

November 23, 2024

Dear Selection Committee:

I am excited to apply for the position of Northwest District Director. I have extensive experience in all levels of Extension, and I am well prepared to take on this new challenge. My current position is the Northeast District 4-H RSA. I believe the successful candidate requires strong leadership, mentoring, communication, conflict management and mitigation, understanding of the University environment, county operations, and the land grant mission, and county. I believe that I have all of these competencies required for success.

Leadership

My education and experiences have prepared me well for the duties of this position. During my tenure at the University of Florida, I made supporting new 4-H agents a priority. I chair the 4-H in the School action team and am active on several others. The Clover Award System that I developed has been adapted and is still in use as the recognition model for clubs, adults, and youth for the state of Florida. I led the team that developed the Florida 4-H Embryology website. The site's quality videos and "21 Days" sing-a-long have become very popular with teachers and students. I served as the Florida Association of Extension 4-H Agents president and on the Florida 2012 committee when Florida hosted the National Association of Extension 4-H Association national conference. More recently I served as a regional director for this same association. Finally, during the time of the COVID-19 pandemic, I created the Phase II and III decision trees that were used statewide which guided agents through the university rules governing programming. I believe that my role as a leader is to move Extension forward, relieve burdens from county faculty, and identify and create opportunities for agent professional growth and success.

Mentoring and Agent success

This is a role I have not taken lightly. To become proficient as a mentor, I completed the IFAS agent mentor program. As the 4-H Regional Specialized Agent (RSA), I am tasked with assisting and mentoring early career faculty for success. Further, my dissertation was to identify essential competencies for early career 4-H agent success. This research is important to mentors and new agent training as my research identified both the competencies and the time frame for teaching important competencies. To support mentoring of new hires, I created the *Day 1* mentor program. This program assigns a mentor to a new hire on *Day 1*, a one-year commitment with no expectation to continuing from either mentor or mentee beyond the initial year.

I served on many hiring committees and am intimately familiar with the promotion and permanent status process. Agents often come to me for assistance as they prepare their packets

for submission. My knowledge of the system includes my leadership of the IFAS committee on promotion, tenure and permanent status. Extension hires good people, and I am committed to their success.

Communication

Communication is a dialogue between people. As my vitae shows, I have demonstrated competencies in effective verbal and written communications. My public speaking competencies are evident in my numerous presentations at national and international professional conferences, as both a selected and invited speaker. Most recently, I served as the keynote speaker for the Oklahoma 4-H association annual meeting. I am comfortable in many different speaking venues, from large stages to more one-on-one conversations. I have written lay, peer reviewed, and professional journal articles. I edited *The Pulse*, the newsletter for NAE4-HYDP. During COVID-19, I pivoted my programs to online formats and in turn taught others how to successfully use virtual platforms.

Conflict Management and Mitigation

I am a believer in initially handling conflict with “upstream” thinking. Upstream thinking is to anticipate and address points of contention to mitigate issues, so that the conflict is avoided. Disputes and disagreements can happen between agents, staff, volunteers, and the public. To address these types of issues in the Florida 4-H, I developed the concern protocol that is used in Florida 4-H. Even with mitigation, conflict will still happen. I believe that conflict should be addressed through thoughtful consideration and resolved, when possible, by addressing the factors leading to the conflict.

County Operations

I understand the partnership aspect of Extension and the importance of maintaining quality relationships with county governments. My experience includes being a 4-H agent in rural, suburban, and urban counties. As an interim County Extension Director, I supervised professional faculty and staff. Further, I was the program leader for 4-H in a large, urban county where I lead two junior faculty, multiple program assistants, and support staff.

University and Land Grant Mission

I believe in the land grant mission. I have been in Extension for 32 years, serving five different counties across two states. Extension’s great charge was to bring the university to the people. All my degrees and professional experiences are from the land grant community. Extension work is noble work, and what extension does is to increase the quality of life for the people. I have been successful in Florida’s tenure and promotion system as an Extension Agent IV, earning permanent status in 2005 and have assisted others in their success in this system.

In closing, I have a growth mindset and have taken active steps to learn and grow throughout my career. I continuously challenge myself through additional projects, professional development,

and education. Most recently, these continued efforts were recognized by the University of Florida when I received the prestigious award of a Term Professorship, one of two awarded to extension agents university wide. I believe in the land-grant mission. My education and experience have prepared me well for the rigors of this position. In short, I am ready to take the next step in my university career.

A handwritten signature in black ink, appearing to read "Andy Toelle". The signature is cursive and somewhat stylized, with the first name "Andy" and the last name "Toelle" clearly distinguishable.

Andrew "Andy" Toelle, Ph.D.
Extension Agent IV
Northeast District 4-H Regional Specialized Agent

Andrew (Andy) Toelle, Ph.D.

Curriculum Vita

130 Sapelo Place, St Johns, FL 32259

andy.toelle@comcast.net

(904) 254-2799

EDUCATIONAL BACKGROUND

Institution	Field of Study	Degree	Year
University of Florida	Major: Agricultural Education and Communication Specialization: Leadership and Extension	Ph.D.	2019
Auburn University	Family and Child Development	MS	1992
Auburn University	Psychology	BA	1989

LEADERSHIP DEVELOPMENT

Graduate Certificate: Leadership in Agriculture and Natural Resources

County Extension Director short course

LEAD IFAS: Leadership Development Program

UF/IFAS: Certified New Agent Mentor

PROFESSIONAL EXPERIENCE

Institution	Position	Dates
University of Florida, State 4-H Office	Northeast District 4-H Regional Specialized Agent	2019-Present
University of Florida Duval County Extension	4-H Extension Agent IV, 4-H Program Coordinator	2013-19
University of Florida Union County Extension	Interim County Extension Director	2015-16
University of Florida Duval County Extension	4-H Extension Agent III, 4-H Program Coordinator	2012-13
University of Florida Duval County Extension	4-H Extension Agent III	2005-12

University of Florida St. Johns County Extension	4-H Extension Agent II	1999-2005*
Nassau County Board of County Commissioners	4-H Courtesy Extension Agent II	1995-99
University of Idaho	Associate Extension Professor	1992-94

*Permanent status awarded by the University of Florida

UNIVERSITY SERVICE AND ASSOCIATION LEADERHSIP

2023-24	Florida 4-H Strategic Planning Communication team co-chair
2021-24	School Enrichment/4-H in School Action Team Chair
2022-23	National Association of Extension 4-H Youth Development Professionals Southern District Director
2020-22	IFAS committee on Promotion, Tenure, and Permanent Status Chair, 2021-22
2020-21	Florida 4-H Volunteer Action Team Chair 2020-21
2005-19	Northeast Florida 4-H Working Group Chair 2012-13
2015-19	State 4-H International Exchange Team Outbound coordinator, 2016 Inbound coordinator, 2015
2018	Holmes County Extension Review Team Chair
2005-15	4-H Congress/4-H University Planning Committee Dean of Men, 2005-06, 2013; Share the Fun Chair, 1997-2023
2007-15	City of Jacksonville, Mayor's JOBS Mentor Program Office Coordinator

- 2012-13 Initiative 7: Organizational Strategies and Volunteer Systems Sub-Committee Chair
- 2009-12 UF/IFAS Goal 3, Focus area 1: Life Skills, Embryology Sub-committee Chair 2008-09
- 2007-12 UF/IFAS Goal Team 3, Focus Area 2: Organizational Strategies and Learning Environments for Youth Chair 2007-09
- 2007-12 NAE4-HA National Conference Committee Member Evening Entertainment Chair
- 2011-12 Florida Association of Extension 4-H Agents President, 2011-12

REFEREED PUBLICATIONS

- Toelle, A., Osbourne, E., Place, N., Carter, H., & Pracht, D. (2024). Competencies and the early career 4-H agent. *Journal of Extension*. 62(4), Article 12. URL
- Toelle, A., Terry, B., Broaddus, B., Kent, H., & Barnett, L. (2015). Evaluating the mentor-mentee relationship in the 4-H Tech Wizards program. *Journal of Extension*, 53(6). URL
- Solheim, C., Read, K., & Toelle, A. (1991). Environmental factors in consumer decision making. *Journal of Home Economics*, 83(4).

EDIS/AskIFAS

- Olson, M. & Toelle, A. (2024). *Extension Service-237: Everything you need to know*. EDIS/AskIFAS. URL.
- Sachs, G., Hensley, S., Toelle, A., Cook, K., Ward, M., Reighter, S., Meringolo, D., & Quirie, C. (2024). *4-H Volunteer Training Series: Recognizing young people*. EDIS/AskIFAS. URL
- Jackson, S. & Toelle, A. (2023). *4-H Grow: A path for a successful 4-H in school program*. EDIS/AskIFAS. URL
- Toelle, A. (2023). *4-H School enrichment: A guide for 4-H faculty and staff*. EDIS/AskIFAS. URL.
- Cash, L., Sachs, G., DeCubellis, C., Ward, M., Meringolo, D., Hensley, S., Toelle, A., & Valencia, L. (2023). *My senior project report*. EDIS/AskIFAS. URL
- Cash, L., Sachs, G., DeCubellis, C., Ward, M., Meringolo, D., Hensley, S., Toelle, A., & Valencia, L. (2023). *My junior project report*. EDIS/AskIFAS. URL

Cash, L., Sachs, G., DeCubellis, C., Ward, M., Meringolo, D., Hensley, S., Toelle, A., & Valencia, L. (2023). *My intermediate project report*. EDIS/AskIFAS. URL

Cash, L., Sachs, G., DeCubellis, C., Ward, M., Meringolo, D., Hensley, S., Toelle, A., & Valencia, L. (2023). *My cloverbud project summary*. EDIS/AskIFAS. URL

Pracht, D, Toelle, A., & Broaddus, B. (2022). *Action research: A methodology for organizational change*. EDIS/AskIFAS. URL.

Toelle, A., Kent, H., & Cooney, S. (2022). *4-H agent guide for managing the approval, denial, and releasing of volunteers in Florida 4-H*. EDIS/AskIFAS. URL.

Toelle, A., Cooney, S., & Wiggins, L. (2021). *Engaging volunteers through ISOTURE: Selecting for volunteer involvement*. EDIS/AskIFAS URL

Toelle, A. & Wiggins, L. (2021). *Understanding volunteer management in 4-H*. EDIS/AskIFAS. URL

Toelle, A. & Fogarty, K. (2021). *Save a child: Know how to identify and report child abuse*. EDIS/AskIFAS URL

EVALUATION AND TECHNICAL REPORTS

Psikogios, J., Davis, P., & Toelle, A. (2009-20). *4-H military partnership OCONUS corporate report*. UF/IFAS Extension.

Toelle, A., Shelnutt, K., & Mulvaney, M. (2018). *Holmes county review report*. Gainesville, University of Florida.

Toelle, A. (2018). *Osceola county communication preliminary findings*. Gainesville, University of Florida.

Toelle, A. (2017). *Orange county review executive summary*. Gainesville, University of Florida.

Toelle, A., Wilson, T., & Deary, S. (2016). *UF/IFAS Impacting Union County-Spring*. Lake Butler, FL: Union County Extension.

DISTANCE BASED TEACHING

Giles, E. & Toelle, A. (2024). *STEM grab and goes roll out*. URL

Futch, H. & Toelle, A. (2024). *Managing your ROA/POW data*. URL

Toelle, A. (2023). *Andyisms*. YouTube professional development videos. URL 7 videos topic including conflict avoidance and If it is no in the packet, it didn't happen.

- Toelle, A. & Broaddus, B. (2022). *Selection: Approving, denying, and releasing volunteers*. University of Florida/Institute of Food and Agricultural Sciences (UF/IFAS). UF/IFAS Catalogue eLearning.
- Toelle, A. (2021). *Judges' orientation 1: Share the fun 4-H judges' orientation*. Canvas Catalogue eLearning class.
- Toelle, A. (2021). *Judges' orientation 2: Demonstrations and illustrated talks 4-H judges' orientation*. Canvas Catalogue eLearning class.
- Toelle, A. (2021). *Judges' orientation 3: Public Speaking 4-H judges' orientation*. Canvas Catalogue eLearning class.
- Davis, P., Toelle, A., Sims, J. & Sale, D. (2020). *Derby and friends curated playlist of virtual fun for virtual meetings*. (ZOOM webinar).
- Davis, P. & Toelle, A. (2020). *Experiential learning*. (ZOOM webinar).
- Toelle, A., Davis, P., Crawson, N., & Gilmore, J. (2020). *Making virtual meetings fun*. (ZOOM webinar).
- Toelle, A. & Davis, P. (2020). *Lighting the way: Engaging 4-H'ers virtually*. (ZOOM webinar).
- Kent, H., Sachs, G., & Toelle, A. (2020) *Affirmative action: Compliance and reporting*. (ZOOM webinar).
- Toelle, A. & Sachs, G. (2020). *Standards of excellence*. (ZOOM webinar).
- Sachs, G. & Toelle, A. (2020). *County contests and events handbook*. (ZOOM webinar).
- Hensley, S., Toelle, A., Sale, D., & Quiarie, C. (2020). *Awards and recognition: Scholarships, award trips, and the senior portfolio*. (Narrated power point).
- Toelle, A. (2020). *ROA/POW: Section 24*. (ZOOM webinar).
- Hensley, S. & Toelle, A. (2020). *The Florida recognition model*. (ZOOM webinar).
- Toelle, A. (2020) *Delphi: A group communication and consensus building methodology*. (ZOOM webinar).
- Toelle, A. (2020). *Competencies essential for early career 4-H agent success*. (ZOOM webinar).
- Toelle, A. (2020). *ROA/POW updates*. (ZOOM webinar).
- Toelle, A. & Sale, D. (2020). *Senior portfolio*. (ZOOM webinar).

- Toelle, A. (2017). *Joint base leadership retreat training*. (Conference call).
- Toelle, A. (2016). *Scholarships and the portfolio process*. (Adobe connect).
- Toelle, A. (2016). *4-H leader training*. (Adobe connect).
- Toelle, A. (2016). *Out-bound student training: Japan*. (Free conference call).
- Toelle, A. (2016). *Out-bound student training: Norway*. (Free conference call).
- Toelle, A. (2015). *Japanese exchange host leader orientations*. (Adobe connect, 2 workshops).
- Toelle, A. (2015). *4-H leader training*. (Adobe connect).
- Toelle, A., Bender, G., & Michaels, S. (2015). *Florida States' 4-H exchange programs*. (Adobe connect).
- Toelle, A., DeCubellis, C., & Wiggins, L. (2010). (Florida 4-H Embryology website). URL

SELECT OTHER PUBLICATIONS

- Dierenfield, C. Spann, S., Decubellis, C., Lauren, C., Draper, A., & Toelle, A. (2024). *Teacher guide to 4-H in School*. Gainesville, FL UF/IFAS.
- Toelle, A. & Broaddus, B. (2022). *Volunteer interview template*. Gainesville, FL UF/IFAS.
- Toelle, A. & Broaddus, B. (2022). *Volunteer onboarding decision tree*. Gainesville, FL UF/IFAS.
- Toelle, A. (2021). *4-H agents and administrators practical guide to handling 4-H concerns*. Gainesville, FL UF/IFAS. (Major revision)
- Toelle, A. & Kent, H. (2021). *Voicing your concerns: A protocol for voicing your concerns within the Florida 4-H program*. Gainesville, FL UF/IFAS. (Major revision)
- Toelle, A. & Davis, P. (2021). *Mentor notecard icebreaker*. Panama City, FL: Bay County Extension.
- Toelle, A. (2020). *Phase II decision tree*. Gainesville, FL UF/IFAS.
- Toelle, A. (2020). *Phase III decision tree*. Gainesville, FL UF/IFAS.
- Kent, H., Cooney, S. & Toelle, A. (2020) *4-H agent guide for managing the approval, denial, and releasing of volunteers in Florida 4-H*. Gainesville, FL UF/IFAS. (Major revision).
- Davis, P. & Toelle, A. (2020). *Alphabet four square*. Panama City, FL: Bay County Extension.

Davis, P. & Toelle, A. (2020). *Virtual Pictionary*. Panama City, FL: Bay County Extension.

Toelle, A. & Davis, P. (2020). *Who's who?* Hastings, FL: NE District Extension.

Toelle, A. (2014-19). *Scholarships: Where to look and how to apply*. Jacksonville, FL: Duval County Extension.

Toelle, A. (2014-18). *The 4-H portfolio process*. Jacksonville, FL: Duval County Extension.

Toelle, A. (2014). *Incubation for backyard poultry*. Jacksonville, FL: Duval County Extension.

Toelle, A. & Ansell, V. (2014). *Fair opportunities for backyard hens*. Jacksonville, FL: Duval County Extension.

REVIEWER/EDITORIAL BOARD

Toelle, A. (2020-present). *University of Florida Electronic Data Information Source-EDIS*. Research based online journal of Florida Extension. Article reviewer

Toelle, A. (2022). *Journal of Extension*. Article reviewer.

Toelle, A. (2022-23). *The Pulse*. National Association of Extension 4-H Youth Development Professionals newsletter. Editor.

Toelle, A. (2000-02). *News and Views*. The Official Publication of the National Association of Extension 4-H Agents. (No longer published) Editorial team.

INTERNATIONAL 4-H CAPACITY DEVELOPMENT

Outside Continental United States (OCONUS) 4-H military staff training

Toelle, A. Davis, P., & Toelle, S. (2019). *4-H 101*. Ramstein & Spangdahlem Air Force Bases, Germany.

Toelle, A. & Toelle, S. (2018). *4-H Curriculum update and staff training*. RAF Lakenheath, RAF Alconbury, RAF Mildenhall, England & AFB Ramstein Germany.

Toelle, A. & Davis, P (2018). *4-H Curriculum update and staff training*. NS GTMO, Cuba.

Toelle, A. & Broaddus, B. (2017). *4-H 101*. NS GTMO, Cuba.

Toelle, A. & Toelle, S. (2017). *4-H curriculum update and staff training*. Aviano, Italy.

Amolsh, S., Broaddus, B., & Toelle, A. (2015). *4-H program design: Theory and application*. RAF Lakenheath, RAF Mildenhall, RAF Alconbury AFB.

Toelle, A. & Broaddus, B. (2014). *4-H life skills training*. RAF Lakenheath, RAF Alconbury, RAF Mildenhall, RAF Menwith Hill, Aviano AFB, Ramstein AFB, Kapaun AFB, Vogelweh AFB and Incirlik AFB.

Toelle, A., Jordan, J., Pracht, D., Jordan, H., Heady, J., Mullins, V., Davis, P., & Brown, K. (2009). *4-H 101*. Ramstein, Germany; Aviano, Italy; and Lakenheath, England.

Developing 4-H Capacity in India

Toelle, A. (2018). *Implementing a 4-H program in India*. Kolar gold fields, India.

States 4-H Exchange

Toelle, A. (2016). *State Coordinator: Outbound*. States' 4-H International Exchange.

Toelle, A. (2015). *State Coordinator: Inbound*. States' 4-H International Exchange.

Developing 4-H Capacity in the Bahamas.

Toelle, A. (2022) *4-H Thrive*. St. Augustine, FL. May 12-16.

Toelle, A. (2022) *4-H events and activities*. St. Augustine, FL. May 12-16.

Toelle, A. (2012). *New volunteer training*. Nassau, Bahamas. May 30-June 3.

Toelle, A., Sachs, G., Padgett, J., Stutsman, E., Weaver, J. & Sherman, S. (2011). *Bahamas 4-H update*. Staff in-service, Nassau, Bahamas.

Toelle, A., Samuels, N., Wilson, S. Boston, M., & Sachs, G. (2010). *4-H 101 staff training*. Nassau, Bahamas. May 30-June 6.

EDITOR REVIEWED PUBLICATIONS

Toelle, A. (2023). The power of moments: A book review. *Northeast News*. URL.

Toelle, A., Wallau, A., Irvine, K., Black, I., Deas, T., & Glasscock, K. (2022). NE District county support staff Champions Team. *Northeast News*.

Toelle, A. (2021). 4-H working group. *Northeast News*.

Carter, G., Kerr, B., Olson, M., Spann, S., & Toelle, A. (2020). 4-H@4 taking place this fall. *Northeast News*. 11(3), p 10.

Toelle, A. (2018). 4-H Military partnership trains staff in Europe. *Northeast News*. 9(2), p 7-8.

Toelle, A. & Broaddus, B. (2017). Supporting 4-H Youth at NS Guantanamo Bay, Cuba.

Northeast News. 8(4), p 4-5.

Toelle, A. Broaddus, B., & Amolsch, S. (2016). 4-H Military/Youth partnership. *UF/IFAS Extension Comings and Goings*. 7(6), p 13.

Toelle, A. (2012). Remembering Steve Gaul. *Northeast News*. Vol. 3, (4), p 1.

Toelle, A. (2012). Broach West 4-H'ers compete in sustainable energy contest. *UF/IFAS Extension Comings and Goings*. Vol. 3, (6), p 1.

Burbaugh, B. & Toelle, A. (2011). Success stories: Small farms conference. *Northeast News*. Vol. 2, (3), p 1.

Toelle, A., Samuel, N., Boston, M., Wilson, S., & Sachs, G. (2011). 4-H in the Bahamas: A new international partnership. *Northeast News*. Vol. 2, (2), p 1.

SELECT GRANTS AND CONTRACTS

Role	Agency	Grant Title	Dates	Candidate allocation
Co-PI	NIFA, USDA	4-H Military Partnership: OCONUS/CONUS	2013-23	\$106,283
County PI(33%)	United Health Care	United Health Care Healthy Living	2017-19	\$4,000
PI	University of Florida, Office of the Dean	Exploring partnerships in India	2018	\$5,000
County-PI	Office of Juvenile Justice/4-H National Council	Tech Wizards	2013-18	\$244,000
PI	Timucuan Parks Foundation	Family engagement program	2017	\$1,000
PI	National 4-H Council	Family Service Project	2017	800
Co-PI	Florida Department of Agriculture and Consumer Services Division of Marketing and Development Bureau of State Farmers' Markets	Agriculture Education and Promotions Facilities Grant	2016	\$280,000

County-PI	State Farm Youth Advisory Board	My Money, My Future	2016	\$10,000
County-PI	State's 4-H Exchange	Japanese Exchange program	2015	\$11,285
County-PI	State Farm youth advisory board	My Financial Future	2015	\$5,000
		Total		667,368

UNIVERSITY INSTRUCTION

Guest Lectures-Undergraduate

Class	Year	Department
FYC 4126: Risk management in Nonprofits	2024	Family, Youth and Community Sciences (FYCS)
FYC 4426: Urban and Rural American in Transitions	2024	Family, Youth and Community Sciences (FYCS)

Guest Lectures-Graduate

Class	Year	Department
AEC 6426: Developing Volunteer Leadership in Extension and Community Nonprofits	2024	Agricultural Education and Communication (AEC)

SELECT INSERVICE AND PROFESSIONAL PRESENTATIONS

International

Invited

Toelle, A. (2018). The 4-H way? Special presentation to the *Arch Diocese of Bangalore* schools. Bangalore, India. September 28-29.

Amolsch, S., Broaddus, B., & Toelle, A. (2015). 4-H program design: Theory and application. *United States Air Force Europe (USAFE) Youth Development Conference*. RAF Mildenhall AFB. September 12.

Selected

Toelle, A. & Dierenfield, C. (2024). Listening in Florida: Getting Input from Constituents to Remove Barriers, Improve Programs and Increase Capacity. *International Conference on Education*. Honolulu, HI. January 3-7.

Toelle, A. & Davis, P. (2019). Leading the team: Improving your 4-H teambuilding toolkit. *Association for Young Children-Europe (AYC-E)*. Vogelweh AFB. March 22-23.

Davis, P. & Toelle, A. (2019). Unlocking your leadership potential. *AYC-E*. Vogelweh AFB. March 23-24.

Toelle, A. & Toelle, S. (2018). 4-H Theater Arts, why yes, we are into ACT-ive learning. *AYC-E*. Vogelweh AFB. March 23-24.

Toelle, A., Broaddus, B., & Terry, B. (2015). Youth mentoring in a volunteer limited world. *Association for International Agricultural and Extension Education. (AIAEE)*. Wageningen, The Netherlands. April 29.

Broaddus, B., Toelle, A., & Pracht, D. (2015). Utilizing action research to discover best practices for global volunteer development. *AIAEE*. Wageningen, The Netherlands. April 29.

National

Invited

Spann, S. & Toelle, A. (2022). 4-H Embryology. *Beyond School Hours National Conference*. Orlando, FL. February 25. (STEM Fair).

Bohde, K., Brent, T., Brittingham, M., Burke, J., Deichert, J., Pruett, B., Talamante, M., Toelle, A., & Witzel, M. (2022) Understanding the NAE4-HYDP strategic plan. *Extension Leadership Conference. (ELC)* Kansas City, MO. February 9-10.

Refereed

Kent, H. & Toelle, A. (2024). ISO: A New Approach to Professional Development. *National Association of Extension Program and Staff Development Professionals*. Virtual. November 12-14.

Draper, A., Sale, M., Scarbrough, B., Spann, S., & Toelle, A. (2024). 4-H in School: A multi-year effort to reinvigorate the in-school programming in Florida. *NEA4-HYDP annual conference*. Boise, ID. October 15-17.

Davis, S., Futch, H., Gosh, S., Giles, E., Sale, M., Spann, S., & Toelle, A. (2024). Rethinking school enrichment: Adapting and growing in-school 4-H programming. *Extension Leadership Conference*. Tampa, FL. February 13-15.

Toelle, A. (2022). Competencies Essential for Florida Early Career 4-H Agent Success. *National Associations of Extension Program and Staff Development Professionals*. Ft. Lauderdale Beach, FL. November 2-December 1.

Toelle, A., Meringolo, D., Carter, G., Cash, L., Olson, M., Ward, M., Walker, N., Yancy, B., Henry, K., Pienta, R., Valencia, L., Davis, P., Sachs, G., & Sprain, J. (2021). Revitalizing the Florida 4-H Volunteer program: A plan for organizational change. *Extension Leadership Annual Conference*. Virtual. February 10-12.

Hensley, S., Ellison, S., Broaddus, B., Toelle, A., Sachs, G., & Decubellis, C. (2021). 4-H Summer Adventures: Path-Goal Theory Paves the Way for Organizational Alignment and Impact. *Extension Leadership Annual Conference*. Virtual. February 10-12.

Broaddus, B., Davis, P., Pracht, D., Terry, B., & Toelle, A. (2015). Utilizing action research to discover best practices for 4-H volunteer development. *National Association of Extension 4-H Agents (NAE4-HA)*. Portland, OR. October 27.

Toelle, A., Terry, B., & Boyde, F. (2014). Florida 4-H program update: Challenges and successes. *Tech Wizards annual conference*. Washington, DC. January 8.

Wiggins, L., Decubellis, C., & Toelle, A. (2011). *21 days and counting: New embryology web based resources*. NAE4-HA. Omaha, NE, October 26.

Regional

Refereed

Toelle, A. (2022). NAE4-HYDP: An overview. *Alabama Association of Extension 4-H Agents*. Demopolis, AL. August 10-12.

Toelle, A. (2022). Thriving in 4-H. *Alabama Association of Extension 4-H Agents*. Demopolis, AL. August 10-12. Keynote.

Toelle, A. (2022). Competencies Essential for Florida Early Career 4-H Agent Success. *Southeast Region Biennial Conference*. Jekyll Island,, GA. March 28-31.

Toelle, A. (2022). Concern protocol: A process for giving concerns in a 4-H program. *Southeast Region Biennial Conference*. Jekyll Island, GA. March 28-31.

Toelle, A., Dierenfield, C., & Sale, D. (2021) Icebreakers! VCOSS. Rock Eagle 4-H Center, GA. September 30-October 3, 2021.

Toelle, A., Altum, J., & Amolsch, S. (2014). 4-H in a multi-agent, urban setting. *South Carolina 4-H Agent Annual in-service training*. Jacksonville, FL, April 10.

State

Invited

Decubellis, C., Spann, S., Draper, A., & Toelle, A. (2024). Egg-cellent Egg-citing Embryology! *Youth Development Institute*. Ocala, FL. January 30-February 1.

Hensley, S. & Toelle, A. (2024). Program design with intentionality. *Youth Development Institute*. Ocala, FL. January 30-February 1.

Toelle, A. (2016). TechWizards impact in Jacksonville. *Florida TechWizards Mid-year Conference*. Daytona, FL. May 23-24.

Broaddus, B., Toelle, A., Mayer, J., & Terry, B. (2015). 4-H Tech Wizards: A model for group mentoring in 4-H programs. *Youth Development Institute*. Ocala, FL. January 21-23.

Toelle, A., & Terry, B. (2014). Order of Business: Fun ways to teach parliamentary procedure. *Florida 4-H Leader Forum*. Ocala, FL: September 27.

Refereed

Ward, M., Toelle, A. & Sachs, G. (2022). Northeast and Central 4-H Agent Summit. *Extension Professional Association of Florida*. Panama City, FL. August 29-September 1.

Toelle, A. (2021) ISOTURE: in Florida: Rebuilding the Florida 4-H volunteer program on letter at a time. *Extension Symposium*. Virtual. May 3-7.

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- Toelle, A., Terry, B., Pracht, D., Levings, J., Bender, G., Cherry, W., & Knowles, B. (2014). Creating a statewide system to orient & train volunteers. *Youth Development Institute*. Ocala, FL: January 14.
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- Amolsch, S., Altum, J., & Toelle, A. (2014). *4-H My Government Day*. *EPAF*. Panama City, FL. August 26.
- Toelle, A., Wider-Lewis, F., & Woods, J. (2011). Planning, implementing, and evaluating project-based instruction with students with learning disabilities. *Florida Council for Exceptional Children*. Jacksonville, FL: October 21.
- Toelle, A. (2010). 4-H Embryology. *Florida Association of Science Teachers annual conference*. St. Augustine, FL. October 22.

*Local*Invited

Toelle, S. & Toelle, A. (2018). Communicating with your teammates. *Naval Station Mayport Child and Youth Joint Program Training*. Jacksonville, FL. May 5.

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SELECT HONORS AND AWARDS*International*

Organization	Award	Year
States' 4-H Exchange	Outstanding Quality Program	2016
States' 4-H Exchange	Perseverance award	2016
Association for International Agriculture and Extension Education	Second place, poster	2015
States' 4-H Exchange	Outstanding Quality Program	2015

National

Organization	Award	Year
National Association of Extension 4-H Youth Development Professionals (NAE4-HYDP)	25 years of service award	2024
National Epsilon Sigma Phi	Gold Chapter award	2014
NAE4-HA	Meritorious service award	2011
NAE4-HA	Media presentation: Team	2011
National Farm City Council	National award of program excellence	2009
NAE4-HA	Distinguished service award	2005
United State Congress	Special Congressional recognition: America's Promise	2001

Regional

Organization	Award	Year
NAE4-HA	4-H Military partnership award	2018
NAE4-HA	Periodical publication: Team	2011

State

Organization	Award	Year
Florida Association of Extension 4-H Agents (FAE4-HA)	Advanced degree award	2020
University of Florida	University term professorship	2018-20
FAE4-HA	4-H military partnership award	2018
FAE4-HA	Excellence in global citizenship programming	2017
Agricultural Education and Communication Department	Newbern fellowship	2016-17
Epsilon Sigma Phi (ESP)	Nadine Hackler Professional Improvement Scholarship	2014
ESP	International service	2014
FAE4-HA	BJ Allen Professional Improvement Scholarship	2011
University of Florida/Institute of Food and Agricultural Sciences (UF/IFAS)	Marshall & Mildred Watkins Professional Improvement Scholarship	2011
Florida Extension Association of Family and Consumer Sciences (FEAFCS)	Program of Excellence Award: Team	2008
UF/IFAS	Alto Straughn Distinguished 4-H Award	2007
FAE4-HA	Distinguished Service Award	2005
Florida State Fair	1 st Place County Educational Booth	1999
Idaho Association of Extension Home Economists (IAEHE)	Dean Don Felker Financial Management Award	1994

Local

Organization	Award	Year
Duval County Public Schools	Service Award	2007