Food Stamp Nutrition Education (FSNE)
Within the Extension/Land-Grant University System
Paraprofessional Nutrition Educators – Core Competencies

Note: These core competencies should be used within the context of the State FSNE program guidelines and the Federal Food Stamp Plan Guidance.

Understand the Organization
- Understand the mission of Extension within the Land Grant University System.
- Understand and adopt the mission and goals of SNAP-Ed.
- Understand the relationship of SNAP-Ed to Extension; the University; the Food and Nutrition Service (FNS); and the United States Department of Agriculture (USDA).
- Understand the eligibility requirements for participation in the Food Stamp (SNAP) Program.
- Understand the importance of the paraprofessional role in achieving program goals.
- Follow State SNAP-Ed guidelines.

Understand and Respect Diversity
- Respect and value people’s differences.
- Remain objective and avoid imposing one’s own values on others.
- Meet the nutrition education needs of food stamp eligible learners of diverse race, ethnicity, gender, age, language, education level, sexual orientation, and disabilities.
- Meet civil rights requirements.

Achieve Excellence in Teaching
- Recruit adults and youth who are Food Stamp (SNAP) eligible.
- Schedule programs (with input from supervisor) to be convenient for participants.
- Assess the needs, interests, and abilities of participants.
- Understand the factors that influence an individual’s food behavior.
- Limit program content to SNAP-Ed topics as defined in State program guidelines.
- Use research-based, State-approved educational materials.
- Stay current in SNAP-Ed topics.
• Plan and prepare lesson plans, activities, and materials based on participants’ needs, interests, age, and abilities.

• Engage participants in hands-on learning to achieve program outcomes.

• Use creative teaching techniques that build on participants’ learning styles (ways of learning), strengths, prior knowledge, and skills.

• Create respectful learning environments in which learners feel comfortable to participate.

• Help participants set goals using new information and skills.

• Encourage participants to increase food and nutrition-related skills and become more independent.

• Acknowledge participants’ success.

• Use evaluation results to focus programming and improve teaching skills/techniques.

**Conduct Program Evaluation**

• Use State-approved evaluation forms and methods for collecting participant and program outcome information.

• Meet expected goals for participation/caseload as designated by supervisor.

• Provide constructive feedback to supervisors/State leaders on program effectiveness.

**Maintain Accurate Records and Reports**

• Submit records and reports neatly, accurately, completely, and on time. Document time and travel regularly on appropriate forms.

• Secure and submit participant signatures indicating consent for photographs, and/or other personal information that may be used to improve programming.

**Maintain Effective Internal and External Partnerships**

• Know community demographics, resources, needs, and issues.

• Build and maintain effective partnerships with other Extension programs and community agencies.

• Respect the missions of partnering agencies.

• Understand and follow program memoranda of understanding and/or collaborative agreements.
• Communicate regularly with partnering agencies to coordinate services.

• Respond to agency referrals in a timely manner and report follow-up with the person/agency that made the referral.

• Refer participants to the Food Stamp (SNAP) Program, Extension programs, and other appropriate community resources.

• Strengthen programming by involving volunteers.

• Participate in the research mission of the University as approved by supervisor.

Communicate Program Value

• Serve as a good representative of the University.

• Include required logos, Food Stamp Program message, and SNAP-Ed funding statement on all print materials.

• Share program outcomes and successes with stakeholders, media, and the public.

Ensure Productive Interpersonal Relationships

• Maintain positive working relationships with support staff, co-workers, and supervisors.

• Share program materials and ideas with co-workers. Be open to new ideas, concepts, and information.

• Mentor new co-workers as directed by supervisor.

• Use effective verbal, writing, and listening skills.

• Volunteer and/or accept additional responsibilities when appropriate and with supervisor approval.

• Accept constructive criticism and suggestions.

Demonstrate Technology Literacy

• Demonstrate basic computer skills including e-mail and accessing the Internet.

• Use basic office equipment including the telephone system, fax, and copier.

• Use websites approved by supervisor.

• Use audio visual equipment and materials appropriately in teaching.

• Enter data accurately and print reports.
Demonstrate Personal Accountability

• Balance multiple responsibilities including teaching, recruiting, recordkeeping, and reporting.

• Communicate concerns and issues to supervisor in a timely manner (sickness, leave requests, change of schedules, accidents, and conflicts with agencies, participants, co-workers).

• Practice positive work ethics (loyalty, honesty, integrity, perseverance).

• Demonstrate an understanding of job responsibilities and boundaries.

• Use good judgment about health and personal safety at work.

• Dress appropriately (as defined by State SNAP-Ed guidelines) and practice good hygiene.

• Meet scheduled commitments; arrive prepared and on time; cancel appointments only when absolutely necessary.

• Model positive nutrition, health, and food safety behaviors.

• Maintain reliable transportation.

• Organize and maintain teaching materials, supplies, and equipment.

• Use time and travel resources wisely.

• Participate actively in staff development/training.

• Develop a personal staff development plan including setting goals to improve work performance in conjunction with supervisor.

• Use technology and program equipment/materials appropriately and for work purposes only.

• Work independently with confidence.

• Maintain confidentiality of participant and program information (appropriately file, transport, and store records).

• Comply with State laws regarding reporting criminal activity (copyright laws, reporting child abuse, and issues related to court cases).