

General Expectations – OSU Extension A&P Educator Levels

	Educator I	Educator II	Educator III	Educator IV	Indicator
Degree Required	BA or BS	MA or MS	MA or MS	MA or MS	
Programming and Engagement	Develop local opportunities and partnerships to engage others in learning based on identified local need.	Develop local and multi-county opportunities and partnerships to engage others in learning based on identified local and multi-county needs.	Expand reach and develop local and multi-county learning opportunities.	Develop local and multi-county learning opportunities and contribute to state program efforts.	<ul style="list-style-type: none"> • Intentional engagement efforts in response to clientele requests or need; in cooperation with other colleagues and agencies and/or through the use of effective advisory committees. • Develop and organize learning opportunities that address emerging needs with intentional engagement strategies that affect social and economic changes at the county and state level.
Teaching	Replicate evidence-based engagement strategies with fidelity.	Replicate evidence-based engagement strategies locally, and in partnership with peers, out-of-county and beyond. Build skills to support learning and capacity development.	In addition to Educator II expectations, apply specialization expertise; demonstrate ability to interpret others' work in meaningful ways. Contribute to curricular development and/or revision.	In addition to Educator III expectations, expand the range of audiences reached to include state and national conferences and other teaching venues. Develop curriculum appropriate to specific audience needs or within specialization that can be shared with others.	<ul style="list-style-type: none"> • Develop, adapt, and apply creative engagement strategies. • Demonstrate that content and/or engagement strategies effectively address the needs of specific target audiences. • Document pursuit of excellence in teaching and/or engagement strategies via pattern of evaluation using EEET, peer letters of evaluation, etc.

	Educator I	Educator II	Educator III	Educator IV	Indicator
Evaluation	Employ use of pre-existing evaluation instruments.	In addition to Educator I expectations, use evaluation tools to interpret teaching, program and/or engagement strategy impacts and revise efforts for increased local impact.	In addition to Educator II expectations, adapt existing evaluation tools and/or frameworks to assess impact of efforts.	In addition to Educator III expectations, design and/or develop evaluation tools to assess long-term impact of efforts.	<ul style="list-style-type: none"> • Demonstrate depth and impact in area(s) of specialization. • Document ongoing evaluation of specific effort(s) in specialization area(s) and/or use of curricular materials by peers and clientele.
Applied Scholarship	Generate appropriate creative works with local focus.	Generate appropriate creative works within specialization area(s) with multi-county or regional reach.	Generate appropriate creative works within specialization area(s) with state reach and evidence of peer-review. Attract external funds to support local efforts.	Generate appropriate creative works within specialization area(s) with national reach and evidence of peer-review. Attract external funds to support efforts.	<ul style="list-style-type: none"> • Develop non-peer-reviewed publications, presentations, materials and other creative works to support learning and capacity development. • Develop peer-reviewed publications, presentations, materials and other creative works to support learning and capacity development. • Document successful and unsuccessful competitive grant applications and external funding requests, professional recognition, and the use of materials by peers and other professionals.
Service (community, institution, and profession)	Participate in multi-county and state teams. Engage in community and institutional organizations.	Actively participate in county/multi-county efforts.	Actively lead county/multi-county/state efforts, actively participate in national efforts.	Actively lead county/multi-county/state and national efforts.	<ul style="list-style-type: none"> • Document evidence of leadership roles and impact of service, selection by peers and scope of activity.
Professional Development	Complete new educator core training.	Develop area(s) of specialization.	Continue professional growth through contribution within specialization to multi-county efforts, applied scholarship, pursuit of funding opportunities, and service.	Continue professional growth through contribution within specialization to statewide educational efforts, applied scholarship, pursuit of funding opportunities, and service.	<ul style="list-style-type: none"> • Document recognition of expertise or area(s) of specialization beyond area of responsibility. • Document recognition of expertise or area(s) of specialization statewide.