State Coordinator Core Competencies

How would you answer the following questions:

> What is required in your position as state coordinator of the Food Stamp Nutrition Education Program? Nutrition Network? FF:NEWS? EFNEP? What do you do and how do you do it? What is it that you do that helps you be successful in your position?

> In Spring 2001, seven of your peers were nominated to answer these questions by participating in a DACUM process.

> Joyce Counihan (North Carolina), Robin Orr (Illinois), Carolyn Nobles (Texas), Debra Keenan (New Jersey), Susan Baker (North Carolina), Donna Vandergraff (Indiana), and Terry Egan (Montana) began their work by considering the question, "What is it that you do that helps you be successful in your job?" A day and a half later they agreed on a List of Tasks.

> All were unanimous in regard to the challenges and uniqueness of these positions and… that a great variation exists across program and state lines. This aside, there was also a consensus that there are indeed certain tasks that are central to the work of successful coordinators, regardless of the program they lead. At the heart of these positions, and those who are successful at them, is leadership, a passion for the job and willingness to think outside of the box.

> State coordinators, along with state program leaders, were asked to verify the list of tasks identified through the DACUM. Here are the results:

> > 76 responses were posted (60 from state coordinators and 16 from state program leaders).

> > o There were no significant differences between ratings of program leaders and state program coordinators.
> > o Program leaders and state program coordinators agreed on 13 out of 15 tasks rated as most important.
> > o For tasks rated the least important, program leaders and state program coordinators agreed on seven out of ten tasks.
> > o There were no significant differences among state program coordinators based on number of years in the position
> > o There were some responses on missed tasks. The committee concluded that the majority are currently captured within the core competencies, but that there is a need for further clarification.