

**TULARE COUNTY**  
**ALL STAR** **H-A**



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# Table of Contents

## **Section I**

Part One, What is an All Star?.....	Page 1
What do All Stars do?	
Part Two, Guidelines for the All Stars.....	Page 2
Part Three, Plan of Action.....	Page 3
Part Four, Relationship with Council.....	Page 4
Part Five, Awards.....	Page 5
All Star Outstanding Performance Award Application .....	Page 6

## **Section II**

Part Six, Guidelines for All Star Advisor.....	Page 8
Part Seven, Selection of All Star Advisor.....	Page 9

## **Section III**

Part Eight, All Star Selection Committee.....	Page 10
Part Nine, Criteria for All Star Selection.....	Page 11

## **Section IV**

Part Ten, Application Process and Check List.....	Page 11
Application Guidelines.....	Page 12
All Star Application.....	Page 13 - 19
(Contact the 4-H Office for the full application)	

## ❖ What is an All Star?

A Tulare County 4-H All Star is the highest achievement that only a few 4-H Members will obtain. An All Star has shown and continues to display the following criteria:

- Enthusiasm and commitment to the 4-H program
- Has earned the rank of Gold Star
- Demonstrates outstanding leadership skills
- Involved in 4-H County and Out-of-County events
- Active in their club
- A positive role model for all 4-H members
- Enjoys public speaking

The 4-H members that are chosen to be an All Star have shown exemplary accomplishments in the 4-H Program and the community.

## ❖ What do All Stars do?

All Stars are the Ambassadors of the 4-H program for Tulare County. As an Ambassador the All Star will be visiting other 4-H clubs, reaching out to other organizations within the community, attending and participating in the State 4-H Leadership Conference, 4-H County Council meetings, and State or Regional 4-H meetings and events.

The All Stars plan their own program within the established guidelines. Their “Plan of Action” will include planning and leading a county event, field trips, visiting clubs, participating in Council meetings, presenting the 4-H program to other agencies, etc.

Throughout the All Star year, new and challenging situations will be encountered. The chance to learn, to grow, and to make a difference is what the All Star program is all about!

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## Part TWO

### ❖ Guidelines for the All Stars

The following are the established guidelines for a member who has become a Tulare County 4-H All Star:

- Good attendance is a must. Throughout the year an All Star will be attending events at all levels (county, regional, and community). An All Star must attend no less than 80% of all planned meetings to be a member in good-standing. Being an All Star requires an ample amount of time. A 4-H member will need to take this into consideration when applying.
- All Stars shall wear the All Star uniform or the 4-H uniform (white pants, or skirt, white shirt, 4-H tie or scarf, and white 4-H hat), or other such uniform as designated by the All Stars and in concurrence with the All star Advisor and the 4-H County Leader Council to all county events, 4-H functions other than at the club level, or when representing the All star program within the county, state and country.
- An All Star is a positive role model for all 4-H members and other youths within the community; therefore, he/she should reflect a positive attitude and good conduct.
- An All Star is committed to active participation for one year. In order to receive the **“All Star Outstanding Performance Award”**, an All Star must be active and meet all the requirements listed above. “Once an All Star, always an All Star”. Therefore, an All Star may be asked to help new All Star members after completing his/her year of commitment, or ask to share their expertise.
- The All Star year starts when selected and introduced at the August Leader Council meeting. The All Stars finish their active year with their participation at interview for the following year All Star applicants.

#### **All Star Consequences**

Should an All Star not fulfill his/her duties as set by these guides credit will not be given for the year (See Advisor Guidelines)

## Part THREE

### ❖ All Stars' Plan of Action

The All Stars along with their Advisor, will develop a written "Plan-of-Action" May through June. This Plan will include a basic structure of the 4-H program (listed below). The All Star written "Plan-of-Action" should be presented to the Tulare 4-H County Council in August for review.

Plan-of-Action's requirements:

1. Attend Fall County Award's Day/Night for New All Star Recognition and to help out going All Star(s) with Coordination of Awards Presentation.
2. Take an active part in Officer Training Day. Presenting training as needed.
3. Attendance and participation at County events are necessary and expected. These events include: Livestock Judging Day, Favorite Foods Day, Presentation Day, Regional Presentation Day, Fashion Revue, 4-H Fair Breakfast, and other County Events as needed.
4. Delegating at least one All Star's attendance to the 4-H County Council meetings as a voting Officer of Council. *See Part Four - Relationship with Council*
5. The Presentation of a 4-H program to at least one non 4-H organization during the 4-H year. The organization will be the choice of the All Stars. (i.e. Kiwanis, Soroptimist, Lions, Rotary, Elks, Boys and Girls Club, etc.)
6. LCORT- Present a training session at this regional conference held in January.
7. All Stars are to try to contact or visit each Tulare County 4-H club during the year. Each club will be visited every other year by at least one All Star. Contact may be made by a phone call to the Community Leader.
8. Informing Clubs of the All Star program. All Stars are to send a letter to all club presidents in September or October informing them of who the current All Stars are, describing the All Stars' Plan-of-Action for the current year, establishing a point of contact between the All Stars and the clubs.
9. Attendance of All Stars at the 4-H County Awards Night following year of service to receive recognition as the out going All Star.

#### **Suggestions for Plan-of-Action:**

1. Plan social activities to be enjoyed by the All Stars.
2. Attend Regional Council meetings, activities, and events. (This is a great learning opportunity and fun for those attending).
3. Plan or become involved in Community events or promotional

## Part FOUR

### ❖ Relationship with Council

- The Tulare County 4-H All Stars together with the 4-H County Council shall work as a team to plan, develop and execute programs and events for all youth. Emphasis for programming will follow the “Mission” of Council and policies of the Cooperative Extension Program.
- The All Stars will be represented at all Council meetings (Board, General, and Special) with one or more All Star acting as Council Officer. All All Stars have all privileges and voting rights as a member or Officer of Council. All information pertinent to Council Officers will also be disbursed to the All Star Council Officer. Like all Council Officers, the All Star Council Officer position will also be responsible to help develop the 4-H calendar and budget.
- Reports and status of All Star events will be given at each Council meeting.

The Tulare 4-H County Council and Hi 4-H will support the 4-H All Star program financially by sponsoring full or partial scholarships to LCORT, 4-H All Star Conference, the 4-H State Leadership Conference, and provide the All Stars funding for an All Star shirt. (For any additional financial support from Council the All Stars will need to submit a formal request at a Council meeting).

- The Council will also provide the All Star program with assistance and encouragement when requested.

## Part FIVE

### ❖ **Awards**

The honor of being selected as an All Star is the highest award a 4-H member can attain in Tulare County.

The following awards will be given:

- An All Star shirt which can be used as a “designated” uniform for various 4-H activities funded by the Tulare County Hi 4-H.
- A scholarship to the 4-H State Leadership Conference (sponsored by the Tulare 4-H County Council)
- Scholarship to LCORT
- The All Star 4-H hat pin
- All Star name badge
- All Star hat patch
- The All Star Outstanding Performance Award  
(see description on the following page)

### ❖ **All Star Outstanding Performance Award**

The Outstanding Performance Award is for the All Star who demonstrates an exemplary job throughout their active year as an All Star. The Outstanding Performance Award is presented at the Tulare 4-H County Awards Night in the Fall. The All Star achieving this award will be presented with a purple year stripe, an All Star pin to be worn on his/her 4-H hat and an All Star Emblem that can be attached to a sweater or jacket.

The All Star Outstanding Performance Award is presented to the All Star who fulfills their responsibilities as developed in the All Stars’ Plan-of-Action and with consideration of the following criteria:

- Attendance at 4-H events
- Shows Leadership involving 4-H and other community activities
- Has an active relationship with the 4-H County Council
- Has presented his/herself as a positive, enthusiastic role model for all 4-H members and others throughout the 4-H year
- Is an active participant in developing and executing the All Stars’ Plan of Action

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#### **ALL STAR OUTSTANDING PERFORMANCE AWARD APPLICATION**

5 ❖

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## ❖ Guidelines for All Star Advisor

1. Must attend County Council meetings
2. Help All Stars develop Plan of Action
3. Must communicate with All Stars and the County Council
4. Listen to the All Stars
5. Make sure the Plan of Action is adhered to
6. Only provide the structure, let the All Stars create the events
7. Select an adult or past All Star as an assistant
8. Keep All Stars informed
9. Guide /coach and support the All Stars in carrying out the Plan of Action
10. Call meetings on a regular basis
11. Attend 4-H county events
12. Help All Star attend Southern Region Council meetings
13. Attend the 4-H All Star and State Leadership Conference, usually held in August of each year

All Stars not demonstrating a commitment to the 4-H program, shows an unwillingness to follow the All Stars' Plan of Action, or does not display proper conduct representing an All Star may not receive the "All Star Outstanding Performance Award" and could be reviewed by the Tulare 4-H County Council for possible dismissal.

## Part SEVEN

### ❖ Selection of All Star Advisor

#### **Criteria for selection:**

1. Has both the desire and time commitments
2. Likes to work with youth adults
3. Commitment to 4-H
4. Knowledge of 4-H program
5. Friendly relationship with both All Stars and the County Council
6. Flexible person, can adapt to changes
7. Good organization skills

#### **How All Star Advisor will be selected:**

After the new All Stars have been selected (April of each year), an Incentives and Recognition Committee member will act as temporary All Star Advisor for the purpose of assisting the All Stars in their selection of an All Star Advisor. This will assure a non bias selection of an advisor.

After selection of an advisor by the All Stars and approval by the County Council, the advisor begins his/her one-year term.

If an All Star Advisor is not agreed upon by July 1, the County Council will appoint a current Incentives and Recognition Committee member to be an acting All Stars' advisor until one can be found. This way the All Star program will continue.

## Part Eight

### ❖ All Star Selection Committee

The All Star selection committee consists of the Incentives and recognition Committee members. One member is chosen to act as a chairman in February by the 4-H County Council. The chairman does the following:

1. Reserve two rooms to be used for the selection process. One room for gathering and family, the other for the interview.
2. Insures at least three I & R committee members will participate in the selection process. Members should not be acquainted to the applicant - they need to be unbiased. I & R may need to go out side the committee to enlist un-related adults familiar with leadership, 4-H, etc. if I & R committee members cannot participate.
3. Since the completed applications are sent to the County Office, members need to receive copies to review. Send copies of the application to each committee member to review and become aquatinted with the applicant's qualifications prior to the interview.
4. The present and/or past All Stars can be used as an additional interview team to supplement the committee members. It is a good experience for the present All Stars and helps the prospective new All Stars to "zero in" on problems which might occur during their active year.
5. The results of the selection committee's decision should only be given after the interview if **all** applicants were selected. If one or more of the applicants are not selected, all applicants should be notified by letter to avoid the embarrassment of those not selected.
6. Refreshments during the interviewing process are a nice touch if possible.

Suggestions for interviewing:

- Applicant talk about him/herself.
- What does the applicant hope to give the 4-H program by being an All Star?
- Does the applicant realize the time involved?

## Part NINE

### ❖ Criteria for All Star Selection

1. Must be 15 as of January 1st of the year applying
2. Have achieved Gold Star rank by the current year (verification by Community Leader)
3. Be able to show leadership by having been Junior/Teen Leader for more than one year
4. Has been involved in county 4-H events within the last two years
5. Has enthusiasm and desire to be an All Star
6. Be committed to the 4-H program in Tulare County

## Part TEN

### ❖ Application Process and Check List

1. Must be at least 15 years of age by January 1 of the current year.
  2. Must be eligible for or has earned the Gold Star Rank.
  3. Has been a member of 4-H for 3 years inclusive.
  4. Currently is enrolled in 4-H.
  5. Must submit the following:
    - a. All Star Application Form
    - b. Three (3) statements of recommendation sent directly to the County Cooperative Extension Office by application deadline from:
      1. Teacher, counselor, or other youth development professional\*
      2. 4-H leader in applicant's club\*
      3. An adult from the candidate's community not associated with the 4-H Youth Development Program\*
- \*other than parent/guardian

In order to assure confidentiality, statements of recommendation must be sent directly to the County Cooperative Extension Office from the author in a sealed envelope with the signature of the respondent across the flap of the envelope.

# ❖ Application Guidelines

## **SELECTION PROCESS**

1. Candidates for the All Star Program shall be interviewed and selected by the appointed selection committee.
2. Criteria to be used by the All Star Selection Committee in selecting candidates:
  - a. Has demonstrated leadership abilities, project achievement, citizenship concern, and maturity of judgment.
  - b. Has made a significant contribution to the maintenance and expansion of the 4-H Youth Program in the County.
  - c. Shows a strong interest in continuing in the 4-H program and has specific ideas on ways in which he/she can give guidance and leadership to some phase of the program.
  - d. Recognizes the opportunities and responsibilities of being selected a 4-H All Star, and is receptive to new ideas and challenges.

## **RESPONSIBILITIES**

1. Provide working leadership for some county and regional activities such as Presentation Day, Junior/Teen Leader Workshop, 4-H Fair Judging Contest, County Awards Night, and Regional LCORT Conference.
2. Attend State 4-H Leadership Conference, All Star Conference (if being held) and LCORT (regional leadership conference).
3. Set goals and plan new program/activities for County and/or region.
4. Be available to speak or to represent 4-H to local clubs, organizations, etc.

## **DISTRIBUTION**

Guidelines shall be sent annually to community club leaders, interested 4-H'ers and members of the All Star Selection Committee.

## **REVIEW**

Guidelines for the All Star Program shall be reviewed and updated as necessary by the 4-H Staff, the Awards and Recognition Committee and the 4-H Leader Council.



Deadline: April 15 of program year  
Or Postmarked

### 4-H ALL STAR APPLICATION

Please type or print. Use BLACK ink only.  
Be brief and selective. Use only the space provided. Do not add sheets.

_____			_____	
Name			Male/Female	
_____			_____	
Address			Birthdate	
_____			_____	
City	State	Zip	(Area Code) Telephone	

Names of parents or guardians \_\_\_\_\_

Name of your 4-H club \_\_\_\_\_ Years in 4-H (include present year) \_\_\_\_\_

Current grade in school \_\_\_\_\_ School you attend \_\_\_\_\_

#### STATEMENT BY 4-H MEMBER

I understand that if I am selected I will be expected to assist with county responsibilities during the coming year.

Date \_\_\_\_\_, 20\_\_\_\_ Signature of 4-H member \_\_\_\_\_

#### APPROVAL OF THIS REPORT

We have reviewed this report and believe it to be correct:

Date \_\_\_\_\_, 20\_\_\_\_ Signed: \_\_\_\_\_  
(Parent or Guardian)

Date \_\_\_\_\_, 20\_\_\_\_ Signed: \_\_\_\_\_  
(Community Club Leader)

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1. What have been your major 4-H projects and accomplishments?

2. What have been your other major achievements and activities?

3. What offices have you held in 4-H at the local, county, and/or regional level? What committees have you been a part of and what type of leadership did you provide?

4. Summarize outstanding accomplishments in citizenship demonstrated by service to the community and others through 4-H and other community service organizations.

5. What one or two accomplishments of yours were the most significant in helping other youth, a project group, your club, or a group at the county level?

6. Describe your experiences and capabilities in public speaking or other ways of communicating to public audiences.

7. Summarize outstanding accomplishments in leadership demonstrated by work done at the club, group, or community level to teach and cause others to assume leadership or to become involved in some new area.

8. What major recognitions have you received other than 4-H (school, community, church, and other organizations)?

9. What are your future plans, and how has 4-H influenced these plans?

10. What skills and abilities do you feel an All Star should possess to be effective among other youth, 4-H members, and adults?

11. Identify and explain your view on 2 significant social issues relevant to youth.

**CONFIDENTIAL**

**DUE DATE: Friday, April 15 of program year**

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**4-H ALL STAR APPLICATION**  
**Statement of Recommendation**

\_\_\_\_\_  
 Youth Candidate's Name

\_\_\_\_\_  
 Club

The above named individual has been nominated for the 4-H All Star Program administered by the University of California Cooperative Extension. We would appreciate your evaluation to assist in the selection process. Please complete all sections. Because this form may be copied, we would appreciate typed responses to the narrative questions 1, 2, 3, and 6. **Please complete this recommendation by the due date indicated. Return this application in the envelope provided, seal the envelope, and sign your name across the sealed flap.**

**Purpose of the All Star Program**

The purpose of the All Star program is to provide an opportunity for 4-H members to focus attention on personal achievements in project, activity and leadership fields and to be recognized for these achievements with the highest rank that a 4-H member can attain on the county level.

**Responsibilities of All Star**

1. Provide working leadership for some county and regional activities such as Presentation Day, Junior/Teen Leader Workshop, 4-H Fair Judging Contest, County Awards Night, and Regional LCORT Conference.
2. Attend State 4-H Leadership Conference, All Star Conference (if being held), and LCORT.
3. Set goals and plan new programs/activities for County and/or region.
4. Be available to speak or to represent 4-H to local clubs, organizations, etc.

1. In what ways have you been associated with this candidate?

2. How long have you known the candidate?

3. Observations:

a) What do you think are the candidate's greatest strengths?

What do you think are the candidate's greatest weaknesses?

b) As you observe this nominee in relationship to other people, how would you describe this person?

c) How does applicant react to stress, deadlines, awkward and embarrassing situations, meetings with youth, adults, and strangers?

\_\_\_\_\_  
 Youth Candidate Name County

4. **Your Rating:** Please rate the candidate on the following:

	Below Average 1	2	Average 3	4	Outstanding 5	No opportunity to observe
Physical Health	_____	_____	_____	_____	_____	_____
Energy	_____	_____	_____	_____	_____	_____
Maturity	_____	_____	_____	_____	_____	_____
Ability to work with people of diverse cultural groups	_____	_____	_____	_____	_____	_____
Enthusiasm	_____	_____	_____	_____	_____	_____
Self Confidence	_____	_____	_____	_____	_____	_____
Friendliness	_____	_____	_____	_____	_____	_____
Humor	_____	_____	_____	_____	_____	_____
Honesty	_____	_____	_____	_____	_____	_____
Loyalty	_____	_____	_____	_____	_____	_____
Integrity	_____	_____	_____	_____	_____	_____
Reliability	_____	_____	_____	_____	_____	_____
Judgment	_____	_____	_____	_____	_____	_____
Leadership	_____	_____	_____	_____	_____	_____
Initiative	_____	_____	_____	_____	_____	_____
Dedication	_____	_____	_____	_____	_____	_____
Respect for Others	_____	_____	_____	_____	_____	_____
Follows Instructions	_____	_____	_____	_____	_____	_____
Speaking Ability	_____	_____	_____	_____	_____	_____
Writing Skills	_____	_____	_____	_____	_____	_____

5. Do you recommend this person as a Tulare County 4-H All Star?  
 Highly \_\_\_\_\_ All Right \_\_\_\_\_ With Reservation \_\_\_\_\_ Not at all \_\_\_\_\_

6. Additional Comments:

Name (Please print) \_\_\_\_\_  
 Company \_\_\_\_\_ Position \_\_\_\_\_  
 Home Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_  
 Day Phone ( ) \_\_\_\_\_ Evening Phone ( ) \_\_\_\_\_  
 Signature \_\_\_\_\_ Date \_\_\_\_\_

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# GUIDELINES FOR ALL STAR SELECTIONS

## **APPLICATION                    50%**

- Leadership
- Public Speaking Experiences
- Project and Individual Growth
- Activities Outside of 4-H
- Participation in 4-H  
    Activities & Events

## **INTERVIEW                      40%**

- Composure and Appearance
- Enthusiasm and Attitude
- Project Evaluation
- Maturity through Judgment
- Ability to Communicate

## **IMPROMPTU SPEECH    5%**

- Content of Talk
- Delivery
- Effect on Audience

## **RECOMMENDATIONS 5**