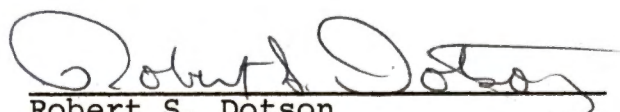
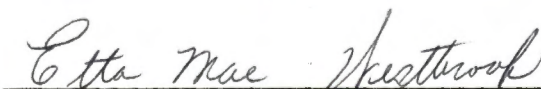
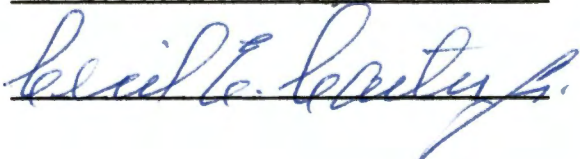


To the Graduate Council:

I am submitting herewith a thesis written by Evangeline Freeland Davis entitled "Characteristics of Extension EFNEP Program Assistants in Six Selected East Tennessee Counties." I recommend that it be accepted in partial fulfillment of the requirements for the degree of Master of Science, with a major in Agricultural Extension Education.


Robert S. Dotson
Major Professor

We have read this thesis and
recommend its acceptance:

Accepted for the Council:


Vice Chancellor
Graduate Studies and Research

CHARACTERISTICS OF EXTENSION EFNEP PROGRAM
ASSISTANTS IN SIX SELECTED EAST
TENNESSEE COUNTIES

A Thesis
Presented for the
Master of Science
Degree
The University of Tennessee

Evangeline Freeland Davis

December 1974

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ABSTRACT

This was a benchmark study to determine and classify characteristics of certain program assistants in Tennessee. A questionnaire was developed to secure personal and job related information, and to study attitudes toward the job and toward inservice training received from EFNEP agents, to probe use of approved program assistant practices, and to determine how much help program assistants felt they needed in order to do an adequate (professional) job.

The questionnaire was sent to all EFNEP agents in six selected counties to be administered at a regular inservice training meeting. Thirty-six assistants responded completely.

Results of the study indicated that program assistants liked their jobs, felt inservice training received from their EFNEP agents was adequate, believed they used most approved program assistant practices and felt they needed relatively little help in doing an adequate job as program assistant.

The typical program assistant was about 48 years old, had completed 11.1 grades in school and was married. Average age of her children was 21 years. Her average annual income was about \$7,727, 55 percent of which was from her

husband's wages and received on a biweekly basis. She owned her own home and lived either on a farm or in a rural non-farm area.

Before becoming a program assistant, the typical program assistant had worked an average of 11 years, either in a factory or as a secretary, but had worked as a program assistant for 2.8 years. Since becoming a program assistant, she had worked with 94 families and lived about 8.6 miles from them. She had worked with 59 families and had graduated 17 families from the program. In 1974, at the time of the study, she had worked with 49 families and made 60 visits each month. She worked about 23 hours per week.

Before becoming a program assistant, the typical assistant had received some type of training in nutrition, in high school home economics classes. Orientation training which she received lasted about 3 weeks and included which families with which to work, how to work with families, and what to teach them. She also received inservice training on a regular weekly basis, which included nutrition lessons and filling out reports. She read nutrition-related magazines and books to keep informed about nutrition.

EFNEP had been of benefit to her as well as to her program families--she had made new friends and gained a greater understanding of people. She had made changes in her own homemaking practices which included serving more

nutritious meals and began planning meals. She also enjoyed her work.

Data were compared according to counties and high and low performance groups. Considerable variation was noted between and among counties. Other high and low performance groups were compared; the former were found to be somewhat younger, better educated, wealthier, less experienced in the work area, more experienced as assistants, to have worked with more families and made more visits.

Recommendations were made for further study.

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CHAPTER I

INTRODUCTION

This study was undertaken as a benchmark study to determine and classify characteristics of certain program assistants in the Tennessee Expanded Food and Nutrition Education Program (EFNEP). Program assistants in six selected East Tennessee counties were available for study.

I. IMPORTANCE OF STUDY

This study was significant in that relatively little prior research of this type could be found. The study was designed to help provide a basis for examining typical characteristics of program assistants and for identifying some of the characteristics an effective program assistant should possess.

II. PURPOSE OF THE STUDY

Primary purpose of the study, then, was to characterize program assistants by counties and for the total group in terms of personal information, job related information, attitudes toward the job, attitude toward inservice training received, use of approved program assistant practices, and confidence in self regarding skill needed to do an adequate

(professional) job. A second purpose was to compare performance ratings of assistants made by their supervising EFNEP agents and characteristics mentioned earlier above in terms of higher and lower performing assistants.

III. DEFINITION OF TERMS

Definitions of terms used may be necessary in order to more fully understand the study intent and nature.

Expanded Food and Nutrition Education Program (EFNEP).

Refers to a program of the Cooperative Extension Service designed to improve the life in low-income families through upgrading their dietary adequacies and nutritional knowledge. Such programs existed at the time of the present study in 39 counties in Tennessee.

Program assistants, aides, or paraprofessionals. Refers to paid employees of the Cooperative Extension Service who teach nutrition and food practices to low-income families. They are not considered as professional employees. The 264 program assistants in Tennessee in October, 1974, were supervised by 45 agents.

Homemakers. As used here, are housewives or the women who run households.

Working visits. Refer to visits made by program assistants to the families to show and teach homemakers about nutrition.

Small group meetings. As a term is similar to working visits, but suggests the presence of 2 or 3 homemakers instead of only one.

The Special Program in Foods for Youth (SPIFFY). Refers to a 4-H type program for youth aged 5-19 from low income families, with ages 9-19 the primary target group.

Food recall. Means a record of the homemaker's food consumption for a 24-hour period, taken at the time of enrollment in the program and every 6 months thereafter.

EFNEP Agents. Are professional employees of the Cooperative Extension Service who are in charge of the EFNEP program at the county level. They have the responsibility for training assistants in the jobs and supervising their work.

IV. LIMITATIONS OF STUDY

This study was limited in that there was little available previous research on which to base the inquiry. It also was limited in that a relatively small sample was available from which to obtain data (i.e. 36 assistants in six selected counties).

CHAPTER II

REVIEW OF LITERATURE

Although the U.S. diet is generally considered adequate, nutritional deficiencies exist within segments of the population. Deficiencies are more prevalent among families with low incomes. Concern about this problem is reflected in Government programs to provide food assistance to needy families and to help families acquire the knowledge, skills, and motivation required to improve their food consumption practice (8:1).*

The Expanded Food and Nutrition Education Program (EFNEP) of USDA's Extension Service, authorized in November, 1968, and launched nationally in 1969, seeks to upgrade diet of low-income families through education. Food and Nutrition education has always been a major activity of the Extension Service, but the EFNEP represents a substantial change in magnitude, orientation, and approach from past efforts. Changes from earlier times include a broadened scope of food and nutrition education with special focus on hard-to-reach families in poverty, many of which are members of minority

*Numbers in parentheses refers to alphabetically listed references in the bibliography; those after the colon refer to page numbers

groups living in urban areas. Also, the Extension Service is now using paid nonprofessionals to extend the efforts of professional home economists in helping to extend the efforts of professional home economists in helping families to improve their food knowledge and food consumption practices (8:1).

Use of aides will be a necessity if the Cooperative Extension Service is to make the most of social and economic development and quality of living programs (1:43). These aides are charged to work with the disadvantaged and alienated, with the aides coming primarily from the target population (4:95).

According to guidelines from the University of Tennessee Agricultural Extension Service, aides should have special understanding of and have compassion for low-income families. They should also be experienced or be familiar with the low-income level of living. Aides or assistants should have an educational background necessary to understand and follow necessary training and policies. They also should have educational background necessary for conducting an educational program for low-income families.

CHAPTER III

METHODS OF PROCEDURE

I. POPULATION AND SAMPLE

This study was designed to classify the characteristics of 37 EFNEP program assistants in six selected East Tennessee counties. The counties selected for the study were Bledsoe, Grundy, Hamilton, McMinn, Polk and Warren. Thirty-six program assistants qualified for inclusion by returning completed data collection instruments.

II. QUESTIONNAIRE DEVELOPMENT

A questionnaire was developed to secure information regarding personal information, job-related information, attitude toward inservice training received, attitude toward the job, use of approved program assistant practices, and confidence in self regarding skill needed to do an adequate (professional) job. (See Appendix A.)

Copies of the questionnaire were sent to EFNEP agents in each selected county with instructions for completing the questionnaire. Performance rating sheets also were sent to agents for them to complete for each program assistant (See Appendix B).

The rating sheet asked for the agent's comparative estimate of 11 items in relation to the program assistant's performance of her job. There also was a section for the agent to use in giving an overall general appraisal of the assistant including weak or strong points.

Questionnaires were sent to the counties on July 1, 1974, to be completed at the earliest convenient inservice training meeting. Requested return of completed forms was August 12, 1974. All forms were returned by the deadline date, though data for one was incomplete.

III. TABULATION, ANALYSIS AND PRESENTATION

Data gathered were tabulated and analyzed in terms of simple numbers, percents and ratings.

Concerning questions answered on rating scales from 1 to 7, ratings were totaled and averages obtained. A system was developed by which a score of 1.00 to 3.49 meant Below Average, 3.50 to 4.49 meant Average, and 4.50 to 7.00 meant Above Average. On the rating scale from zero to 5, a score of 0.00 to 2.00 meant needed Little or No Help, 2.01 to 4.00 meant Needed Some Help, and 4.01 to 5.00 meant Needed Much Help.

Results of other data were presented in percentages.

The data collected have been described with no effort to treat them statistically.

CHAPTER IV

FINDINGS OF THE STUDY

I. CHARACTERISTICS OF PROGRAM ASSISTANTS

BY COUNTIES

As a basis for analysis of characteristics of EFNEP program assistants, descriptive data regarding personal information, job information, attitude toward the job, attitude toward inservice training received, use of approved program assistant practices and "confidence in self" regarding skill needed to do an adequate (professional) job were obtained from the program assistants. This information was obtained from 36 EFNEP program assistants in six selected East Tennessee counties.

Ages of Program Assistants

Almost one-third, 32 percent, of the 36 program assistants were in the age group from 55 to 64 years old, while 30 percent were in the 35 to 44 year age group. More than one-fourth, 27 percent, were in the 45 to 54 year old age group, while only 11 percent were in the age bracket from 25 to 34 years of age (see Table I).

TABLE I

AGES OF PROGRAM ASSISTANTS ACCORDING TO COUNTIES
AND TOTALS BY PERCENTS AND AVERAGE AGES

		COUNTY						
		Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
		(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)
Age in Years		...Percents*...						
25-34	(N= 4)	11	0	0	33	0	0	11
35-44	(N=11)	30	50	33	33	0	20	33
45-54	(N= 9)	27	25	0	11	67	40	23
55-64	(N=12)	32	25	67	23	33	40	33
Total (N=36)		100	100	100	100	100	100	100
Estimated average age		48	47	53	42	53	48	48
		years	years	years	years	years	years	years

*Percents are rounded to the nearest whole number.

The average age for all program assistants was about 48 years; county averages ranging from 42 years in Hamilton County to 53 years each in Grundy and McMinn Counties.

Grades Completed by Program Assistants

As seen in Table II, the educational level or number of grades completed in school by program assistants was relatively high. Seventy percent of all 36 assistants had completed from 9 to 12 grades in school and 14 percent had had some college. All counties had at least one-half (50 percent) of assistants completing from 9 to 12 grades in school, with 100 percent from Grundy County in this group.

The median educational level for all program assistants reporting was 11.1 years, county medians ranging from 9.0 years in Polk County to 12.0 years in Hamilton County.

Marital Status of Program Assistants

As shown in Table III, almost all (81 percent) were married. The percents for individual counties ranged from only 50 percent of assistants married in McMinn County to 100 percent in Grundy County. Of the total, 17 percent were widows and 2 percent were divorced.

Ages of Children of Program Assistants

The 36 program assistants had a total of 108 children. Of these, almost one-half, 41 percent, were between the

TABLE II

GRADES IN SCHOOL COMPLETED BY PROGRAM ASSISTANTS ACCORDING
TO COUNTIES AND TOTALS BY PERCENTS AND MEDIAN LEVELS

		County						
		Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
		(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)
Grades Completed		...Percents*...						
0- 5	(N= 1)	3	0	0	0	0	20	0
6- 8	(N= 3)	8	25	0	0	0	20	11
9-12	(N=25)	70	50	100	67	83	60	67
13-16	(N= 5)	14	0	0	22	17	0	22
No Answer	(N= 2)	5	25	0	11	0	0	0
Total	(N=36)	100	100	100	100	100	100	100
Median educa- tional level for those reporting in years		11.1	11.0	10.5	12.0	11.8	9.0	11.7

*Percents are rounded to the nearest whole number.

TABLE III
MARITAL STATUS OF PROGRAM ASSISTANTS ACCORDING
TO COUNTIES AND TOTALS BY PERCENTS

Marital Status	County					
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk
	(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)
...Percents*...						
Married	81	75	100	89	50	80
Widowed	17	25	0	11	33	20
Divorced	2	0	0	0	17	0
Total	100	100	100	100	100	100

*Percents are rounded to the nearest whole number.

ages of 11 and 20, while 29 percent were between the ages of 21 and 30. As shown in Table IV, the greatest percents of children in the individual counties also were in these two age groups, with Grundy County having the highest percent (63) in the 11 to 20 year age group. Hamilton County had 57 percent and McMinn County 54 percent in this group also.

The estimated average age of children in the study was 21, ranging from 16 in Hamilton County to 24 in Polk County.

Primary Sources of Income of Program Assistants

As seen in Table V, 55 percent of primary sources of income of all program assistants was from husband's wages, 25 percent was from EFNEP checks, 17 percent did not answer the question and 5 percent was from Social Security benefits. Three percent of the primary sources were from sources other than those named above.

County percents of primary income from husband's wages ranged from 20 percent in Polk County to 78 percent in Warren County.

Primary Time of Receipt of Income

In nearly two-thirds (64 percent) of the cases, program assistants specified receiving family income primarily on a biweekly basis. Assistants in all counties except in Polk showed this same characteristic. Primary time of receipt of income for Polk County's assistants was biweekly

TABLE IV
AGES OF CHILDREN OF PROGRAM ASSISTANTS ACCORDING
TO COUNTIES AND TOTALS BY PERCENTS AND
AVERAGE AGES

		County						
		Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
		(N=108)	(N=10)	(N=8)	(N=23)	(N=13)	(N=17)	(N=37)
Ages in Years		...Percents*...						
0-10	(N= 12)	12	20	0	22	0	0	16
11-20	(N= 44)	41	20	63	57	54	35	30
21-30	(N= 32)	29	30	25	13	23	47	32
31-40	(N= 18)	16	30	12	8	23	6	22
41 or older	(N= 2)	2	0	0	0	0	12	0
Total	(N=108)	100	100	100	100	100	100	100
Estimated average age		21	22	20	16	22	24	21

*Percents are rounded to the nearest whole number.

TABLE V
PRIMARY SOURCES (GREATEST PERCENT) OF INCOME OF PROGRAM
ASSISTANTS ACCORDING TO COUNTIES AND TOTALS
BY PERCENTS

Source	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)
	...Percents*...						
EFNEP Check	25	50	33	11	50	20	11
Husband's Wages	55	50	67	56	33	20	78
Social Security	5	0	0	0	17	20	0
Other	3	0	0	0	0	20	0
Not answered	17	25	0	33	0	20	11
Total	105	125	100	100	100	100	100

*Percents may add to more than 100 as some assistants had more than one primary source of income.

for 40 percent of the assistants and monthly for 40 percent of the assistants, as can be noted in Table VI. Of the 36 program assistants, 8 percent (i.e. 2 in Hamilton and one in Bledsoe) did not answer this question.

Program Assistants' Total Family Income

Table VII shows that 30 percent of the 36 assistants had family incomes between \$5,000 and \$10,000, and that 25 percent had family incomes of less than \$5,000. Responses also indicated that 20 percent of the assistants had incomes from \$10,000 to \$15,000 and that 8 percent had incomes from \$15,000 to \$20,000 while 17 percent of the 36 assistants did not answer this question.

From these data, annual income for those reporting was estimated to be about \$7,727 county averages ranging from about \$5,000 in McMinn and Polk Counties to about \$15,000 in Hamilton County.

Home Ownership of Program Assistants

Table VIII shows that over two-thirds (67 percent) of the program assistants owned their own homes, while 13 percent rented and 17 percent had other arrangements for their dwelling places. Three percent of the assistants did not respond to this question.

Home ownership ranged from 50 percent in Bledsoe County to 83 percent in McMinn County.

TABLE VI
 PRIMARY TIMES OF RECEIPT OF INCOME BY FAMILIES
 OF PROGRAM ASSISTANTS ACCORDING TO COUNTIES
 AND TOTALS BY PERCENTS

When Income Received	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)
	...Percents*...						
Weekly	14	25	33	0	33	20	0
Biweekly	64	50	67	67	67	40	78
Monthly	8	0	0	11	0	40	0
Seasonally	6	0	0	0	0	0	22
No answer	8	25	0	22	0	0	0
Total	100	100	100	100	100	100	100

*Percents are rounded to the nearest whole number.

PROGRAM ASSISTANTS' TOTAL FAMILY INCOMES ACCORDING TO COUNTIES AND TOTALS BY PERCENTS AND MEDIAN INCOMES

*percents are rounded to the nearest whole number.

TABLE VIII
HOME OWNERSHIP OF PROGRAM ASSISTANTS ACCORDING
TO COUNTIES AND TOTALS BY PERCENTS

	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)
Home Ownership	...Percents*...						
Own	67	50	67	56	83	80	67
Rent	13	0	0	22	0	20	22
Other	17	25	33	22	17	0	11
No answer	3	25	0	0	0	0	0
Total	100	100	100	100	100	100	100

*Percents are rounded to the nearest whole number.

Place of Residency of Program Assistants

According to figures shown in Table IX, 33 percent of the 36 program assistants lived on farms, and 33 percent lived in rural nonfarm areas. Another 25 percent lived in urban areas, while 9 percent lived in subdivisions.

Percents for farm residency ranged from no assistants in Grundy and Hamilton Counties living in far areas to 67 percent in Warren County. Percents of rural nonfarm residency ranged from 11 percent in Warren County to 100 percent in Grundy County.

Organizations to Which Program Assistants Belonged

As seen in Table X, program assistants indicated that they were members of various organizations. The most frequent response given as to type of organization was Home Demonstration Clubs (10) and Church (7). Other organizations to which assistants belonged were Band Boosters, Business and Professional Women's Club, Community Improvement Club, Eastern Star, Farm Bureau, 4-H Leadership Organization, Parent-Teacher's Association and Women's Missionary Union. Some indicated membership in more than one organization while others did not indicate membership in any organization.

Previous Work Experience

Table XI shows that almost one-third (31 percent) of the 36 assistants indicated that they had had from 6 to 10 years work experience prior to becoming EFNEP program

TABLE IX
PLACES OF RESIDENCY OF PROGRAM ASSISTANTS ACCORDING
TO COUNTIES AND TOTALS BY PERCENTS

Place of Residency	County						
	Total (N=36)	Bledsoe (N=4)	Grundy (N=3)	Hamilton (N=9)	McMinn (N=6)	Polk (N=5)	Warren (N=9)
	...Percents*...						
Farm	33	50	0	0	50	20	67
Rural Nonfarm	33	25	100	22	33	60	11
Urban	25	25	0	56	17	20	11
Subdivision	9	0	0	22	0	0	11
Total	100	100	100	100	100	100	100

*Percents are rounded to the nearest whole number.

TABLE X
ORGANIZATIONS TO WHICH 36 PROGRAM ASSISTANTS BELONGED*

Organization	Number Responding
Home Demonstration Club	10
Church	7
Parent-Teacher's Association	4
Eastern Star	2
Women's Missionary Union	2
Band Boosters	1
Business and Professional Women's Club	1
Community Improvement Club	1
Farm Bureau	1
4-H Leadership Organization	1
None Listed	11
No Answer	7

*Some assistants did not belong to any organizations; others belonged to more than one.

TABLE XI

NUMBERS OF YEARS OF WORK EXPERIENCE PROGRAM ASSISTANTS
HAD PRIOR TO BECOMING PROGRAM ASSISTANTS ACCORDING
TO COUNTIES AND TOTALS BY PERCENTS AND AVERAGES

Years Work Experience	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)
	...Percents*...						
0-5 years	25	0	34	0	33	20	56
6-10 years	31	25	0	56	17	20	33
11-15 years	14	25	33	22	0	0	11
16-20 years	22	25	33	22	17	60	0
More than 20	8	25	0	0	33	0	0
Total	100	100	100	100	100	100	100
Estimated Average Years	11	13	11	11	10	13	5.7

*Percents are rounded to the nearest whole number.

assistants in comparison to 25 percent who had had from 0 to 5 years work experience.

Estimated average years work experience for the 36 assistants was 11 years, county averages ranging from 6 years in Warren County to 15 years in Bledsoe County.

Types of Work Program Assistants Performed

Program assistants had done various types of work before becoming program assistants as shown in Table XII. The type of work most often indicated was factory work (8) followed by secretarial work (5), plant inspector (4) and sales clerk (4). Other work areas included waitress, teacher's aide, school lunchroom, substitute teaching, restaurant operator, Welcome Wagon Hostess, Assistant Home Demonstration Agent, laboratory technician, doctor's assistant, sewing, baby sitting, and school teacher. Six assistants did not answer this question. Some assistants indicated that they had worked in more than one job, while others indicated that they had had no previous work experience. Six who indicated experience did not indicate what type.

Length of Time as EFNEP Assistants

As seen in Table XIII, 43 percent of the assistants had worked as EFNEP assistants from 2 to 3 years, 34 percent had been assistants from 4 to 5 years, 20 percent had worked at least one year, and 3 percent had worked more than 5 years.

TABLE XII

TYPES OF WORK PROGRAM ASSISTANTS HAD DONE PRIOR
TO BECOMING PROGRAM ASSISTANTS*

Type of Work	Number Responding
Factory	8
Secretary	5
Plant Inspector	4
Sales Clerk	4
Waitress	3
Teacher's Aide	2
School Lunchroom	2
Substitute Teacher	2
Restaurant Operator	1
Welcome Wagon Hostess	1
Assistant Home Demonstration Agent	1
Laboratory Technician	1
Doctor's Assistant	1
Sewing	1
Baby Sitting	1
School Teacher	1
None	3
No Answer to Type	6

*Some assistants had held more than one job, and six others did not answer the question. Three assistants had not done any type of work.

TABLE XIII

LENGTHS OF TIME PROGRAM ASSISTANTS HAD WORKED IN THE EFNEP PROGRAM
ACCORDING TO COUNTIES AND TOTALS BY PERCENTS AND AVERAGE TIMES

Time Worked	County				
	Total (N=36)	Bladsoe (N=4)	Grundy (N=3)	Hamilton (N=9)	McMinn (N=6)
				Polk (N=5)	Warren (N=9)
0-1 year	20	0	0	56	0
2-3 years	43	25	0	33	100
4-5 years	34	75	100	11	0
More than 5 years	3	0	0	0	0
Total	100	100	100	100	100
Estimated Average Time	2.8 yrs.	4.0 yrs.	4.5 yrs.	1.0 yrs.	2.5 yrs.
				2.0 yrs.	4.0 yrs.

*percents are rounded to the nearest whole number.

The average length of time worked was 2.8 years, with county averages ranging from 1.0 years in Hamilton to 4.5 years in Grundy County.

Where Program Assistants Lived in Relation to Assigned Families

As seen in Table XIV, 36 program assistants had 438 assigned families who lived from 1 to 5 miles from the assistants, and 408 families who lived from 5 to 10 miles from the assistants. They had 709 families who lived more than 10 miles away for a total of 1555 families. Total families in all areas ranged from 132 in Bledsoe County to 546 in Warren County. Assistants lived approximately 8.6 miles from their families, ranging from 3.2 miles in Polk County to 9.4 miles in Bledsoe County.

Numbers and Average Numbers of Families Worked With

Table XV shows that 34 program assistants in the six selected East Tennessee counties had worked with 3196 families since becoming EFNEP program assistants for an average of 94 families per program assistant. Program assistants in Grundy County had the highest average number each, 170 families, while program assistants in Hamilton County had an average of only 68 families. Bledsoe County assistants had the smallest total number of families (396), while Warren County program assistants had worked with the greatest number of families (856).

TABLE XIV.

WHERE PROGRAM ASSISTANTS LIVED IN RELATION TO ASSIGNED FAMILIES ACCORDING
TO COUNTIES BY TOTALS BY NUMBERS OF FAMILIES IN EACH DISTANCE INTERVAL

Distance Program Assistant Lived from Family	County				
	Total (N=36)	Bledsoe (N=4)	Grundy (N=3)	Hamilton (N=9)	McMinn (N=6)
					Polk (N=5)
					Warren (N=9)
Number of Families					
1-5 miles away	438	24	70	62	70
5-10 miles away	408	39	70	68	88
More than 10 miles away	709	69	79	76	88
Total	1555	132	219	206	246
Estimated Average Distance	8.6 miles	9.4 miles	4.7 miles	8.0 miles	8.0 miles
					3.2 miles
					8.9 miles

TABLE XV

NUMBERS AND AVERAGE NUMBERS OF FAMILIES 34 PROGRAM
ASSISTANTS HAD WORKED WITH SINCE STARTING
IN THE EFNEP PROGRAM ACCORDING
TO COUNTIES AND TOTALS*

Families worked with since becoming program assistants	Total (N=34)	County					
		Bledsoe (N=4)	Grundy (N=3)	Hamilton (N=8)	McMinn (N=6)	Polk (N=5)	Warren (N=8)
1. Total families worked with	3196	3966	510	544	408	405	856
2. Average number families worked with per assistant	94	99	170	68	83	81	157

*Two other assistants, one in Hamilton and one in Warren, did not report numbers of families.

Numbers of Families Graduated

As seen in Table XVI, 31 program assistants in the six selected counties had graduated 517 families, for an average of 17 each from the EFNEP program. County averages ranged from 8 families graduated per assistant in McMinn County to 25 each in Bledsoe and Polk Counties. Hamilton County assistants had graduated an average of 12 families each, while Warren County assistants had graduated 16 and Grundy County assistants 19 families per program assistant.

Numbers of Families Worked With in 1973

Table XVII shows that 36 program assistants in the six selected counties worked with 2131 families, for an average of 59 families per program assistant in 1973. Warren County assistants had worked with the greatest total number of families (697) for an average of 79 each, but Grundy County assistants had the highest average number of families, 82 per assistant. Polk County assistants had worked with the smallest number of families (230) and also had the lowest average number (46) of families per program assistant.

Numbers of Families Worked With in 1974

As shown in Table XVIII, 35 program assistants in the six selected counties worked with 1721 total families in 1974 for an average of 49 families per program assistant. Assistants in Warren County were working with the largest

TABLE XVI

NUMBERS AND AVERAGE NUMBERS OF FAMILIES 31 PROGRAM
ASSISTANTS HAD GRADUATED FROM THE EFNEP PROGRAM
ACCORDING TO COUNTIES AND TOTALS*

Families Graduated From the Program	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	(N=31)	(N=4)	(N=3)	(N=8)	(N=5)	(N=4)	(N=7)
1. Total families graduated	517	98	56	97	49	102	98
2. Average number families graduated	17	25	19	12	8	25	16

*Five other assistants, one in Hamilton, one in McMinn, one in Polk and two in Warren did not report the number of families graduated.

TABLE XVII

NUMBERS AND AVERAGE NUMBERS OF FAMILIES 36 PROGRAM
ASSISTANTS WORKED WITH IN 1973 ACCORDING
TO COUNTIES AND TOTALS*

Number Families Worked with in 1973	County						
	Total (N=36)	Bledsoe (N=4)	Grundy (N=3)	Hamilton (N=9)	McMinn (N=6)	Polk (N=5)	Warren (N=9)
1. Number families in 1973	2131	245	236	422	301	230	697
2. Average number families in 1973	59	59	82	47	50	46	79

*All assistants reported numbers of families.

TABLE XVIII

NUMBERS AND AVERAGE NUMBERS OF FAMILIES 35 PROGRAM
ASSISTANTS WERE WORKING WITH IN 1974 ACCORDING
TO COUNTIES AND TOTALS*

Number of Families Program Assistants Worked with in 1974	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	(N=35)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=8)
1. Total families worked with	1721	142	230	363	363	151	472
2. Average number of families worked with per assistant	49	36	77	40	63	30	59

*One other assistant in Warren did not report the number of families.

total number of families (472) for an average of 59 each, but Grundy County had the highest total average number, 77 per assistant. Bledsoe County assistants were working with the lowest total number of families (142), but Polk County assistants had the lowest average number of families (30) per assistant. Decrease in number of visits made was due to drastic statewide cut in program assistants' hours from 30 per week to 20 hours per week.

Numbers of Visits Made Each Month

Table XIX shows that the 36 program assistant in the selected counties reported making an average total of 2193 visits each month for an average of 61 visits per assistant. Assistants in Hamilton County made the highest total average number of visits each month, 607, for an average of 67 for each assistant, but Grundy County assistants had the highest average number of visits each month, 93 per assistant. Assistants in Bledsoe County made 178 total visits or averaged 45 for each, the lowest number of total visits but the same average as Polk assistants who made 226 total visits each month.

Numbers of Visits Made in 1973

As seen in Table XX, 32 program assistants in six selected counties made a total of 18,268 visits in 1973 or an average of 664 per program assistant. Program assistants

TABLE XIX

NUMBERS AND AVERAGE NUMBERS OF VISITS MADE BY
36 PROGRAM ASSISTANTS EACH MONTH ACCORDING
TO COUNTIES AND TOTALS*

Number of Visits Made by Program Assistants Each Month	County						
	Total (N=36)	Bledsoe (N=4)	Grundy (N=3)	Hamilton (N=9)	McMinn (N=6)	Polk (N=5)	Warren (N=9)
1. Total number of visits each month	2193	178	280	607	380	226	522
2. Average number visits each month per assistant	61	45	93	67	63	45	58

*All assistants reported numbers of visits.

TABLE XX

NUMBERS AND AVERAGE NUMBERS OF VISITS MADE IN 1973
BY 27 PROGRAM ASSISTANTS ACCORDING TO COUNTIES
AND TOTALS*

	County						
Number of Visits Made by Program Assistants in 1973	Total (N=27)	Bledsoe (N=4)	Grundy (N=3)	Hamilton (N=6)	McMinn (N=5)	Polk (N=4)	Warren (N=5)
1. Total number of visits made in 1973	18,268	1761	3600	3222	4360	2070	3255
2. Average number visits made in 1973 per assis- tant	664	441	1200	637	727	516	651

*Nine other assistants did not report the number of visits in 1973.

in Grundy County made the highest total number of visits (3600) in 1973 and also the highest average number of visits (1200). It can be noted from Table XXI, however, that Grundy County assistants also worked the greater number of hours per week. Bledsoe County assistants made the lowest number of total visits with 1761, but Hamilton County assistants had the lowest average number of visits, 358, per assistant.

Numbers of Hours Worked Each Week

The 36 program assistants in the six selected counties worked a total average of 820 hours per week or an average of 23 hours per week per assistant as seen in Table XXI. Grundy County assistants averaged 30 hours per week, while assistants in Bledsoe County averaged 28 hours work per week. Polk County assistants worked an average of 19 hours each week, while assistants in McMinn, and Warren Counties worked an average of 20 hours each per week. Assistants in Hamilton County worked an average of 23 hours each per week.

Percentages of Program Assistants Who Had Previous Nutrition Training

Table XXII shows that 75 percent of the 36 assistants had received some type of training in nutrition before becoming program assistants, while 22 percent had not received any training, and 3 percent did not answer.

TABLE XXI

NUMBERS AND AVERAGE NUMBERS OF HOURS WORKED EACH WEEK
BY 36 PROGRAM ASSISTANTS ACCORDING TO COUNTIES
AND TOTALS

Hours Worked per Week by Program Assistants	County						
	Total (N=36)	Bledsoe (N=4)	Grundy (N=3)	Hamilton (N=9)	McMinn (N=6)	Polk (N=5)	Warren (N=9)
1. Total hours worked per week	820	110	90	225	120	95	180
2. Average hours worked each week per assistant	23	28	30	23	20	19	20

TABLE XXII

PERCENTS OF PROGRAM ASSISTANTS WHO HAD RECEIVED
NUTRITION TRAINING OF ANY TYPE ACCORDING
TO COUNTIES AND TOTALS

Whether or Not Prior Nutrition Training Received	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	(N=36)	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)
	...Percents*...						
Yes	75	75	100	89	67	80	54
No	22	25	0	11	33	0	44
No Answer	3	0	0	0	0	20	0
Total	100	100	100	100	100	100	100

*Percents are rounded to the nearest whole number.

Percentages of those receiving prior training ranged from 54 percent in Warren County to 100 percent in Grundy County.

Kinds of Nutrition Training Received

As shown in Table XXIII, the program assistants who had received previous training reported receiving training of various kinds. The most frequent kind reported was high school home economics (14) followed by training for work in school cafeterias (6). Other kinds of training received included home demonstration clubs, college nutrition courses, 4-H Club project or activity, training for EFNEP, preparation for work in a cafeteria, training for work in a hospital kitchen, restaurant operation and learning to plan meals for a nursing home. One assistant who had received training did not respond to this question.

Where Nutrition Training Received

As seen in Table XXIV, the most frequent answer to where nutrition training was received before becoming a program assistant was high school vocational home economics classes (23), followed by 4-H Club (6) and Adult Education Classes (6). Other places where nutrition training was received were college classes, hospital kitchen, and cafe. Three assistants who had had prior training did not answer this question.

TABLE XXXIII
KINDS OF PRIOR NUTRITION TRAINING REPORTEDLY
RECEIVED BY 28 PROGRAM ASSISTANTS*

Kind Received	Number
Vocational Home Economics (high school)	14
Working in school cafeteria	6
Home Demonstration Club	4
4-H Club	3
Training for EFNEP	3
College nutrition courses	2
Cafeteria	1
Hospital kitchen	1
Planning meals for nursing home	1
Restaurant operator	1
None received	8

*Eight additional assistants received none. Some received more than one.

TABLE XXIV
WHERE PRIOR NUTRITION TRAINING WAS RECEIVED
AS REPORTED BY 36 PROGRAM ASSISTANTS*

Where Received	Number
High School (Vocational Home Economics)	23
4-H Club	6
Adult Education Classes	6
College courses	2
Hospital kitchen	1
Cafe	1
No answer	3

*One additional assistant did not report prior training.
Some reported more than one instance of training.

Orientation Training as New Program Assistants

As seen in Table XXV, length of program assistant orientation reportedly ranged from 2 weeks in Warren County to 6 weeks in Grundy County. Topics included in all training programs were: (1) how to work with families, (2) what to teach families, and (3) which families to work with. Concerning other topics included, only two assistants in Bledsoe County answered this question. They reported meal planning and filling out reports.

Inservice Training of Program Assistants

As shown in Table XXVI, inservice training was received on a regular weekly basis. Topics included in inservice training included: (1) nutrition lessons and (2) filling out reports in all counties. Concerning "other" topics included in training, only one assistant in Polk and one in McMinn Counties answered this question. The answers given were gardening and sanitation.

Areas in Which Program Assistants Felt They Needed

Additional Training

Of the 36 program assistants, only 18 felt they needed additional training. As seen in Table XXVII, the major areas mentioned were: (1) moving individuals into groups, 3, and (2) getting homemakers to attend meetings, 2. The list also included single mentions of several items, namely

TABLE XXV
SUMMARY OF ORIENTATION TRAINING OF NEW PROGRAM
ASSISTANTS ACCORDING TO COUNTIES

Item	County					
	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
Length of Time in Weeks	3	6	4	4	3	2
Topics included:						
How to work with families	yes	yes	yes	yes	yes	yes
What to teach families	yes	yes	yes	yes	yes	yes
Which families with which to work	yes	yes	yes	yes	yes	yes
Other: specify						
Reports	2	0	0	0	0	0
Meal planning	1	0	0	0	0	0
Did not answer	2	3	9	6	5	9
	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)

TABLE XXVI
INSERVICE TRAINING OF PROGRAM ASSISTANTS
ACCORDING TO COUNTIES

Item	County					
	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
How often received	Weekly	Weekly	Weekly	Weekly	Weekly	Weekly
Topics Included:						
Nutrition Lessons	yes	yes	yes	yes	yes	yes
Filling out reports	yes	yes	yes	yes	yes	yes
Other: Specify						
Gardening	0	0	0	1	0	0
Sanitation	0	0	0	0	1	0
No answer	4	3	9	5	4	9
	(N=4)	(N=3)	(N=9)	(N=6)	(N=5)	(N=9)

TABLE XXVII
AREAS IN WHICH 36 PROGRAM ASSISTANTS FELT
THEY NEEDED ADDITIONAL TRAINING

Area	Number
Felt they did not need any	18
Moving individuals into groups	3
Getting homemakers to attend meetings	2
Proper Canning	1
Food Safety	1
Meal Planning	1
How body uses food	1
Buying	1
Try to get lessons to homemakers who need it	1
Food labels	1
Budgeting	1
Don't know	1
No answer	4

food, meal planning, food safety, proper canning, food labels, and budgeting. One assistant felt that she needed additional training but she did not know the kind. Four assistants who felt they needed additional training did not specify the kind needed.

Work Done by Program Assistants on Their Own About Nutrition

Twenty-six program assistants indicated that they did work on their own about nutrition. As seen in Table XXVIII, the most frequent response was reading books and magazines on nutrition, two-thirds of the assistants reporting. Other items mentioned included reading bulletins from UT, making picture demonstrations and posters and studying smart shopping for low income families. Five did not respond, and 5 assistants did nothing on their own.

Average Ratings of Program Assistants Regarding How Well They (Generally Speaking) Liked Their Jobs

Table XXIX shows the total average ratings and average ratings by counties of attitudes regarding how well program assistants liked their jobs. The average ratings ranged from 3.90, "jobs neither liked nor disliked" to 6.83, "jobs liked very much" based on a rating scale from 1, "Low," to 7, "High."

TABLE XXVIII
KINDS OF WORK DONE BY PROGRAM ASSISTANTS ON THEIR OWN
ABOUT NUTRITION*

Kind of Work Done on Own	Number
Read books and magazines on nutrition	22
Make nutrition posters	1
Plan picture demonstrations	1
Read bulletins from UT	1
Study smart shopping for low-income families	1
Did nothing	5
No answer	5

*Some assistants did more than one kind of work on their own about nutrition. Some did nothing. Some did not answer.

TABLE XXIX

AVERAGE RATINGS OF PROGRAM ASSISTANTS REGARDING
HOW WELL THEY (GENERALLY SPEAKING) LIKED THEIR
JOBS ACCORDING TO COUNTIES AND TOTALS

Indication of How Well Job was Liked	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	Average Rating*						
1. I believe in EFNEP.	6.94 (N=36)	6.75 (N=4)	7.00 (N=3)	6.88 (N=9)	7.00 (N=6)	7.00 (N=5)	7.00 (N=9)
2. I care about the people with whom I work.	6.83 (N=36)	6.75 (N=4)	7.00 (N=3)	6.88 (N=9)	7.00 (N=6)	6.80 (N=5)	6.33 (N=9)
3. These people need the information which I take them.	6.69 (N=36)	6.75 (N=4)	7.00 (N=3)	7.00 (N=9)	6.83 (N=6)	7.00 (N=5)	6.00 (N=9)
4. My coworkers are congenial and competent.	6.50 (N=36)	7.00 (N=4)	7.00 (N=3)	6.66 (N=9)	5.85 (N=6)	6.80 (N=5)	6.33 (N=9)
5. I have adequate printed publi- cations available with which to teach.	6.46 (N=36)	6.50 (N=4)	6.33 (N=3)	5.88 (N=9)	6.50 (N=6)	6.80 (N=5)	6.88 (N=9)
6. I have freedom in working out my own method of doing work.	6.36 (N=36)	7.00 (N=4)	7.00 (N=3)	6.33 (N=9)	5.85 (N=6)	6.80 (N=5)	5.33 (N=9)
7. I feel I can usually answer questions I get on nutrition, food buying and preparation.	6.33 (N=36)	6.25 (N=4)	6.66 (N=3)	6.55 (N=9)	6.50 (N=6)	6.00 (N=5)	6.11 (N=9)

TABLE XXIX (continued)

Indication of How Well Job was Liked	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	Average Rating*						
8. I can explain EFNEP to others.	6.16 (N=36)	6.25 (N=4)	5.66 (N=3)	6.55 (N=9)	6.15 (N=6)	6.20 (N=5)	5.22 (N=9)
9. I feel able to teach the subject matter of EFNEP.	6.13 (N=36)	6.50 (N=4)	6.66 (N=3)	5.11 (N=9)	5.66 (N=6)	6.20 (N=5)	6.11 (N=9)
10. These people like for me to come to their homes.	6.11 (N=36)	6.75 (N=4)	6.66 (N=3)	6.66 (N=9)	7.00 (N=6)	6.80 (N=5)	5.00 (N=9)
11. I have adequate nutritional knowledge to be an effective teacher.	5.84 (N=35)	5.75 (N=4)	5.66 (N=3)	5.88 (N=9)	6.00 (N=6)	5.66 (N=4)	5.89 (N=9)
12. I am satisfied with the salary I receive for my work.	3.90 (N=33)	4.75 (N=4)	4.66 (N=3)	2.77 (N=7)	2.60 (N=6)	6.40 (N=5)	3.00 (N=9)
Total Average Rating	6.18	6.42	6.44	6.09	6.00	6.57	5.75
Total Average "N"	35.7	4	3	8.83	6	4.9	9

*In the rating system used: 1.00 to 3.49 = Below Average (Job not liked); 3.50 to 4.49 (Job neither liked nor disliked); and 4.50 to 7.00 = Above Average (Job liked very much).

Total average ratings concerning Indicator No. 1, regarding a belief in EFNEP, was 6.94, "Believe strongly," with assistants average ratings in 4 counties being 7.00. Bledsoe County's ratings was 6.75 and Hamilton County's average rating was 6.88, still above average and suggesting high agreement with the EFNEP purposes and procedures.

Indicator No. 2, caring about the people with whom they worked, rated 6.83, "Cared very much." Program assistants average ratings by counties on this item ranged from 6.33 in Warren County to 7.00 in Grundy and McMinn Counties, suggesting assistants liked their families.

Rating for Indicator No. 3, feeling that people need information, averaged 6.69 for all program assistants. Average ratings for assistants in individual counties ranged somewhat from 6.00 in Warren County to 7.00 in Grundy, Hamilton, and Polk Counties. Thus, all felt people needed the information they had to dispense.

Ratings on Indicator No. 4, co-workers being congenial and competent, averaged high with a 6.50 rating. Ratings in individual counties ranged from a low 5.85 in McMinn County to 7.00 in Bledsoe and Grundy Counties, suggesting those in some counties felt more or less strongly regarding the congeniality and competency of their co-workers.

Indicator No. 5, having adequate printed publications with which to teach, averaged 6.46 for all assistants.

Assistants average ratings by counties ranged from 5.88 in Hamilton County to 6.88 in Warren County. Assistants agreed they had adequate publications for teaching.

Ratings for program assistants on Indicator No. 6, freedom in working out their own method of doing their work averaged a high 6.36 for all assistants. Assistants average ratings by counties on this item, ranged widely from 5.33 in Warren County to 7.00 in Bledsoe and Grundy Counties. However, all ratings were within the "above average" or "agreed" level.

Ratings of Assistants on Indicator No. 7, being able to answer questions on nutrition, food buying and preparation, averaged 6.33 for all assistants. Individual county average ratings ranged narrowly from 6.00 in Polk County to 6.66 in Grundy County, showing agreement among assistants in the counties studied. They felt "good" about being able to answer the questions mentioned.

Ratings on Indicator No. 8, being able to explain EFNEP to others averaged 6.16 for all assistants. Individual county average ratings again ranged greatly from 5.22 in Warren County to 6.55 in Hamilton County. All ratings suggested assistants felt "good" regarding their ability to explain EFNEP to others.

Ratings by assistants on Indicator No. 9, being able to teach the subject of EFNEP, averaged a strong 6.13.

Averages for assistants' ratings by counties varied from 5.11 in Hamilton County to 6.66 in Grundy County. All ratings, again, fell within the "good feeling" range on this item.

Ratings by assistants on Indicator No. 10, people liking them to come into their homes, averaged 6.11 for all assistants. Individual county average ratings ranged rather widely from 5.00 in Warren County to 7.00 in McMinn County, showing some difference in feeling. Nevertheless, all ratings placed assistants "above average" on this item.

Ratings on Indicator No. 11, having adequate nutritional knowledge to be an effective teacher, averaged 5.84 for 35 assistants responding. County average ratings ranged from 5.16 in McMinn County to 6.00 in Polk County. Assistants felt they did have enough knowledge for effective teaching.

Ratings on Indicator No. 12, being satisfied with salary received for work done, averaged a lower 3.90, "neither liked no disliked" for 33 assistants responding. County average ratings ranged from 2.60 (below average) in McMinn County to 6.40 (above average) in Polk County. Satisfactions on this item were only moderate and averaged lower than others.

Total average ratings for all Indicator items was 6.18 with individual county averages ranging from 5.75 in Warren County to 6.57 in Polk County. Overall, assistants thus indicated they "liked their jobs" at an "above average" level.

Average Ratings by Program Assistants Regarding Adequacy
of Inservice Training Received from EFNEP Agent

As seen in Table XXX, total average ratings by program assistants regarding adequacy of inservice training received from EFNEP agent ranged from 6.33 (above average on a rating scale from 1, "low" to 7, "high") to 6.83 (above average).

Ratings on Adequacy Indicator No. 1, lessons taught being helpful to the assistant in her work averaged 6.83. Three counties--Bledsoe, Grundy and Polk had highest possible average assistant ratings of 7.00. McMinn County assistants had the lowest average rating (5.50) on this item, though all ratings showed assistants felt inservice training lesson taught were at an adequate level.

Ratings on Adequacy Indicator No. 2, suggestions made by agent being helpful to assistants in their work, averaged 6.83. Individual average ratings by counties ranged from 6.66 in McMinn County to 7.00 in Grundy, Bledsoe and Polk Counties. Assistants thus agreed agent suggestions were helpful.

Ratings on Adequacy Indicator No. 3, teaching ways used by agent that encouraged forethought, also averaged 6.83. Individual county ratings ranged from a low of 5.33 in Grundy County to 7.00 in Bledsoe County. All ratings indicated assistants felt agent teaching ways were adequate in encouraging teaching forethought.

TABLE XXX

AVERAGE RATINGS BY PROGRAM ASSISTANTS REGARDING
ADEQUACY OF INSERVICE TRAINING RECEIVED FROM
EFNEP AGENT ACCORDING TO COUNTIES AND TOTALS

Indication of Adequacy of Agent Training Received	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	...Average Rating*...						
1. Lessons taught are helpful to me in my work.	6.83 (N=36)	7.00 (N=4)	7.00 (N=3)	6.88 (N=9)	5.50 (N=6)	7.00 (N=5)	6.66 (N=9)
2. Suggestions she makes are helpful to me in my work.	6.83 (N=36)	7.00 (N=4)	7.00 (N=3)	6.77 (N=9)	6.66 (N=6)	7.00 (N=5)	6.77 (N=9)
3. Teaching ways are used that encourage forethought.	6.83 (N=33)	7.00 (N=3)	5.33 (N=3)	6.88 (N=8)	6.33 (N=6)	6.50 (N=4)	6.33 (N=9)
4. Materials or lessons are presented with the aid of good visuals.	6.73 (N=34)	7.00 (N=4)	7.00 (N=3)	6.88 (N=9)	6.60 (N=5)	6.25 (N=4)	6.66 (N=9)
5. Subject matter is taught in interesting ways.	6.61 (N=36)	7.00 (N=4)	7.00 (N=3)	6.77 (N=9)	5.83 (N=6)	7.00 (N=5)	6.44 (N=9)
6. New information and materials are presented each time, avoiding excessive repetition.	6.58 (N=36)	6.75 (N=4)	5.66 (N=3)	6.55 (N=9)	6.66 (N=6)	7.00 (N=5)	6.55 (N=9)
7. Teaching ways are used that encourage creativity.	6.33 (N=36)	7.00 (N=4)	5.66 (N=3)	6.66 (N=9)	5.16 (N=6)	6.60 (N=5)	6.55 (N=9)

TABLE XXX (continued)

Indication of Adequacy of Agent Training Received	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	...Average Rating*...						
Total Average Rating	6.67	6.96	6.38	6.77	6.10	6.76	6.56
Total Average "N"	34.8	3.8	3	8.8	5.8	4.7	9

*In the rating system used: 1.00 to 3.49 = Below Average (Training not considered adequate); 3.50 to 4.49 = Average (Training neither considered adequate nor inadequate); and 4.50 to 7.00 = Above Average (Training considered very adequate).

Ratings on Adequacy Indicator No. 4, materials or lessons being presented with aid of good visuals, was 6.73. Average ratings for individual counties ranged from 6.26 in Polk County to 7.00 in Bledsoe County. Solid agreement was seen that visuals were adequate.

Ratings on Indicator No. 5, subject matter being taught in interesting ways, averaged 6.61. Ratings in individual counties averaged from 5.83 in McMinn County to 7.00 in Bledsoe, Grundy and Polk Counties. Assistants' reactions (i.e. ratings) suggest agreement on the fact that subject matter was being presented during inservice training in an interesting way.

Ratings on Adequacy Indicator No. 6, new information and materials being presented each time, avoiding excessive repetition, averaged 6.58. Ratings in individual counties averaged from 5.66 in Grundy County to 7.00 in Polk County. Ratings were above average on this item.

Ratings on Adequacy Indicator No. 7, teaching ways being used that encouraged creativity, averaged a relatively high 6.33. Ratings in individual counties ranged from 5.16 in McMinn County to 7.00 in Bledsoe County, showing some variation--though all ratings were adequate.

Total average rating on all items regarding inservice training by EFNEP agent was 6.67. Total averages in individual counties ranged from 6.10 in McMinn County to 6.96

in Bledsoe County, suggesting assistant satisfaction with the inservice training they were receiving.

Benefits of EFNEP to Program Assistants

As seen in Table XXXI, program assistants indicated that EFNEP had been of personal benefit to them. The most frequent responses were that they had made new friends (7), gained a better understanding of people (7), planned more nutritious meals for their own families (6), and had become more aware of the importance of good nutrition (8). Other benefits were that they had helped other families (4), their own families had better health (2), EFNEP helped them to become better homemakers (1), and they had increased their family income (1). Three assistants did not respond to this question.

Changes Program Assistants Made in Their Own Homemaking Practices as a Result of EFNEP Training and Work

As seen in Table XXXII, program assistants indicated that they had made changes in their homemaking practices as a result of EFNEP training and work. The most frequent change indicated was that they began serving more nutritious meals (16). They also indicated that they began planning better meals (7), changed to better methods of canning and freezing foods (5), and managed money better (5). Nine assistants made no response to this question.

TABLE XXXI
BENEFITS OF EFNEP TO 36 PROGRAM ASSISTANTS*

Benefit	Number Responding
Became more aware of importance of good nutrition	8
Made new friends	7
Gained better understanding of people	7
Planned more nutritious meals for own families	6
Helped other families	4
Better health for own family	2
Helped them to become better homemakers	1
Increased family income	1
No response	3

*Some assistants reported more than one benefit.

TABLE XXXII
CHANGES 36 PROGRAM ASSISTANTS MADE IN THEIR OWN
HOMEMAKING PRACTICES AS A RESULT
OF EFNEP TRAINING AND WORK*

Change Made	Number Responding
Began serving more nutritious meals	16
Began planning meals	7
Changed to better methods of canning and freezing foods	5
Managed money better	5
No response	9

*Some assistants reported more than one change.

Average Self-Ratings of Program Assistants Regarding Use
of Approved Program Assistant Practices

As seen in Table XXXIII program assistants self-ratings on approved program assistant practices ranged from 4.69 to 6.95 (all ratings above average in a 7.00 rating system) for fourteen approved program assistant practices.

Program assistants who responded rated themselves highest on Approved Practice No. 1, organizing materials before going to conduct group meetings. Total average self-ratings for all assistants responding was 6.95 with assistants in 5 counties averaging 7.00 except in Warren County, where assistants averaged 6.44. This suggests that this practice was almost always used.

Total average self-rating for all counties on Approved Practice No. 2, keeping accurate time and mileage records was 6.83 with assistants in 4 counties average ratings being 7.00. Warren County's assistants average rating was 6.00, the lowest average. All, however, indicated accurate time and mileage records were almost always kept.

Approved Practice No. 3, asking for help when needed in their work, averaged 6.00 for all program assistants, with those in 3 of the 6 counties averaging a perfect 7.00. McMinn County's average for this practice was the lowest, 6.66, though relatively high and indicative of the fact assistants felt they did ask for help when needed.

TABLE XXXIII

AVERAGE SELF-RATINGS OF PROGRAM ASSISTANTS REGARDING
USE OF APPROVED PROGRAM ASSISTANT PRACTICES
ACCORDING TO COUNTIES AND TOTALS

Approved Practice	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	Average Self-Rating*						
1. I organize my teaching materials before I go to conduct a group meeting.	6.95 (N=24)	7.00 (N=1)	7.00 (N=3)	7.00 (N=9)	7.00 (N=5)	7.00 (N=3)	6.44 (N=9)
2. I keep accurate time and mileage records	6.83 (N=36)	6.75 (N=4)	7.00 (N=3)	7.00 (N=9)	7.00 (N=6)	7.00 (N=5)	6.00 (N=9)
3. I ask for help when I need it in my work.	6.80 (N=36)	7.00 (N=4)	7.00 (N=3)	6.88 (N=9)	6.66 (N=6)	7.00 (N=5)	6.55 (N=9)
4. I plan the main ideas I will teach before I have a group meeting.	6.75 (N=24)	7.00 (N=1)	7.00 (N=3)	7.00 (N=9)	6.00 (N=4)	6.50 (N=5)	6.66 (N=3)
5. I cooperate with fellow staff members and promote teamwork.	6.72 (N=36)	7.00 (N=4)	7.00 (N=3)	6.88 (N=9)	6.83 (N=6)	6.60 (N=5)	6.33 (N=9)
6. I give priority to subjects of greatest need when working with a homemaker.	6.67 (N=34)	7.00 (N=3)	6.33 (N=3)	6.77 (N=9)	6.66 (N=6)	6.60 (N=5)	6.62 (N=8)
7. I organize my materials before I visit a home.	6.58 (N=36)	6.50 (N=4)	6.66 (N=3)	7.00 (N=9)	6.50 (N=6)	6.20 (N=5)	6.44 (N=9)

TABLE XXXIII (continued)

Approved Practice	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
	Average Self-Rating*						
8. I try to learn of the homemaker's interest and start the learning experience at her point of interest.	6.55 (N=36)	7.00 (N=4)	6.66 (N=3)	6.77 (N=9)	6.50 (N=6)	7.00 (N=5)	5.88 (N=9)
9. I plan the major ideas I will discuss before I visit a family.	6.47 (N=36)	6.00 (N=4)	6.66 (N=3)	6.88 (N=9)	6.33 (N=6)	6.60 (N=5)	6.22 (N=9)
10. I obtain food recalls from homemakers every six months.	6.30 (N=36)	7.00 (N=4)	6.33 (N=3)	7.00 (N=9)	6.60 (N=6)	6.50 (N=5)	6.33 (N=9)
11. I keep my home visit logs up-to-date, completing them after each home visit.	5.97 (N=36)	4.75 (N=4)	7.00 (N=3)	6.88 (N=9)	6.33 (N=6)	6.00 (N=5)	6.33 (N=9)
12. I plan the next visit with the homemaker before I leave her home.	5.44 (N=36)	6.00 (N=4)	4.66 (N=3)	6.22 (N=9)	6.00 (N=6)	6.00 (N=5)	7.00 (N=9)
13. I am enthusiastic about my job.	5.36 (N=32)	7.00 (N=4)	5.00 (N=3)	6.55 (N=9)	5.50 (N=6)	6.80 (N=5)	5.77 (N=9)
14. I try to promote the youth program.	4.69 (N=32)	6.00 (N=3)	7.00 (N=3)	5.37 (N=8)	5.00 (N=5)	6.50 (N=5)	5.11 (N=9)

TABLE XXXIII (continued)

	Total	County					
		Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
Approved Practice	Average Self-Rating*						
Total Average Rating	6.28	6.57	6.52	6.72	6.35	6.60	6.26
Total Average "N"	33.8	3.4	3	8.92	5.7	4.8	8

*In the rating system used: 1.00 to 3.49 = Below Average (the practice is never or seldom used); 3.50 to 4.49 = Average (the practice is used about as much as it is not used); and 4.50 to 7.00 = Above Average (the practice is usually or almost always used).

Total average self-rating for Approved Practice No. 4, planning main ideas to be taught before having a group meeting, was 6.75 with assistants in 3 of 6 counties averaging the top 7.00. McMinn County's assistants again had the lowest average--6.00. Assistants' ratings indicate they felt they almost always used this practice.

Approved Practice No. 5, cooperating with fellow staff members and promoting teamwork, averaged 6.72 with assistants in 2 counties averaging 7.00. Warren County's assistants rated themselves lowest in this practice--6.33. All ratings, however, were above average.

Total average self-rating for Approved Practice No. 6, giving priority to subjects of greatest need when working with a homemaker, was 6.67 with only one county--Bledsoe averaging 7.00. Averages ranged narrowly from 6.62 in Warren County to 6.77 in Hamilton County. Assistants agreed they almost always gave such priority.

Approved Practice No. 7, organizing materials and supplies before visiting a home, averaged 6.58 with only Hamilton County assistants rating 7.00. Other average self-ratings ranged from 6.20 in Polk County to 6.66 in Grundy County. High practice use was indicated.

Approved Practice No. 8, learning of the homemaker's interest and starting the learning experience at her point

of interest, averaged 6.55. Assistant self-ratings for this practice ranged widely from 5.88 in Warren County to 7.00 in Bledsoe and Polk Counties. Assistants were usually using this practice.

Approved Practice No. 9, total average self-rating for planning major ideas for discussion before visiting a family, was 6.47. Assistant self-ratings for this practice ranged from 6.00 in Bledsoe County to 6.88 in Hamilton County. High use of the practice was indicated.

Approved Practice No. 10, obtaining food recalls from homemakers every six months, averaged 6.30 for all assistants. Average self-ratings for this practice ranged from 6.33 in Grundy and Warren Counties to 7.00 in Bledsoe and Hamilton Counties. The practice was almost always used.

Approved Practice No. 11, keeping home-visit logs up-to-date, averaged 5.97 for all assistants. Program assistants average self-ratings for this practice ranged from a relatively low 4.75 in Bledsoe County to the top 7.00 in Grundy County. All assistants ratings suggested practice use.

Approved Practice No. 12, planning the next visit with homemakers before leaving their homes, averaged 5.44 for all program assistants. Assistants average self-ratings ranged from 4.66 in Grundy County to 7.00 in Warren County. All ratings were above average.

Total average self-rating for Approved Practice No. 13, being enthusiastic about the job, was 5.36. Assistant's average self-ratings by counties ranged broadly from 5.00 in Grundy County to 7.00 in Bledsoe County. All ratings suggest practice use.

Approved Practice No. 14, promoting the youth program averaged 4.69 (low, but still above average) for the 32 program assistants reporting. Assistants average self-ratings by counties again ranged from 5.00 in McMinn County to 7.00 in Grundy County. The practice was being used.

Total average self-rating for all 14 practices was 6.29. Averages for the total of all 14 practices ranged from 6.35 in McMinn County to 6.72 in Hamilton County.

Thus, all practices were usually to nearly always being used, as seen by the assistants themselves.

Amounts of Help Program Assistants Felt They Needed to Do a Good Job

Program assistants were asked to rate themselves on amounts of help they needed in various abilities in order to do a good (professional) job. As shown in Table XXXIV, the average ratings ranged from 1.74 (needed little or no help) to 2.65 (needed some help) on a five point rating scale. The lower the number, the less help program assistants felt they needed. Items were discussed beginning with those

TABLE XXXIV

AMOUNTS OF HELP PROGRAM ASSISTANTS FELT THEY NEEDED
TO DO A GOOD JOB ACCORDING TO COUNTIES AND TOTALS

Amount of Help Needed	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
1. Ability to recognize where people are and to begin lessons at that point.	2.65 (N=35)	2.50 (N=4)	2.33 (N=3)	2.22 (N=9)	3.00 (N=5)	3.00 (N=5)	2.77 (N=9)
2. Ability to adapt subject matter to the group being taught.	2.58 (N=34)	1.50 (N=4)	1.66 (N=3)	2.12 (N=8)	3.00 (N=6)	2.40 (N=5)	2.62 (N=9)
3. Ability to develop new and interesting ways to present subject matter.	2.54 (N=35)	2.50 (N=4)	2.66 (N=3)	2.44 (N=9)	2.00 (N=5)	2.80 (N=5)	2.77 (N=9)
4. Ability to teach individuals.	2.47 (N=36)	2.25 (N=4)	2.33 (N=3)	2.00 (N=9)	3.33 (N=6)	2.40 (N=5)	2.55 (N=9)
5. Ability to improvise when materials, ingredients and equipment are limited.	2.25 (N=35)	1.50 (N=4)	2.33 (N=3)	1.37 (N=8)	3.00 (N=6)	2.00 (N=5)	2.77 (N=9)
6. Ability to maintain my enthusiasm and interest when progress is slow.	2.20 (N=35)	1.50 (N=4)	2.33 (N=3)	2.11 (N=9)	1.80 (N=5)	2.60 (N=5)	2.55 (N=9)
7. Ability to teach groups.	2.07 (N=34)	4.33 (N=3)	3.33 (N=3)	2.77 (N=8)	2.83 (N=9)	2.80 (N=5)	2.66 (N=9)

TABLE XXXIV (continued)

Amount of Help Needed	County						
	Total	Bledsoe	Grundy	Hamilton	McMinn	Polk	Warren
Average Rating*							
8. Ability to "get along" well with homemakers regard- less of their situation.	1.94 (N=35)	0.50 (N=4)	1.00 (N=3)	1.66 (N=9)	2.40 (N=5)	2.80 (N=5)	2.11 (N=9)
9. Ability to take suggestions.	1.74 (N=35)	0.75 (N=4)	1.66 (N=3)	1.77 (N=9)	1.80 (N=5)	2.20 (N=5)	2.00 (N=9)
Total Average Rating	2.27	1.81	2.18	2.05	2.57	2.55	2.53
Total Average N	34.6	3.8	3	8.7	5.4	5	8.5

*In the rating system used: 1.00 to 2.00, need little or no help;
2.01 to 4.00, need some help; 4.01 to 5.00, need much help.

areas in which assistants felt they needed greatest amounts of help.

Ratings on Ability No. 1 to recognize where people are and to begin lessons at that point, averaged 2.65 for 35 assistants responding. County average ratings ranged from 2.22 in Hamilton County to 3.00 in McMinn and Polk Counties. Some help was needed.

Ratings on Ability No. 2, to adapt subject matter to the group being taught, averaged 2.58 for 34 assistants responding. Individual county averages ranged from 1.50 in Bledsoe County to 3.00 in McMinn County. Little to some help was suggested.

Ratings on Ability No. 2, to adapt subject matter to the group being taught, averaged 2.58 for 34 assistants responding. Individual county averages ranged from 1.50 in Bledsoe County to 3.00 in McMinn County. Little to some help was suggested.

Ratings on Ability No. 3, to develop new and interesting ways to present subject matter averaged 2.54 for assistants reporting. County average ratings ranged from 2.00 in McMinn County to 2.77 in Warren County--all suggesting the need for some help.

Ratings on Ability No. 4 to teach individuals, averaged 2.47 (needed some help) for all assistants. County average ratings ranged from 2.00 in Hamilton County to 3.33 in McMinn County. Some help was needed.

Ratings on Ability No. 5 to improvise when materials, ingredients and equipment are limited, averaged 2.25 for all assistants responding. County average ratings ranged from 1.37 in Hamilton County to 3.00 (needed some help) in McMinn County.

Ratings on Ability No. 6 to maintain enthusiasm and interest when progress was slow, averaged 2.20 for 35 assistants reporting. Individual county average ratings ranged from 1.50 in Bledsoe County to 2.60 in Polk County. Assistants felt they needed little to some help.

Ratings on Ability No. 7 to teach groups, averaged 2.07 for assistants reporting. Assistants' average ratings in the counties ranged from 2.66 (needed some help) in Warren County to 4.33 (needed much help) in Bledsoe County.

Ratings on Ability No. 8 to "get along" well with homemakers regardless of their situation, averaged 1.94 for all assistants reporting. Individual county averages ranged from 0.50 in Bledsoe County to 2.80 (needed some help) in Polk County.

Ratings on Ability No. 9 to take suggestions, averaged 1.74 (needed little help) for all program assistants. Average ratings for individual counties ranged from 0.75 in Bledsoe County to 2.20 in Polk County.

Ratings for the entire 9 item ability scale regarding amounts of help needed averaged 2.27 (needed some help) for all program assistants. County total average ratings ranged from 1.81 in Bledsoe County (needed little or no help) to 2.57 in McMinn County (needed some help). These inservice training needs, thus, may deserve consideration.

Other Comments Program Assistants Wanted to Share About
Their Work

As seen in Table XXXV, some of the program assistants had additional comments about their work which they wished to share. They indicated that they enjoyed their work, they had helped people to eat better, they felt EFNEP could be an asset to our nation, that it is a good program, and that the work was interesting. One assistant felt that there was too much paper work. Other comments were that they had helped people to save money, that the work was of benefit to the people they worked with, that the agent taught needed lessons, and that Special Program in Foods for Youth (SPIFFY) should be put in Educationally Mentally Retarded (EMR) classes. Twenty-five assistants did not make any comments.

TABLE XXXV

OTHER COMMENTS THAT 36 PROGRAM ASSISTANTS MADE
CONCERNING THEIR WORK*

Comment	Number Responding
Enjoyed work	4
Have helped people to eat better	1
EFNEP can be an asset to our nation	1
It is a good program	1
Work is interesting	1
Too much paper work	1
Have helped people save money	1
Work is of benefit to the people we work with	1
Agent taught needed lessons	1
Should put SPIFFY in EMR classes	1
No comments	25

*Some made more than one comment.

II. COMPARISON OF CHARACTERISTICS OF HIGH AND LOW PERFORMANCE RATED PROGRAM ASSISTANTS IN SIX SELECTED EAST TENNESSEE COUNTIES

Program assistants were rated by their EFNEP Agents on 11 personal characteristics in terms of characteristics in relation to the program assistant's job. These ratings were then assigned point values and average ratings figured for each program assistant. After average ratings were obtained the program assistants were separated into groups of low (below average) and high (above average) performance (as judged by EFNEP agents).

Ages of High and Low Performance Rated Program Assistants

As shown in Table XXXVI, 44 percent of program assistants in the high performance group were in the 35-44 year age group, 28 percent in the 55-64 year age group, 17 percent in the 45-54 year age group and 11 percent the 25-34 year age bracket. In the low performance rated group, 33 percent were in the 45-54 year group, 39 percent in the 55-64 year group, 17 percent in the 35-44 year old and 11 percent in the age group from 25-34 years old

A closer look at the percentages indicates that 55 percent of the high performance group were from 25-44 years of age while only 28 percent of those in the low performance group were in this same lower age group. Average ages

TABLE XXXVI

AGES IN YEARS OF HIGH AND LOW PERFORMANCE RATED PROGRAM
ASSISTANTS ACCORDING TO PERCENTS AND AVERAGES IN SIX
SELECTED EAST TENNESSEE COUNTIES

Age in Years	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
	...Percent...		
25-34	11	11	11
35-44	30	44	17
45-54	27	17	33
55-64	32	28	39
Total	100	100	100
Estimated Average Age	48 yrs.	46.1 yrs.	50 yrs.

were 46.7 for high and 48.9 years, respectively. Thus the higher performance tended to be slightly younger. Average age for all assistants was an estimated 48 years.

Grades Completed in School

Study of data in Table XXXVII shows that 61 percent of the high performance group had completed from 9-12 grades in school and 27 percent had completed from 1 to 4 years of college for a total of 88 percent of the group with at least 9 grades. In the low performance group, 77 percent had completed from 9-12 years of school, while none had had any college work.

Median educational level for all assistants was 11.1 years, for high performance was 11.6 and for low was 9.8 grades.

Marital Status

As seen in Table XXXVIII, 78 percent of the high performance rated program assistants were married as compared to 83 percent in the low performance rated group. Seventeen percent of each group were widowed and five percent of the high performance group were divorced.

Ages of Children

As seen in Table XXXIX, 41 percent of the low performance assistants' children were from 11 to 21 years of age; while 40 percent of the high rated assistants' children were

TABLE XXXVII

GRADES COMPLETED IN SCHOOL BY HIGH AND LOW PERFORMANCE
 RATED PROGRAM ASSISTANTS ACCORDING TO PERCENTS
 AND MEDIAN EDUCATIONAL LEVEL IN SIX SELECTED
 EAST TENNESSEE COUNTIES AND TOTALS

Grades Completed in School	Total (N=36)	High Performance (N=18) ...Percent...	Low Performance (N=18)
0-5	3	0	6
6-8	8	6	11
9-12	70	61	77
13-16	14	27	0
No Answer	5	6	6
Total	100	100	100
Estimated Median Educa- tional Level for those Reporting	11.1 grades	11.6 grades	9.8 grades

TABLE XXXVIII

MARITAL STATUSES OF HIGH AND LOW PERFORMANCE RATED PROGRAM
ASSISTANTS ACCORDING TO PERCENTS IN SIX SELECTED
EAST TENNESSEE COUNTIES

Marital Status	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
	...Percent...		
Married	81	78	83
Widowed	17	17	17
Divorced	2	5	0
Total	100	100	100

TABLE XXXIX

AGES AND AVERAGE AGES OF CHILDREN OF 18 HIGH AND 18 LOW
 PERFORMANCE RATED PROGRAM ASSISTANTS ACCORDING
 TO NUMBERS, PERCENTS AND TOTALS OF CHILDREN
 IN SIX SELECTED EAST TENNESSEE COUNTIES

Age in Years	Total (N=36)		High Performance (N=18)		Low Performance (N=18)	
	Number	Percent*	Number	Percent*	Number	Percent*
0-10	12	11	6	11	6	12
11-20	44	41	23	40	21	41
21-30	32	30	18	32	14	27
31-40	18	17	10	17	8	16
41 or older	2	1	0	0	2	4
Total	108	100	57	100	51	100
Estimated Average Age	20.7 years		20.9 years		20.5 years	

*Percents are rounded to the nearest whole number.

between the ages of 21 and 30 years, compared to 27 percent of the children of the low performance rated assistants. Seventeen percent of the high rated assistants' children were in the 31 to 40 year group compared to 16 percent of the low performance rated assistants' children. Twelve percent of the low performance assistants' children were in the age group from 0 to 10 years. Only 1 percent of all children (4 percent of children of low performance assistants) were in the 41 or older age group. The average age for both groups was about 21 years.

Sources of Primary (Greatest Amount of) Income

Table XL shows that a primary source of income for 66 percent of high performance rated program assistants was the husband's wages as compared to 50 percent of low performance rated program assistants. Twenty-two percent of high rated assistants listed EFNEP checks as a primary source in comparison to 28 percent of the low performance assistants. Eleven percent of the low performance rated assistants gave Social Security benefits as a primary source. Seventeen percent of the high rated and 17 percent of the low rated assistants did not answer this question.

Primary Receipt of Income

As shown in Table XLI, 67 percent of the high performance and 61 percent of the low performance assistants indicated that their primary income was received on a

TABLE XL
PRIMARY SOURCES OF INCOME OF HIGH AND LOW PERFORMANCE
RATED AND ALL PROGRAM ASSISTANTS ACCORDING TO
PERCENTS IN SIX SELECTED EAST TENNESSEE
COUNTIES

Sources	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
	Percent*		
EFNEP Check	25	22	28
Husband's Wages	55	66	50
Social Security	5	0	11
Other	3	0	5
No Answer	17	17	17

*Percents do not necessarily add to 100 as some assistants may have had more than one primary source of income.

TABLE XLI

TIME OF RECEIPT OF PRIMARY INCOME OF HIGH AND
 LOW PERFORMANCE RATED AND ALL PROGRAM
 ASSISTANTS ACCORDING TO PERCENTS IN
 SIX SELECTED EAST TENNESSEE
 COUNTIES

Time of Receipt	Total (N=36)	High Performance (N=18) ...Percent*...	Low Performance (N=18)
Weekly	14	22	11
Biweekly	64	67	61
Monthly	8	11	5
Seasonally	6	5	5
No Answer	8	5	11
Total	103	104	93

*Percents do not necessarily add to 100 as some assistants had more than one time of receipt of primary income.

biweekly basis. Eleven percent of the high performance and 5 percent of low performance rated assistants received their primary income on a monthly basis. Five percent of high and low rated assistants received their primary income on a seasonal basis. Twenty-two percent of the high rated and 11 percent of the low rated groups received primary income on a weekly basis. Five percent of high rated assistants and 11 percent of low rated assistants did not answer this question.

Total Family Income

As shown in Table XLII, 28 percent of high performance assistants and 33 percent of low performance rated assistants had incomes from \$5,000 to \$10,000. Twenty-two percent of the high rated assistants and 28 percent of the low rated assistants had incomes below \$5,000. Thirty-three percent of the high rated and 5 percent of the low rated assistants had incomes from \$10,000 to \$15,000, while 17 percent of the low rated assistants had incomes from \$15,000 to \$20,000. Seventeen percent of each group did not answer this question. Median income for those reporting was \$7727, high performance assistants having a higher median (\$9,000) than low (\$7500).

Home Ownership

As seen in Table XLIII, 83 percent of the high rated assistants and 50 percent of the low rated assistants owned

TABLE XLII

TOTAL FAMILY INCOMES OF HIGH AND LOW PERFORMANCE
RATED, AND ALL PROGRAM ASSISTANTS ACCORDING
TO PERCENTS AND MEDIANS IN SIX SELECTED
EAST TENNESSEE COUNTIES

Income	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
	...Percent...		
Less than \$5,000	25	22	28
\$5,000-\$10,000	30	28	33
\$10,000-\$15,000	20	33	5
\$15,000-\$20,000	8	0	17
No Answer	17	17	17
Total	100	100	100

Estimated Median for Those Reporting	\$7727	\$9000	\$7500

TABLE XLIII

HOME OWNERSHIP OF HIGH AND LOW PERFORMANCE RATED
AND ALL PROGRAM ASSISTANTS ACCORDING
TO PERCENTS IN SIX SELECTED
EAST TENNESSEE COUNTIES

Home Ownership	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
	...Percent...		
Owned Home	67	83	50
Rented	13	11	16
Other	17	6	28
No Answer	3	0	6
Total	100	100	100

their own homes. Eleven percent of high performance assistants and 16 percent of low performance assistants rented their homes. Of those remaining, 6 percent of the high rated assistants and 28 percent of the low rated assistants had other arrangements for their dwelling places. Six percent of low performance assistants did not respond.

Place of Residency

Table XLIV shows that 33 percent of assistants in all groups lived in rural nonfarm areas. Twenty-eight percent of high rated assistants and 39 percent of low rated assistants lived on farms. Thirty-three percent of high rated and 17 percent of low rated assistants lived in urban areas, while 6 percent of high rated and 11 percent of low performance rated assistants lived in subdivisions.

Organizations to Which Program Assistants Belonged

The organizations to which program assistants belonged are listed in Table XLV. Assistants in both groups belonged to Home Demonstration Clubs most frequently. As can be noted, more high performance rated assistants than low performance rated assistants were members of organizations.

Number of Years Previous Work Experience

As can be seen in Table XLVI, 38 percent of high rated assistants compared to 22 percent low rated assistants had

TABLE XLIV

PLACE OF RESIDENCY OF HIGH AND LOW PERFORMANCE RATED AND ALL
PROGRAM ASSISTANTS ACCORDING TO PERCENTS IN SIX SELECTED
EAST TENNESSEE COUNTIES

Place of Residency	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
	...Percent...		
Farm	33	28	39
Rural Nonfarm	33	33	33
Urban	25	33	17
Subdivision	9	6	11
Total	100	100	100

TABLE XLV
ORGANIZATIONS TO WHICH 36 PROGRAM ASSISTANTS BELONGED*

Organizations	Total	High Performance	Low Performance
Home Demonstration Club	10	6	4
Church	7	4	3
Parent-Teacher's Association	4	3	1
Eastern Star	2	1	1
Women's Missionary Union	2	2	0
Band Boosters	1	1	0
Business and Professional Women's Club	1	1	0
Community Improvement Club	1	0	1
Farm Bureau	1	1	0
4-H Leadership Organization	1	1	0
No Answer	7	3	4
None Listed	11	6	5

*Some assistants did not belong to any organizations; others belonged to more than one. Seven assistants did not answer.

TABLE XLVI

NUMBERS OF YEARS PREVIOUS WORK EXPERIENCE OF HIGH AND LOW
PERFORMANCE RATED AND ALL PROGRAM ASSISTANTS
ACCORDING TO PERCENTS IN SIX SELECTED
EAST TENNESSEE COUNTIES

	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
Years Experience	...Percent...		
0-5	25	28	22
6-10	31	38	22
11-15	14	6	22
16-20	22	22	22
More than 20	8	6	12
Total	100	100	100
Estimated Average Years Experience	11.0 years	9.4 years	12.3 years

worked from 6 to 10 years before becoming program assistants. Twenty-eight percent of high rated and 22 percent of low rated assistants had from 0 to 5 years previous work experience. Seventeen percent of high rated and 22 percent of low rated assistants compared to 6 percent of the high rated assistants had worked from 11 to 15 years previously and 12 percent of the low rated assistants compared to 6 percent of the high rated assistants had had more than 20 years previous work experience. Average years experience for all assistants was 10.8 years, high performance assistants averaging less (9.4 years) than low performance assistants (12.3 years).

Types of Prior Work Experience of Program Assistants

As shown in Table XLVII, assistants in both groups had work experience prior to becoming program assistants. Thirteen high rated assistants had done more types of work with secretarial work being mentioned most frequently. The most frequently mentioned type of work of 14 low performance assistants was factory work.

Number of Years as Program Assistant

As seen in Table XLVIII, 50 percent of the high rated assistants as compared to 17 percent of the low rated assistants had worked as program assistants from 4 to 5 years. Twenty-seven percent of the low rated assistants

TABLE XLVII

TYPES OF WORK HIGH AND LOW PERFORMANCE RATED AND ALL
ASSISTANTS HAD DONE BEFORE BECOMING PROGRAM
ASSISTANTS*

Type of Work	Total	High Performance	Low Performance
Factory	8	4	4
Secretary	5	5	0
Plant Inspector	4	2	2
Sales Clerk	4	1	3
Waitress	3	1	2
School Lunchroom	2	1	1
Substitute Teacher	2		
Teacher's Aide	2	1	1
Assistant Home Demonstration Agent	1	1	0
Baby Sitting	1	1	0
Doctor's Assistant	1	0	1
Laboratory Technician	1	0	1
Restaurant Operator	1	1	0
Sewing	1	1	0
School Teacher	1	1	0
Welcome Wagon Hostess	1	1	0
None	3	1	2
No Answer	6	4	2

*Some assistants in both groups had done more than one kind of work.

TABLE XLVIII

NUMBERS OF YEARS AS PROGRAM ASSISTANT FOR HIGH AND LOW
PERFORMANCE RATED AND ALL PROGRAM ASSISTANTS
IN SIX SELECTED EAST TENNESSEE COUNTIES

	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
Number of Years	Percent		
0-1	20	11	27
2-3	43	39	50
4-5	34	50	17
More than 5	3	0	6
Total	100	100	100
Estimated Average Number	2.8 years	3.3 years	2.5 years

in comparison to 11 percent of the high rated assistants had worked at least one year. Thirty-nine percent of the high rated assistants compared to 50 percent of the low rated assistants had worked from 2 to 3 years. Six percent of the low rated assistants had worked for more than 5 years as program assistants. All assistants had averaged working for 2.8 years in the EFNEP program, high performance assistants (3.3 years) averaging longer than low (2.5 years).

Where Program Assistants Lived in Relation to Assigned Families and Numbers in Each Area

As seen in Table XLIX, high performance rated program assistants worked with 321 families who lived from 1 to 5 miles while the low performance rated assistants worked with 117 families. High rated assistants worked with 213 families who lived from 5 to 10 miles from the assistant; while low rated assistants worked with 195 families. High rated assistants worked with 284 families who lived more than 10 miles from the assistant but low rated assistants worked with 425 families. All assistants averaged living about 8.6 miles from families, high performance living slightly closer, 7.6 miles, on the average than low, 9.8 miles.

Total Numbers of Families Worked With

As seen in Table L, 17 high rated program assistants reported having worked with a total of 1836 families or 108

TABLE XLIX

WHERE PROGRAM ASSISTANTS LIVED IN RELATION
TO THEIR FAMILIES AND NUMBERS
OF FAMILIES IN EACH AREA*

Distance from Families	Total	High Performance	Low Performance
	...Numbers of Families...		
1-5 miles	438	321	117
5-10 miles	408	213	195
More than 10 miles	709	284	425
Total	1555	818	737
Estimated Average Distance	8.6 miles	7.6 miles	9.8 miles

*Not all assistants had families in all areas.

TABLE L

COMPARISON OF NUMBERS AND AVERAGE NUMBERS OF FAMILIES
WORKED WITH BY HIGH AND LOW PERFORMANCE RATED
AND ALL PROGRAM ASSISTANTS SINCE BECOMING
PROGRAM ASSISTANTS*

Numbers of Families	Total (N=34)	High Performance	Low Performance
	...Numbers of Families		
1. Total numbers of families worked with	3196	1836	1360
2. Average numbers of families worked with	94	108	80

*One assistant in each group did not respond.

per assistant since becoming program assistants. Eighteen low rated assistants had worked with 1,360 families for an average of 80 families per program assistant.

Numbers of Families Graduated

Table LI shows that 17 high rated assistants reporting had graduated 291 families from the program, for an average of 17 per program assistant. Fourteen low rated assistants had graduated 226 families from the program, or an average of 16 per program assistant.

Numbers of Families Worked With in 1973

As seen in Table LII, 18 high rated assistants had worked with 1,249 families in 1973, or an average of 69 per assistant. Eighteen low rated assistants worked with 882 families, or an average of 49 per assistant.

Numbers of Families Worked with in 1974

Table LIII shows that 18 high rated assistants were working with 934 families at the time of the study or an average of 52 per assistant. Seventeen low rated assistants were working with 787 families, or an average of 46 per assistant.

Number of Visits Made Each Month

As seen in Table LIV, 18 high rated assistants made 1,269 visits or an average of 70 per month. Seventeen low

TABLE LI

NUMBERS AND AVERAGE NUMBERS OF FAMILIES GRADUATED
BY HIGH AND LOW PERFORMANCE RATED AND ALL
PROGRAM ASSISTANTS*

Numbers of Families Graduated	Total (N=31)	High Performance (N=17)	Low Performance (N=14)
	Number of Families		
1. Total number graduated	517	291	226
2. Average number graduated	17	17	16

*One assistant in the high performance group and 4 in the low performance group did not respond.

TABLE LII

COMPARISON OF NUMBERS AND AVERAGE NUMBERS
OF FAMILIES WORKED WITH IN 1973 BY HIGH
AND LOW PERFORMANCE RATED PROGRAM
ASSISTANTS

Numbers of Families Worked With in 1973	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
	...Numbers of Families...		
1. Total families in 1973	2131	1249	882
2. Average families in 1973 per assistant	59	69	49

TABLE LIII

COMPARISON OF NUMBERS AND AVERAGE NUMBERS OF FAMILIES
WORKED WITH IN 1974 BY HIGH AND LOW PERFORMANCE
RATED PROGRAM ASSISTANTS*

Number of Families Worked with 1974	Total (N=35)	High Performance (N=18)	Low Performance (N=17)
	...Numbers of Families		
1. Total families worked with	1721	934	787
2. Average numbers of families worked with in 1974 per assistant	49	52	46

*One low performance assistant did not respond.

TABLE LIV

NUMBERS AND AVERAGE NUMBERS OF VISITS MADE EACH
MONTH BY LOW AND HIGH PERFORMANCE RATED
PROGRAM ASSISTANTS*

Numbers of Visits Made Each Month	Total (N=35)	High Performance (N=18)	Low Performance (N=17)
	...Number of Visits...		
1. Total number of visits	2193	1269	924
2. Average number of visits	61	70	54

*One low performance assistant did not respond.

rated assistants made 924 visits or an average of 54 per month.

Numbers of Visits Made in 1973

As shown in Table LV, 16 high rated assistants made 11,639 visits in 1973 or an average of 725 per program assistant. Eleven low rated assistants made 6,629 visits in 1973 for an average of 603 visits per assistant.

Numbers of Hours Worked Each Week

As seen in Table LVI, 18 high rated assistants worked 415 hours each week for an average of 23 hours per week. Eighteen low rated assistants worked 405 hours for an average of 23 hours per week.

Percents of Program Assistants Receiving Any Type of Nutrition Training Before Becoming Program Assistants

As seen in Table LVII, 83 percent of the high rated assistants and 61 percent of the low rated assistants had received some type of nutrition training before becoming program assistants. Nineteen percent of the high rated and 33 percent of the low rated assistants had not received any type of nutrition training. Six percent of the low rated assistants did not answer this question.

TABLE LV

NUMBERS AND AVERAGE NUMBERS OF VISITS MADE IN 1973
BY HIGH AND LOW PERFORMANCE RATED AND ALL
PROGRAM ASSISTANTS*

Number of Visits	Total (N=27)	High Performance (N=16)	Low Performance (N=11)
1. Total numbers of visits made in 1973	18,268	11,639	6,629
2. Average numbers of visits made	664	725	603

*Two high and 7 low performance assistants did not answer.

TABLE LVI

NUMBERS AND AVERAGE NUMBERS OF HOURS WORKED EACH
WEEK BY HIGH AND LOW PERFORMANCE
RATED PROGRAM ASSISTANTS

Hours Worked Each Week by Program Assistants	Total (N=36)	High Performance (N=18)	Low Performance (N=18)
1. Total hours worked each week	820	415	405
2. Average hours worked each week	23	23	23

TABLE LVII

NUMBERS OF HIGH AND LOW PERFORMANCE RATED PROGRAM
ASSISTANTS ACCORDING TO PERCENTS WHO HAD
RECEIVED NUTRITION TRAINING BEFORE
BECOMING PROGRAM ASSISTANTS

Whether or Not Nutrition Training Received	Total (N=36)	High Performance (N=18) ...Percents...	Low Performance (N=18)
Yes	75	83	61
No	22	19	33
No Answer	3	0	6
Total	100	100	100

Kinds of Prior Training Received

The kinds of training received and the number in each performance rated group receiving the various kinds of training are listed in Table LVIII. It can be noted that assistants in the high performance rated group reported receiving more prior training than those assistants in the low performance rated group. Most of the difference was to be found in vocational home economics classes.

Where Prior Training was Received

Table LIX lists the various places where program assistants had received their nutrition training. The place where training was received most often was in high school vocational home economics classes for 10 of the high performance rated assistants and 4 of the low performance rated assistants. Two of the high rated assistants had received training in college nutrition courses.

Orientation Training of Program Assistants

As seen in Table LX, assistants in both groups received an average of 3 weeks of orientation training. Each group indicated that they had covered the same topics--how to work with families, what to teach families and which families with which to work. One assistant in each group answered the question on other topics included, which were records and reporting in both groups. The assistant in the

TABLE LVIII

KINDS OF PRIOR NUTRITION TRAINING REPORTEDLY
RECEIVED BY 28 PROGRAM ASSISTANTS*

Kind	Total (N=28)	High Performance	Low Performance
Vocational home economics	14	10	4
Working in school cafeteria	6	2	4
Home demonstration club	4	2	2
4-H club	3	1	2
Training for EFNEP	3	1	2
College Nutrition Courses	2	2	0
Cafeteria	1	0	1
Hospital kitchen	1	0	1
Planning meals for nursing home	1	1	0
Restaurant operator	1	1	0
None received	8	3	5

*Some high performance assistants mentioned more than one kind of training. Eight assistants received no training.

TABLE LIX
WHERE PRIOR NUTRITION TRAINING WAS RECEIVED
AS REPORTED BY 35 PROGRAM ASSISTANTS*

Where Received	Total	High Performance	Low Performance
High School (Vocational Home Economics)	23	12	11
4-H Club Activities	6	2	4
Adult Education Classes	6	2	4
College Courses	2	2	0
Hospital Kitchen	1	0	1
Cafe	1	0	1
No Answer	3	3	0

*Some assistants received training in more than one place. One additional assistant did not report prior training.

TABLE LX
SUMMARY OF ORIENTATION TRAINING OF NEW
PROGRAM ASSISTANTS

Item	High Performance	Low Performance
Length of Time in Weeks (Average)	3	3
Topics included:		
How to work with families	yes	yes
What to teach families	yes	yes
Which families with which to work	yes	yes
Other:		
Reports and records	1	1
Meal Planning	1	0
No Answer	16	17
	(N=18)	(N=18)

high performance group also indicated that she had received training in meal planning.

Inservice Training Received by Program Assistants

As seen in Table LXI, program assistants in both groups received the same types of inservice training on a regular weekly basis. Topics included were nutrition lessons and filling out reports. Only 2 assistants in the high performance rated group indicated any additional types of training received.

Areas in Which Additional Training Needed

Not all program assistants felt they needed any additional training. The responses of those who felt they needed additional training are listed in Table LXII. Eleven program assistants in the high performance rated group felt the most need for additional training and indicated 10 areas of need as compared to 3 low rated assistants who listed only 3 areas.

Work Done by Program Assistants on Their Own About Nutrition

As seen in Table LXIII, program assistants in both groups did work on their own about nutrition. Thirteen high rated assistants did more things (4) to keep informed than did the 13 in the low rated group (2). Reading of

TABLE LXI
SUMMARY OF INSERVICE TRAINING OF PROGRAM ASSISTANTS

Item	High Performance	Low Performance
How often received	weekly	weekly
Topics included:		
Nutrition lessons	yes	yes
Filling out reports	yes	yes
Other: Specify		
Gardening	1	0
Sanitation	1	0
No Answer	16	18
	(N=18)	(N=18)

TABLE LXII
AREAS IN WHICH 36 PROGRAM ASSISTANTS FELT THEY
NEEDED ADDITIONAL HELP

Area	All	High Performance	Low Performance
Moving individuals into groups	3	2	1
Getting homemakers to attend meetings	2	1	1
Proper canning	1	1	0
Food safety	1	1	0
Meal planning	1	1	0
How body uses food	1	1	0
Buying	1	1	0
Try to get lessons to homemakers who need it	1	0	1
Food labels	1	1	0
Budgeting	1	1	0
Don't know	1	1	0
No answer	22	7	15

TABLE LXIII
KINDS OF WORK DONE BY 36 PROGRAM ASSISTANTS
ON THEIR OWN ABOUT NUTRITION

Kind of Work	Total	High Performance	Low Performance
Read books and magazines on nutrition	22	10	12
Make nutrition posters	1	1	0
Plan picture demonstration	1	1	0
Read bulletins from UT	1	1	0
Study smart shopping for low income homemakers	1	0	1
Did nothing	5	2	3
No answer	5	2	3

nutrition-related books and magazines was most frequently mentioned for both groups.

Ratings of Feelings Regarding How Well (Generally Speaking)
Program Assistants Liked Their Jobs

Program assistants rated their feelings regarding how well, generally speaking, they liked their jobs on a 7-point scale. Averages were determined and a scale set as mentioned earlier as follows: 1.00 to 3.49 = Below Average (job not liked); 3.50 to 4.49 = Average (job neither liked nor disliked); and 4.50 to 7.00 = Above Average (job liked very much). The average ratings of assistants in both groups can be seen in Table LXIV.

Ratings regarding Indicator No. 1, a belief in EFNEP, averaged 6.94 for all assistants. Assistants' ratings in the high performance group averaged 7.00 and ratings of the low ratings averaged 6.88.

Ratings regarding Indicator No. 2, caring about people with whom they worked, averaged 6.83 for all assistants. Average ratings for high performance assistants was 6.72 and for low rated assistants, 6.94. Both groups rated high on this item.

Average ratings on Indicator No. 3, people needing the information, was 6.69 for all assistants. Average ratings for high performance assistants was 6.66 and 6.72 for low

TABLE LXIV

COMPARISON OF RATINGS OF HIGH AND LOW PERFORMANCE
 RATED AND ALL PROGRAM ASSISTANTS REGARDING
 HOW WELL (GENERALLY SPEAKING) THEY LIKED
 THEIR JOBS

Indication of How Well Job Was Liked	Total	High	Low
		Performance ...Average Rating*...	Performance
1. I believe in EFNEP.	6.94	7.00	6.88
2. I care about the people with whom I work.	6.83	6.72	6.94
3. These people need the information which I take them.	6.69	6.66	6.72
4. My co-workers are congenial and competent.	6.50	6.40	6.60
5. I have adequate printed publications available with which to teach.	6.46	6.43	6.49
6. I have freedom to work out my own method of doing my work.	6.36	6.29	6.43
7. I feel I can usually answer questions I get on nutrition, food buying and preparation.	6.33	6.22	6.44
8. I can explain EFNEP to others.	6.16	6.10	6.22
9. I feel able to teach the subject matter of EFNEP.	6.13	6.00	6.27

TABLE LXIV (continued)

Indication of How Well Job was Liked	Total	High	Low
		Performance	Performance
		...Average Rating*...	
10. These people like for me to come to their homes	6.11	5.88	6.34
11. I have adequate nutritional knowl- edge to be an effective teacher.	5.84	5.68	6.00
12. I am satisfied with the salary I receive for my work.	3.90	3.80	4.00
Total Average Ratings	6.18	6.09	6.27

*In the rating system used: 1.00 to 3.49 = Below Average (job not liked); 3.50 to 4.49 = Average (job neither liked nor disliked); and 4.50 to 7.00 = Above Average (job liked very much).

performance assistants, showing both felt strongly regarding this item.

Ratings regarding Indicator No. 4, co-workers being congenial and competent, averaged 6.50. Averages for high rated assistants was 6.40 and 6.60 for assistants in the low rated group.

Ratings regarding Indicator No. 5, the availability of printed publications with which to teach, averaged 6.46. Assistants' ratings in the high performance group averaged 6.43 and ratings in the low performance group averaged 6.49.

Ratings regarding Indicator No. 6, having freedom to work out own teaching methods, averaged 6.36. Averages for high rated assistants was 6.29 and 6.43 for assistants in the low rated group.

Ratings regarding Indicator No. 7, assistants' ability to answer questions on nutrition, food buying and preparation, averaged 6.27. Assistants' ratings in the high rated group averaged 6.11 and 6.44 in the low rated group.

Ratings regarding Indicator No. 8, assistants' ability to explain EFNEP to others, averaged 6.16. High performance assistants' ratings averaged 6.10, while low performance assistants' ratings averaged 6.22.

Ratings regarding Indicator No. 9, assistants being able to teach subject matter of EFNEP averaged 6.13. Assistants' ratings in the high rated group averaged 6.00 and 6.27 in the low rated group.

Ratings regarding Indicator No. 10, people liking assistants to come to their homes averaged 6.11 for all assistants. Assistants' ratings in the high performance group averaged 5.88 and 6.34 for the low performance group.

Ratings regarding Indicator No. 11, adequacy of nutritional knowledge to be an effective teacher averaged 5.84. Assistants' ratings of high rated assistants averaged 5.68 and 6.00 for low performance assistants.

Ratings regarding Indicator No. 12, satisfaction of salary for work done, averaged a relatively low 3.90 for all assistants. High performance assistants' ratings averaged 3.80 and low performance assistants' ratings averaged 4.00.

Total average ratings for all 12 items for all assistants averaged 6.18. High performance assistants' total ratings averaged 6.09, and low performance rated assistants' total ratings averaged 6.27. All total ratings were within the "above average" category regarding how well they liked their jobs.

Program assistants in the low performance rated group rated their feelings regarding their job somewhat higher than high performance in 11 of 12 areas included.

Program Assistants' Feelings Regarding Adequacy of
Inservice Training Received from EFNEP Agent

As mentioned earlier, program assistants rated their feelings regarding the adequacy of inservice training on a 7-point scale. Averages were determined and a scale set as follows: 1.00 to 3.49 = Below Average, 3.50 to 4.49 = Average, and 4.50 to 7.00 = Above Average. Average ratings of assistants of both groups can be seen in Table LXV.

Ratings regarding Adequacy Indicator No. 1, lessons taught being helpful to program assistants in their work, averaged 6.83. Assistants' ratings in the high performance group averaged 6.78 and those in the low performance group averaged 6.88.

Ratings regarding Adequacy Indicator No. 2, suggestions made by EFNEP agents being helpful to assistants in their work, averaged 6.83. High rated assistants' ratings averaged 6.78 and low averaged 6.88.

Ratings regarding Adequacy Indicator No. 3, teaching ways being used that encouraged forethought, averaged 6.83. High rated assistants averaged 6.88, and low rated assistants averaged 6.78.

Ratings regarding Adequacy Indicator No. 4, materials or lessons being presented with the aid of good visuals, averaged 6.73. High rated assistants averaged 6.82 and low rated assistants averaged 6.64.

TABLE LXV

COMPARISONS OF AVERAGE RATINGS OF HIGH AND LOW
PERFORMANCE RATED PROGRAM ASSISTANTS
REGARDING ADEQUACY OF INSERVICE
TRAINING RECEIVED FROM EFNEP
AGENTS

Adequacy of Agent Training Received	Total	High	Low
		Performance ...Average Rating*...	Performance
1. Lessons taught are helpful to me in my work.	6.83	6.78	6.88
2. Suggestions she makes are helpful to me in my work.	6.83	6.78	6.88
3. Teaching ways are used that encourage forethought.	6.83	6.88	6.78
4. Materials or lessons are presented with the aid of good visuals.	6.73	6.82	6.64
5. Subject matter is taught in interesting ways.	6.61	6.66	6.56
6. New information and materials are presented each time, avoiding excessive repetition.	6.58	6.61	6.55
7. Teaching ways are used that encourage creativity.	6.33	6.36	6.30
Total Average Ratings	6.67	6.72	6.56

*In the rating system used: 1.00 to 3.49 = Below Average (Training not considered adequate); 3.50 to 4.49 = Average (Training neither considered adequate nor inadequate); and 4.50 to 7.00 = Above Average (Training considered adequate).

Ratings regarding Adequacy Indicator No. 5, subject matter being taught in interesting ways, averaged 6.61. High performance assistants' ratings averaged 6.66 and low performance assistants' rating averaged 6.56.

Ratings regarding Adequacy Indicator No. 6, presentation of new material each time, avoiding excessive repetition averaged 6.58. High rated assistants averaged 6.61 and low performance assistants averaged 6.55.

Ratings regarding Adequacy Indicator No. 7, teaching ways being used that encouraged creativity, averaged 6.33. High rated assistants averaged 6.36 and low rated assistants averaged 6.30.

Total ratings on all items averaged 6.67 with high performance assistants' rating averaging 6.72 and low performance assistants averaging 6.56.

Program assistants in the high performance rated group had 5 items with higher average ratings and 2 items with lower average ratings than did assistants in the low performance rated group.

Benefits of EFNEP to Program Assistants

As seen in Table LXVI, assistants in both groups indicated that EFNEP had been of benefit to them personally. The most frequent response from the high performance group was that they became more aware of the importance of good

TABLE LXVI
BENEFITS OF EFNEP TO 36 PROGRAM ASSISTANTS

Benefit	Total	High Performance*	Low Performance
Became more aware of importance of good nutrition	8	7	1
Made new friends	7	4	3
Gained better under- standing of people	7	6	1
Planned more nutritious meals for own families	6	3	3
Helped other families	4	1	3
Better health for own families	2	2	0
Helped them to become better homemakers	1	1	0
Increased family income	1	0	1
No response	3	2	1

*Some high performance assistants mentioned more than one benefit.

TABLE LXVII

COMPARISONS OF HIGH AND LOW PERFORMANCE RATED PROGRAM
ASSISTANTS' AVERAGE SELF-RATINGS REGARDING
USE OF APPROVED PROGRAM ASSISTANT PRACTICES

Approved Practice	Total	High	Low
		Performance ...Average Ratings*...	Performance
1. I organize my teaching materials before I go to conduct a group meeting.	6.95	7.00	6.90
2. I keep accurate time and mileage records.	6.83	6.72	6.94
3. I ask for help when I need it in my work.	6.80	6.83	6.77
4. I plan the main ideas I will teach before I have a group meeting.	6.74	6.72	6.76
5. I cooperate with fellow staff members and promote teamwork.	6.72	6.66	6.78
6. I give priority to subjects of greatest need when working with a homemaker.	6.67	6.58	6.77
7. I organize my materials before I make a home visit.	6.58	6.45	6.61
8. I try to learn the homemaker's interest and start the learning experience at her point of interest.	6.55	6.72	6.38

TABLE LXVII (continued)

Approved Practice	Total	High	Low
		Performance	Performance
		...Average Ratings*...	
9. I plan the major ideas I will discuss before I visit a family.	6.47	6.27	6.66
10. I obtain food recalls from homemakers every six months.	6.30	6.16	6.44
11. I keep my home visit logs up-to-date, completing them after each home visit.	5.97	5.52	6.42
12. I plan the next home visit with the homemaker before I leave her home.	5.44	4.83	6.05
13. I am enthusiastic about my job.	5.36	5.20	5.52
14. I try to promote the youth program.	4.69	4.52	5.86
Total Average Ratings	6.28	6.00	6.56

*In the rating system used: 1 to 3.49 = Below Average (the practice is never or seldom used); 3.50 to 4.49 = Average (the practice is used about as much as it is not used); and 4.50 to 7.00 = Above Average (the practice is usually or almost always used).

Ratings regarding Approved Practice No. 3, assistants asking for help in their work when needed, averaged 6.80. High rated assistants' ratings averaged 6.83 and low rated assistants averaged 6.77.

Ratings regarding Approved Practice No. 4, assistants planning main ideas to be taught before having group meetings, averaged 6.74. Ratings for high performance assistants averaged 6.72 and 6.76 for low performance assistants.

Ratings regarding Approved Practice No. 5, assistants cooperating with fellow staff members and promoting teamwork, averaged 6.72. High performance assistants averaged 6.66 and low performance assistants averaged 6.78.

Ratings regarding Approved Practice No. 6, assistants giving priority to subjects of greatest need when working with a homemaker, averaged 6.67. High rated assistants averaged 6.58 and low rated assistants averaged 6.77.

Ratings regarding Approved Practice No. 7, assistants organizing materials and supplies before making home visits, averaged 6.58. Average for high performance assistants was 6.45 and 6.61 for low performance assistants.

Ratings regarding Approved Practice No. 8, assistants learning of the homemakers interests and starting the learning experience at her point of interest, averaged 6.55. High rated assistants' ratings averaged 6.72 and 6.38 for low rated assistants.

Ratings regarding Approved Practice No. 9, assistants planning major ideas for discussion before visiting families, averaged 6.47. High performance assistants' ratings averaged 6.27 and low performance assistants' ratings averaged 6.88.

Ratings regarding Approved Practice No. 10, assistants obtaining food recalls from homemakers every six months, averaged 6.30. High rated assistants' ratings averaged 6.16 and 6.44 for low performance rated assistants.

Ratings regarding Approved Practice No. 11, assistants keeping logs of home visits up-to-date, completing them after each visit, averaged 5.97. Ratings of high performance assistants averaged 5.52 and those for low performance assistants averaged 6.42.

Ratings regarding Approved Practice No. 12, assistants planning the next home visit with the homemakers before leaving their homes, averaged 5.44. High performance ratings averaged 4.83 and low performance ratings averaged 6.05.

Ratings regarding Approved Practice No. 13, assistants being enthusiastic about their jobs, averaged 5.36. High performance assistants' ratings averaged 5.20 and low performance assistants' ratings averaged 5.52.

Ratings regarding Approved Practice No. 14, assistants promoting the youth group, averaged 4.69. High performance ratings averaged 4.52 and low performance ratings averaged 5.86.

Total ratings of all 14 items regarding use of approved program assistant practices averaged 6.28. High performance

assistants' ratings on all items averaged 6.00. Low performance rated assistants' ratings on all items averaged 6.56.

Low performance rated program assistants average ratings were higher on use of 12 approved practices; while the high performance group excelled on 2.

Amounts of Help Program Assistants Felt They Needed to do a Good (Professional) Job

Program assistants rated themselves regarding amounts of help they felt they needed in 9 areas in order to do an adequate job. The items were rated on a five point scale. Averages were determined and a scale set as follows: zero to 2.00, need little or no help; 2.01 to 4.00, need some help; and 4.01 to 5.00, need much help (see Table LXVIII). Items were discussed beginning with those areas in which assistants felt they had greatest need.

Ratings regarding Ability No. 1, assistants' ability to recognize where people are and to begin lessons at that point, averaged 2.65. High performance assistants' ratings averaged 2.35 and low performance assistants averaged 2.95.

Ratings regarding Ability No. 2, assistants' ability to adapt subject matter to the group being taught, averaged 2.58. High performance assistants' ratings averaged 2.50 and low performance assistants averaged 2.66.

TABLE LXVIII

COMPARISONS OF AMOUNTS OF HELP HIGH AND LOW PERFORMANCE
 RATED PROGRAM ASSISTANTS FELT THEY NEEDED TO DO
 A GOOD JOB

Amount of Help Needed	Total	High	Low
		Performance ...Average Rating*...	Performance
1. Ability to recognize where people are and begin lessons at that point.	2.65	2.35	2.95
2. Ability to adapt subject matter to the group being taught.	2.58	2.50	2.66
3. Ability to develop new and interesting ways to present subject matter.	2.54	2.41	2.67
4. Ability to teach individuals.	2.47	2.16	2.81
5. Ability to improvise when materials, ingredients and equipment are limited.	2.25	1.88	2.62
6. Ability to maintain my enthusiasm and interest when progress is slow.	2.20	2.00	2.40
7. Ability to teach groups.	2.07	1.85	2.29
8. Ability to "get along" with home-makers regardless of their situation.	1.94	1.47	2.38

TABLE LXVIII (continued)

Amount of Help Needed	Total	High	Low
		Performance	Performance
		...Average Rating*...	
9. Ability to take suggestions.	1.74	1.29	2.19
Total Average Ratings	2.27	2.10	2.44

*In the rating system used: 0.00 to 2.00, need little or no help; 2.01 to 4.00, need some help; and 4.01 to 5.00, need much help.

Ratings regarding Ability No. 3, assistants' ability to develop new and interesting ways to present subject matter, averaged 2.62. High performance assistants averaged 2.41 and low performance assistants averaged 2.83.

Ratings regarding Ability No. 4, assistants' ability to teach individuals, averaged 2.47. Average for high rated assistants was 2.16 and 2.81 for low rated assistants.

Ratings regarding Ability No. 5, assistants' ability to improvise when materials, ingredients and equipment are limited, averaged 2.25. Average for high rated assistants was 1.88 and 2.62 for low rated assistants.

Ratings regarding Ability No. 6, assistants' ability to maintain their enthusiasm and interest when progress is slow, averaged 2.20. Average for high rated assistants was 2.00 and for low rated assistants 2.40.

Ratings regarding Ability No. 7, assistants' ability to teach groups, averaged 2.07. High rated assistants averaged 1.85 and low rated assistants averaged 2.29.

Ratings regarding Ability No. 8, assistants' ability to "get along" well with homemakers regardless of their situation, averaged 1.94. High performance assistants' ratings averaged 1.47 and low performance assistants' ratings averaged 2.38.

Ratings regarding Ability No. 9, assistants' ability to take suggestions, averaged 1.74. High performance assistants' ratings averaged 1.29 and low performance averaged 2.19.

Total ratings on all 9 ability items averaged 2.29. High performance rated assistants' ratings on all items averaged 2.10 while low performance rated assistants ratings averaged 2.44, indicating that both groups felt that they needed some help to do a good job.

Other Comments Program Assistants Made Concerning Their Work

Some of the assistants in each performance rated group had other comments about their work which they wanted to share. These comments are listed in Table LXIX and the numbers of times made by members of each group. Not all assistants made additional comments.

TABLE LXIX
OTHER COMMENTS THAT PROGRAM ASSISTANTS MADE
CONCERNING THEIR WORK

Comment	Total	High Performance*	Low Performance
Enjoyed work	4	2	2
Have helped others to eat better	1	0	1
EFNEP can be an asset to our nation	1	1	0
It is a good program	1	1	0
Work is interesting	1	1	0
Too much paperwork	1	0	1
Have helped people save money	1	0	1
Work is of benefit to the people we work with	1	1	0
Agent taught needed lessons	1	0	1
Should put SPIFFY in EMR classes	1	1	0
No comments	25	13	12

*Some high performance assistants made more than one comment.

CHAPTER V

SUMMARY AND CONCLUSION

I. SUMMARY

Purposes

This was a benchmark study designed to determine and classify characteristics of program assistants. One purpose of the study was to characterize them by counties in terms of personal information, job related information, attitudes toward the job, attitudes toward inservice training received, use of approved program assistant practices, and in self regarding skills needed to do an adequate professional job.

The second purpose of the study was to compare characteristics identified above according to high and low performance rating groups as judged by Expanded Food and Nutrition Education Program (EFNEP) agents.

Main Methods Used

Data obtained by means of a questionnaire were analyzed and tabulated in terms of simple numbers, percents, ratings, averages, and other measures. No attempt was made to treat the data statistically.

II. MAJOR FINDINGS

Findings Related to Characteristics of All Program Assistants and County Comparisons

After data were summarized, the following major findings were found to characterize program assistants studied:

1. Average age of assistants was 48 years. Counties ranged from a low of 42 to a high of 53 years.
2. Median educational level was 11.1 grades completed. County medians ranged from 12.0 to 9.0.
3. Eighty-one percent were married. The range was from 50 to 100 percent married.
4. Average age of program assistants' children was 21 years. Little difference was noted by counties.
5. Primary source of income was husband's wages.
6. Income was received on a biweekly basis.
7. Median income for all assistants reporting was \$7,727. Counties ranged from \$5,000 to \$15,000.
8. Sixty-seven percent of all assistants owned their own homes. The range owning was from 50 percent to 83 percent.
9. Thirty-three percent of assistants lived on farms, 33 lived in rural nonfarm areas, 9 percent lived in subdivisions and 25 percent lived in urban areas.

10. Assistants had an average of about 11 years of work experience before becoming program assistants, ranging from 5.7 years in one county to 13 in 2 others.

11. Factory work was indicated most often as the type of previous work.

12. Average length of time as program assistant was 2.8 years. This ranged from 1.0 years in one county to 4.5 years in another county.

13. Assistants lived approximately 8.6 miles from their families. Distance ranged from 3.2 miles in a county to 9.4 in another.

14. Assistants had worked with an average of 94 families each since becoming assistants. The range was from 68 to 170 families.

15. Assistants had graduated an average of 17 families each from the program. One county had graduated an average of 8 while 2 others had graduated 25.

16. Assistants had worked with an average of 59 families each in 1973. The range was from 46 to 82.

17. Assistants were working with an average of 49 families each in 1974 at the time of the study. Again counties varied, the range being from 30 to 77 each.

18. Assistants averaged 61 visits each assistant per month, the range being from 45 to 93.

19. Assistants averaged 664 visits each in 1973. One county averaged only 358 visits while another had 1200.

20. Assistants worked an average of 23 hours per assistant per week. The range was from about 19 hours to 30.

21. Seventy-five percent of the assistants had received some type of nutrition training prior to becoming program assistants. This varied by counties, the low being 54 and the high 100 percent having previous training.

22. Length of orientation training for all assistants averaged 3 weeks and included lessons dealing with deciding which families to work with, what to teach families and how to work with families selected.

23. All assistants received inservice training on a regular weekly basis.

24. Twenty-six assistants did work on their own to keep informed about nutrition.

25. Program assistants liked their jobs--rating job satisfaction criteria "above average".

26. Assistants felt inservice training received from EFNEP agents was adequate--rating training criteria "above average".

27. Assistants believed they were using most approved program assistant practices to an "above average" degree.

28. Assistants felt they needed from "little" to "some" help to do an adequate job as program assistants.

Findings Related to Characteristics of Performance Groups

1. Average age for high performance rated assistants was 46.1 years, 50 years for low performance rated.

2. Median educational level was 11.6 grades for high performance assistants, 9.8 grades for low performance assistants.

3. Seventy-eight percent of high performance and 83 percent of low performance assistants were married.

4. Average age of high performance assistants' children was 20.9 years, 20.5 years for low performance assistants' children.

5. Primary source of income was husbands' wages for 66 percent of high performance assistants and 50 percent of low performance assistants.

6. Primary time of receipt of income was biweekly for 67 percent of high performance and 61 percent of low performance rated assistants.

7. Median income for high performance assistants was \$9,000 and \$7,500 for low performance assistants.

8. Eighty-three percent of high performance assistants compared to 50 percent of low performance assistants owned their own homes.

9. While 28 percent of high performance assistants lived on farms, 39 percent of low performance assistants lived there.

10. High performance assistants had an estimated average of 9.4 years previous work experience, while low performance assistants had 12.3 years previous experience.

11. Secretarial work was the most frequent type of previous work reported for high performance assistants compared to factory work as the most frequent type of work for low performance assistants.

12. Average length of time as program assistants was 3.3 years for high performance and 2.5 years for low performance assistants.

13. Distance assistants lived from their families was 7.6 miles for high performance and 9.8 miles for low performance assistants.

14. High performance assistants had worked with 108 families per assistant and low performance assistants had worked with 80 families per assistant since becoming program assistants.

15. High performance assistants had graduated 17 families per assistant and low performance assistants had graduated 16 families per assistant.

16. High performance assistants had worked with 69 families per assistant in 1973 and low performance assistants had worked with 49 families per assistant in 1973.

17. High performance assistants were working with an average of 52 families each in 1974, while low performance assistants were working with an average of 46 families per assistant.

18. High performance assistants made an average of 70 visits per assistant each month compared to 54 visits per assistant per month for low performance assistants.

19. High performance assistants averaged 725 visits in 1973, while low performance assistants averaged 603 visits per assistant in 1973.

20. Assistants in both performance groups worked an average of 23 hours per week.

21. Eighty-three percent of high performance assistants compared to 61 percent of low performance assistants had received some type of nutrition training before becoming program assistants.

22. Length of orientation training for both groups averaged 3 weeks and included how to work with families, which families to work with, and what to teach families.

23. Assistants in both groups received inservice training on a regular weekly basis.

24. Thirteen assistants in each group did work on their own about nutrition.

25. Assistants in both performance groups liked their jobs--rating them "above average" on the various criteria

with the low performance assistants' average rating slightly higher than the high performance assistants' average rating.

26. Assistants in both groups felt inservice training received from EFNEP agent was adequate--rating it "above average" on criteria items, the high performance assistants' average rating being slightly higher.

27. Assistants in both groups believed they were using most approved practices--rating their usage "above average", with the low performance assistant's average rating being somewhat higher.

28. Assistants in both performance groups felt they needed "some" help to do an adequate job.

Implications

Data regarding inservice and orientation training and ratings by program assistants regarding inservice training received from EFNEP agents could be a useful tool in planning future training programs of EFNEP program assistants. Also, data regarding comparisons of high and low performance rated assistants' personal characteristics could be helpful in selecting new EFNEP program assistants in the future.

Recommendations

It is recommended that further study on program assistants be made in the area of their effectiveness after three years as program assistants. Data from the present

study should be treated statistically to determine which factors are significantly associated with high performance and job satisfaction.

Study of all program assistants in the State or a larger sample of assistants than used in the present investigation should permit greater confidence in data and increase the degree to which findings might be generalized.

Ability or training need self-ratings of program assistants should be checked with of observations of EFNEP agents. Checks should also be made by agents regarding numbers of families reported and hours reported worked. Also, ages of families contacted should be reviewed in future studies.

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APPENDICES

APPENDIX A

County _____

Name: _____

PROGRAM ASSISTANT RATING SHEET
(FOR EFNEP AGENT)

Attach to questionnaire
for this Program
Assistant and
remove name
from both
before
mailing

1. How long have you known the assistant named above?
Years _____, Months _____.
2. Please check in appropriate spaces your comparative estimate of the personal characteristics shown below. Do this in terms of the Program Assistant's job. If you are not well enough acquainted with the Assistant to rate her on any particular item, please check in "Unknown" column.

CHECK ONE COLUMN	Superior	Above	Average	Below	Average	Very Poor	UNKNOWN
ADAPTABILITY: Ability to adjust to situations							
COOPERATIVENESS: Ability to work with people							
RELIABILITY: Faithfulness to duties; personal integrity; sense of responsibility							
LEADERSHIP: Initiative; ability to inspire others to act							
INDUSTRY: Concentration of effort to a task; capacity for sustained effort							
TECHNICAL ABILITY: Effectiveness in use of subject matter information							
EXPRESSION: Effectiveness and fluency in: Speaking with program families Demonstrations to families							
MENTAL ALERTNESS AND JUDGEMENT:							
HEALTH:							

3. Please give an overall appraisal of the Assistant including weak or strong points.

APPENDIX B

Name _____

QUESTIONNAIRE FOR TENNESSEE EFNEP

INTRODUCTION: This survey is being made to obtain information to use in planning training programs for EFNEP Program Assistants. The answers you give will be treated confidentially. They will be added to those given by others selected for the study. Thanks in advance for your help.

A. In which age group are you?

B. How many grades did you complete in school?

D. Do you have any children? Yes; No. If yes,
what are their ages? , , , .

☐ Preschool
☐ In grade school
☐ In high school
☐ In college
☐ In adult education courses
☐ In other school
 (Please state)

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- G. Is your income received primarily

Weekly
Biweekly

Monthly
Seasonally

- H. What are the sources of family income? _____

- I. What percent of income comes from each source?

- J. Who earns the largest amount of income? _____

- K. In recent years, which of the following is nearest to your total family income? (Optional)

 Less than \$5,000

____ \$10,000-\$15,000

 \$5,000-\$10,000

 \$15,000-\$20,000

Over \$20,000

- L. Do you own or rent your home? Rent; Own;
Other.

- M. Where is your home located?

 Farm
 Rural Nonfarm

Urban
Subdivision

- N. Are you a member of any organization? Yes; No
If yes, which ones?

II. Job Information

- A. How many years of work experience did you have outside the home before becoming a program assistant?

- B. If you worked prior to your present employment, what did you do?

- C. How long have you worked as a program assistant?
 Years, Months

- D. Where do you live in relation to where your assigned families live? (Check as many as apply) How many families do you have in each area?

1-5 miles, No. of families

5-10 miles, No. of families

more than 10 miles, No. of families

- E. How many total families have you worked with since becoming a program assistant? _____
- F. How many total families have you graduated from the program? _____
- G. With how many total families did you work with last year? _____
- H. With how many total families are you currently working? _____
- I. On the average, how many visits do you make each month? _____
- J. How many total visits did you make last year? _____
- K. On the average, how many hours do you work each week? _____
- L. a. Did you have any nutrition training before becoming a program assistant? ___ Yes; ___ No.
 b. If so, what kind(s) did you have? _____

- M. If you had nutrition training, where did you receive this training?
- | | |
|--|---|
| ___ 4-H
___ Vocational Home Economics
___ in high school | ___ Adult Education
___ College
___ Did not receive |
|--|---|
- N. How much nutrition training have you had since becoming a program assistant? (Complete below.)

1. Orientation as a new program assistant

a. length of time: _____ weeks

b. topics included:	yes	no
1. how to work with families	_____	_____
2. what to teach families	_____	_____
3. which families with which to work	_____	_____
4. other (specify) _____	_____	_____

2. Inservice

a. training received:

_____ weekly _____ 2 times a month
 _____ 3 times a month _____ once a month

b. topics included:

	yes	no
1. nutrition lessons	_____	_____
2. filling out reports	_____	_____
3. other (specify) _____	_____	_____

3. Do you feel that you need any additional training? _____ Yes; _____ No. If yes, in what areas?

4. a. Do you read about nutrition or do other work on your own? _____ Yes; _____ No.
 b. If so, give examples. _____

III. How do you feel about your job?

Please rank the following items from low (1) to high (7) regarding your feelings about your job.

A. I believe in EFNEP.

Low 1 2 3 4 5 6 7 High

B. I care about the people with whom I work.

Low 1 2 3 4 5 6 7 High

C. These people need the information which I take them.

Low 1 2 3 4 5 6 7 High

D. These people like for me to come to their homes.

Low 1 2 3 4 5 6 7 High

E. I feel I can usually answer questions I get on nutrition, food buying and preparation.

Low 1 2 3 4 5 6 7 High

F. I can explain EFNEP to others.

Low 1 2 3 4 5 6 7 High

G. I have adequate nutritional knowledge to be an effective teacher.

Low 1 2 3 4 5 6 7 High

H. I have adequate printed publications available with which to teach.

Low 1 2 3 4 5 6 7 High

IV. How do you feel about the inservice training received from your EFNEP Agent?

Please rank the following items from low (1) to high (7) regarding your feelings about the inservice training received from your EFNEP Agent.

- A. New information and materials are presented each time, avoiding excessive repetition.
 Low 1 2 3 4 5 6 7 High
- B. Materials or lessons are presented with the aid of good visuals.
 Low 1 2 3 4 5 6 7 High
- C. Lessons taught are helpful to me in my work.
 Low 1 2 3 4 5 6 7 High
- D. Teaching ways are used that encourage forethought.
 Low 1 2 3 4 5 6 7 High
- E. Teaching ways are used that encourage creativity.
 Low 1 2 3 4 5 6 7 High
- F. Subject matter is taught in interesting ways.
 Low 1 2 3 4 5 6 7 High
- G. Suggestions she makes are helpful to me in my work.
 Low 1 2 3 4 5 6 7 High

V. How do you feel about other aspects of your job?

Please rank the following items from low (1) to high (7) regarding your feelings about other aspects of your job.

- A. I feel able to teach the subject matter of EFNEP.
 Low 1 2 3 4 5 6 7 High
- B. My co-workers are congenial and competent.
 Low 1 2 3 4 5 6 7 High
- C. I have freedom in working out my own method of doing my work.
 Low 1 2 3 4 5 6 7 High
- D. I am satisfied with the salary I receive for my work.
 Low 1 2 3 4 5 6 7 High
- E. Of what benefit has the program been to you personally? _____

- F. What changes have you made in your own homemaking practices as a result of your EFNEP training and work? _____
-

VI. How often do you use the following approved Program Assistant practices?

Please rank your use of the following practices from never (1) to always (7).

- A. I give priority to subjects of greatest need when working with a homemaker.
Never 1 2 3 4 5 6 7 Always
- B. I try to learn of the homemaker's interest and start the learning experience at her point of interest.
Never 1 2 3 4 5 6 7 Always
- C. I plan the major ideas I will discuss before I visit a family.
Never 1 2 3 4 5 6 7 Always
- D. I organize my materials and supplies before I make a home visit.
Never 1 2 3 4 5 6 7 Always
- E. I plan the next home visit with the homemaker before I leave her home.
Never 1 2 3 4 5 6 7 Always
- F. I plan the main ideas I will teach before I have a group meeting.
Never 1 2 3 4 5 6 7 Always
- G. I organize my teaching materials before I go to conduct a group meeting.
Never 1 2 3 4 5 6 7 Always
- H. I keep accurate time and mileage records.
Never 1 2 3 4 5 6 7 Always
- I. I keep my home visit logs up-to-date, completing them after each home visit.
Never 1 2 3 4 5 6 7 Always
- J. I obtain food recalls from homemakers every six months.
Never 1 2 3 4 5 6 7 Always

K. I cooperate with fellow staff members and promote teamwork.

Never 1 2 3 4 5 6 7 Always

L. I ask for help when I need it in my work.

Never 1 2 3 4 5 6 7 Always

M. I try to promote the youth program.

Never 1 2 3 4 5 6 7 Always

N. I am enthusiastic about my job.

Never 1 2 3 4 5 6 7 Always

VII. When you became a program assistant, you were asked to complete a form like this one telling how you felt about your skills in helping homemakers. Please read over this list again and circle the number showing how much help you now feel you need in order to do a good job.

A. Ability to teach individuals.

Need little or
no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

B. Ability to teach groups

Need little
or no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

C. Ability to recognize where people are and to begin lessons at that point.

Need little
or no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

D. Ability to "get along" well with homemakers regardless of their situation.

Need little
or no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

E. Ability to take suggestions.

Need little
or no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

- F. Ability to maintain my enthusiasm and interest when progress is slow.

Need little
or no help.

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

- G. Ability to develop new and interesting ways to present subject matter.

Need little
or no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

- H. Ability to adapt subject matter to the group being taught.

Need little
or no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

- I. Ability to improvise when materials, ingredients and equipment are limited.

Need little
or no help

0	1	2	3	4	5
---	---	---	---	---	---

Need much
help

VIII. Other comments about your work you want to share.

VITA

Evangeline Freeland Davis was born in Franklin, Kentucky, April 2, 1947, but lived in Portland, Tennessee. She attended schools in Portland, and graduated from Portland High School in June, 1965. She entered the University of Tennessee in June, 1965. She dropped out of school later to serve with the Peace Corps in Peru, then returned to finish her degree, a Bachelor of Science in Home Economics in August, 1970.

She began work with the Agricultural Extension Service in February, 1971, as an EFNEP assistant. She entered the Graduate School at the University of Tennessee in September, 1973 (and continued working also). She received the Master of Science Degree in December, 1974, with a major in Agricultural Extension Education.

She is married to Bruce Davis. They have 3 children, Mary, Sherry, and Robert.