

# Interview Process for State Project Winners

The addition of an interview portion was a strong recommendation made by county/district Extension agents for the awards process. Development of communication skills is one the hallmarks of the Kansas 4-H program and adding the interview component will be an opportunity for youth to have some real life experiences that they can use for scholarship interviews, job interviews, etc.

The interview process will not be added in until 2010. For 2009, the area and state KAA screening will continue as in the past.

## Interview Process

1. The area KAP screening will take place in late January. Each county can submit one KAP for each project award area. Each district may submit one KAP per Project Area equal to the number of counties comprising the district.  
The top two KAPs in each project award category from each area will be submitted to the state. The variance for being within five points will not be an option. State KAP evaluation will take place across the state in mid February, 2010.
2. Based on the state KAP evaluation, the **top 50% or a maximum of four youth** will be invited to interview in each project category. Interviews will take place in March, 2010, so that state project winners can be announced by mid April, 2010.
3. Interview facilitators will travel multiple locations around the state during a two week time frame. It is anticipated that they will make two complete trips around the state to afford maximum opportunity for youth to participate. Times will include afternoon, after school, evening and Saturdays. Interview finalists will select the date/location that works best for them.

The interview facilitators will digitally record all the interviewees, using the same questions and the same format in each location. The interviews will be put on CD/DVD for the judges to evaluate. Three judges will be selected for each project area and will include a mix of appropriate industry representatives, staff, volunteers, campus faculty, etc. County/district staff will be solicited for names of potential judges. The judges will be selected from all areas across the state and will not be required to travel to a central location. They will review and score the interviews independently based on the CD/DVD.

Interview scores and KAP scores **are equally weighted** and will be added together to select the State Project award winner. Interview judges **will not** have access to the individual KAP.

If a youth is a finalist in more than one project area, they can interview for all qualifying project areas. Preference forms are still required for youth who are finalists in more than one project area as they can only be named state winner in one project category per year. Youth may not win the same project category more than once in their career.

To keep the process as fair as possible, youth will not be able to submit their own recorded interview. Youth who are not able to make the interview would not be eligible for the state project award.

4. To aid youth in preparation for the interview, resources will be posted to the awards website. These will include: a list of possible questions, appropriate dress, oral communication skills, what to expect in an interview, etc.