – CCE Admin & County Association
- **Training** – Cornell GBL & County Association
- **Utilization** – Cornell GBL & County Association
- **Recognition**- County Association
- **Evaluation** – Cornell GBL, CCE Admin & County Association



CCE and the National Extension Master Gardener Standards



Cornell Cooperative Extension puts **knowledge** to work in pursuit of economic vitality, ecological sustainability and social well-being.

We bring **local experience** and **research based** solutions together, helping New York State families and communities thrive in our rapidly changing world.

Extension Master Gardener

programs educate people, engaging them in learning to use unbiased, research-based horticulture and gardening practices through a network of trained volunteers directed and supported by land-grant university faculty and staff



EXTENSION MASTER GARDENER
People, Plants and Partnerships



Our Mission

- We prepare volunteers to be **peer educators** who build relationships with community audiences to integrate **local experience and research-based knowledge** in planning for and initiating steps to manage gardens, lawns, and landscapes with an emphasis on **food security and environmental stewardship**.

Our Vision

- Adults, youth, and families who engage in our garden-based educational programs expand their learning networks and **ecological gardening skills towards greater resilience and connections**. As a result, they experience enhanced health and wellness, food security, ecological literacy, environmental stewardship, and they embrace sustainable community practices.



Our Values

- We uphold the nation's Land-Grant University System mission, as well as the mission, vision and values of Cornell Cooperative Extension.
- We support people as they initiate and grow successful gardens, connect in community, and live with meaning and purpose.
- We may be involved in creating and maintaining gardens to support learning. However, we do not provide labor for garden projects, nor do we support gardens that are outside the scope of our mission.
- We offer inclusive educational programming that reflects and respects the diversity of New York State communities and the local needs of those communities.
- We foster diversity by preparing educators and volunteers to build relationships beyond familiar networks.

Master Gardener Minimum Standards


National Best Practices	NYS MGV
Has an established statewide organizational system	CCE Master Gardener Volunteer Program Standards
Establishes state program goals that align to achieve the EMG program mission	CCE MGV Mission, Vision and Values CGBL Strategic Plan 2020 – 2025 (in devt.)
Engages in Extension-approved projects and programs designed to educate the public about horticulture and gardening	County and CGBL Program Statewide Projects
Uses recognized volunteer management practices	Volunteer Management Module, CCE VIP and CCE MGV Standards
Incorporates a system for volunteer leadership and development	Educators complete the Volunteer Management Module
Uses an established state training curriculum	CGBL Learning Library in Moodle
Requires volunteer service hours; 40-hour volunteer service minimum in the initial training year and 20-hour volunteer service minimum in subsequent years	We use the 40-hour volunteer service minimum as a recommended guideline for CCE Offices in the first year, and 20-hours minimum guideline in subsequent years.
Uses recognized volunteer management practices	Volunteer Management Module, CCE VIP and CCE MGV Standards

National Extension Master Gardener Standards

National Best Practices	NYS MGV
Requires annual continuing education and professional development hours; 10 hours minimum annually in subsequent years	Cornell Garden-Based Learning Library offers Advanced Training topics, at the discretion of CCE Offices – 10 hours per year in addition to the total number of volunteer hours per year.
Uses an annual recertification criteria and process	Certificate of Completion for CGBL Learning Library
Follows the Equal Opportunity Guidelines for their state and/or university	CCE Volunteer Involvement Policy (VIP)

NYS Master Gardener Program Standards – Volunteer Identification, Selection & Orientation

- While the role of MGVs varies across the state, all roles are educational in nature.



NYS Master Gardener Program Standards – Volunteer Identification, Selection & Orientation

Criteria include:

- 1.Basic gardening experience, which qualifies them to train to become MG Volunteers.
- 2.Ability to relate to the public with unbiased, research-based information and courtesy.
- 3.Ability to learn (or re-learn) new information, some of which is practically applied information and some of which is basic fundamental scientific principles, from social-science and natural science disciplines.
- 4.Ability to pass Knowledge Checks, showing mastery of the wide range of gardening topics required to be a Master Gardener Volunteer.
- 5.Ability to educate people from diverse backgrounds with a lens of diversity, equity and inclusiveness.
- 6.Willingness, commitment and time to volunteer.



NYS Master Gardener Program Standards – Volunteer Training & Core Preparation

- The **Cornell Garden-Based Learning Library (CGBLL)**, or **Core Preparation**, is the core curriculum. Counties may add additional coursework, but the basic minimum expectation is mastery of the topics in the CGBLL.
- A new piece of this training is a **Community Action Project** that promotes community outreach, supports youth and adult education, and addresses food security or environmental stewardship.



NYS Master Gardener Program Standards –Volunteer Training & Core Preparation



- Advanced Training & Continuing Education experiences after the Core Preparation will vary for each volunteer (10 hours per year minimum).
- diagnostic labs,
- demonstration gardens,
- public speaking or writing,
- all MGVs should receive periodic updates on new developments in horticulture. **Cornell Garden-Based Learning will provide Advanced Training Topics webinars.**

NYS Master Gardener Program Standards – Volunteer Utilization

- All volunteer projects must be educational CCE sponsored events, statewide programs or with CCE identified partner projects.
- Volunteers are encouraged to take on leadership roles within CCE.
- MGV may disseminate research-based information from Cornell or other Extension sources.



NYS Master Gardener Program Standards – Volunteer Utilization

- Cornell's horticultural standard is ecologically-sound research-based practices found in the Cornell Garden-Based Learning Library.
- All fundraising monies go to the association for management of MGV activities.
- The Cornell MGV title and events should not be used for personal monetary gain.



NYS Master Gardener Program Standards – Volunteer Evaluation

- Definition of Service Level:
 - **Intern** - Over a two-year time frame following Core Preparation, fulfillment of the volunteer service time from the training hours must equal at least 50 hours or to match number of training hours.
 - **Active** - minimum of 40 hours in the first Intern year, and at least 20 hours all subsequent years.
 - **Emeritus**- a designation counties give to advanced volunteers who have donated over 10 years of service (over 700 hours). If an MGV reached this status and is still volunteering for CCE, they must follow the VIP guidelines and submit paperwork as required to stay engaged.

	Green	50-100 hours / 1 year service
	Red	75-100 hours / 2 year service
	Blue	100-200 hours / 4-10 years service
	White	over 200 hours / 11-20 years service
	Purple	over 20 years service

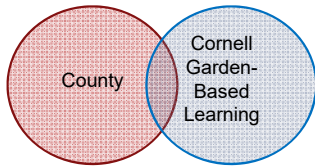
NYS Master Gardener Program Standards
- Ethics, Plant Sales and Educational Fundraisers

- All A MGV is an "Intern" during their first two years, and "Active" when he or she is still providing volunteer services as a MGV for the county.
- A county standard for advanced MGVs to remain active is to volunteer ten hours of Advanced Training & Continuing Education hours when the volunteer gains Emeritus Status.
- MGV event information is submitted through the CCE Program Development and Reporting Tool (in the CCE Business System).
- All MGVs track their hours and report to their MGV Coordinator or County, and contribute to the Cornell Garden-Based Learning MGV Yearly Data Collection via Qualtrics.



ISOTURE
and Roles & Responsibilities

- **Training** – Cornell Garden-Based Learning & County Association



Roles and Responsibilities- **Cornell Garden-Based Learning**

- **Connect** with NICH Standards, Campus and Statewide Programs and Experts
- **Maintain curriculum** in Cornell Garden-Based Learning Library
- **Engage county programs** in statewide projects and professional development

Training and Adult Learning Engagement Tactics

- Safety, Trust and Accountability
- Think, pair, share or small group activities
- Facilitated discussion
- Aim for "discomfort"
- Mix it Up
- Save time for reflection



CCE Suffolk County Class of 2019

Core Preparation – Cornell Garden-Based Learning Library

- Module 1: **The Fundamentals**
- Module 2: **Food Gardening**
- Module 3: **Ornamental Plants & Ecosystems Services**
- Module 4: **Problem Solving**
- Module 5: **Management Strategies**
- Module 6: **Starting Sustaining Learning Gardens**
- Module 7: **Action Project Presentations & Orientation to Local Program Areas**



Advanced Training Sessions

-Cornell Garden-Based Learning Library Course –

Advanced Sessions:

- Cover Crops
- Seeds Saving
- Unusual Fruits and Nuts for the Home Garden
- Engaging Low-literacy Audiences
- Weeds
- Pollinator Protection

Continuing Education Courses:

- Garden Design & Planning
- Permaculture
- Organic Gardening
- Botanical Illustration

Focus on Action Projects and Practice Presentations!



Peer Learning Networks



Peer Learning Networks

Most individuals do not make decisions about undertaking a behavior change on the basis of scientific studies or the consequences of doing it.

Most people depend mainly upon subjective evaluations of ideas that are new to them; they **rely on other individuals like themselves** who have previously adopted the idea or behavior.



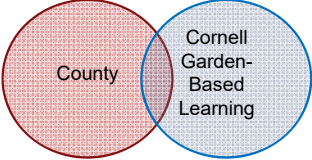
Peer Learning Networks

The ability to make informed decisions will be based not on evaluation of **what is true** but on evaluation of **whom to trust**.



ISOTURE
and Roles & Responsibilities

➤ **Utilization** – Cornell Garden-Based Learning & County Association



A Venn diagram with two overlapping circles. The left circle is red and labeled 'County'. The right circle is blue and labeled 'Cornell Garden-Based Learning'. The overlapping area in the center is shaded with a grid pattern.

Roles and Responsibilities- Cornell Garden-Based Learning

- **Connect** with NICH Standards, Campus and Statewide Programs and Experts
- **Engage county programs** in statewide project Professional Development



Photo courtesy of CCE Rockland

Roles and Responsibilities- Counties

- Successfully engage and support volunteers systematically and intentionally.
- Provide varied opportunities for volunteers to engage based on interests, skill level and capabilities
- Identify key volunteers to participate in Advisory Teams, Program boards and as committee chairs
- Find diverse partners for volunteers to engage with
- Map out diverse partnerships with community organizations



Photo courtesy of CCE Suffolk

Roles and Responsibilities- **Counties**

- Fully define volunteer tasks and/or develop volunteer position descriptions
- Keep accurate and current records to track hours, issues and evaluate for success
- Follow Cornell VIPP Code of Conduct and dismiss when necessary
- Reevaluate volunteer progress, effectiveness and satisfaction and reassign tasks and/or leadership opportunities
- Provide ongoing feedback and annual review for long-term volunteer retention

Utilization

Successfully engaging, training and supporting volunteers systematically and intentionally.

Discussion: What kind of leader are you? Assess your strengths:

- **Organization and Community Engagement**
- **Professional Development**
- **Advocacy**



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Utilization

- Common Position Descriptions for MGJ Volunteers Include:
 - **Office Support:** Answers horticultural questions via phone or e-mail
 - **Scientific Analysis:** Tests Soil pH, Plant and Insect Identification, Plant Diagnostics
 - **Speakers Bureaus:** Provides speakers for garden clubs and other organizations
 - **Demonstration Gardens:** Arranges demonstration projects in public places
 - **Garden Support:** Supports school and community improvement projects



Utilization

- **Educational Outreach:** Staffs booths at fairs, garden shows and other public events
- **Environmental Education:** Increases awareness of integrated pest management, water quality, conservation, climate change and other environmental issues (Gardening in a Warming World Curriculum)
- **Newsletter and Handout Development:** Support publications for CCE
- **Plant Sales:** Engage the public in fundraisers for CCE MGV program
- **Seed to Supper:** Engaging low-resource groups in gardening education and food security



Utilization: Inclusion and Diversity for MGV

- **Finding diverse partners to engage volunteers with includes:**
 - Diverse ages
 - Diverse economic groups
 - Diverse ethnic backgrounds
 - Diverse interests
- **Mapping out diverse partnerships with community organizations for gardening volunteers might include:**
 - School Gardens
 - Food Pantry Gardens
 - Religious Organization Gardens
 - Special Population Groups
 - Immigrant Community Garden



Utilization: CGBL Citizen Science Programs

Adults:
Vegetable Varieties for Gardeners (VVfG)

Vegetable Variety Trial Gardens (VVTG)

Youth:
Seed to Salad

Vegetable varieties investigation (Vvi)



Utilization:
CGBL Food Security Programs

Seed to Supper

Seed to Supper is a comprehensive beginner's guide to low-cost adult vegetable gardening. Garden Educators share practical, low-cost techniques for building, planning, planting, maintaining, and harvesting a successful vegetable garden.



Utilization:
CGBL Environmental Stewardship Programs

- **Gardening in a Warming World**
 - Explores how we might examine our gardening practice through the lens of climate change mitigation and adaptation.
- **One Seed at a Time: Fighting Climate Change in the Garden**
 - Focus on monitoring, alleviating, and mitigating climate change's impacts in the garden.



Reflection



Snapshots of Success! Monroe County – Utilization - Blocks in Bloom



Rochester inner city residents showed off their gardens, flower beds and community spirit during the Blocks in Bloom showcase tour led by Cornell Cooperative Extension of Monroe County and its Extension Master Gardener volunteers

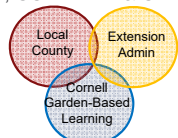
Putnam County – Utilization – Seed to Supper



Partnering with Hudson Valley Regional community health center to offer bilingual Seed to Supper program with MGV, with new community garden plots adopted by participants and supported my MGV at garden hours.

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