

P. B. DOUGLAS PLAN OF WORK

FOR

Calendar Year 1960

<u>Major phases of project of subdivisions of project covered</u>	<u>Name of Worker</u>	<u>Percentage of time devoted to entire project by worker</u>
Southwest Virginia Dist.	P. B. Douglas	100%

Date Submitted: \_\_\_\_\_ 1960 Signed: \_\_\_\_\_  
Project Leader

Date Approved: \_\_\_\_\_ 1960 Signed: \_\_\_\_\_  
State Director of Ext.

Date Approved: \_\_\_\_\_ 1960 Signed: \_\_\_\_\_  
Director of Extension  
Work U. S. D. A.

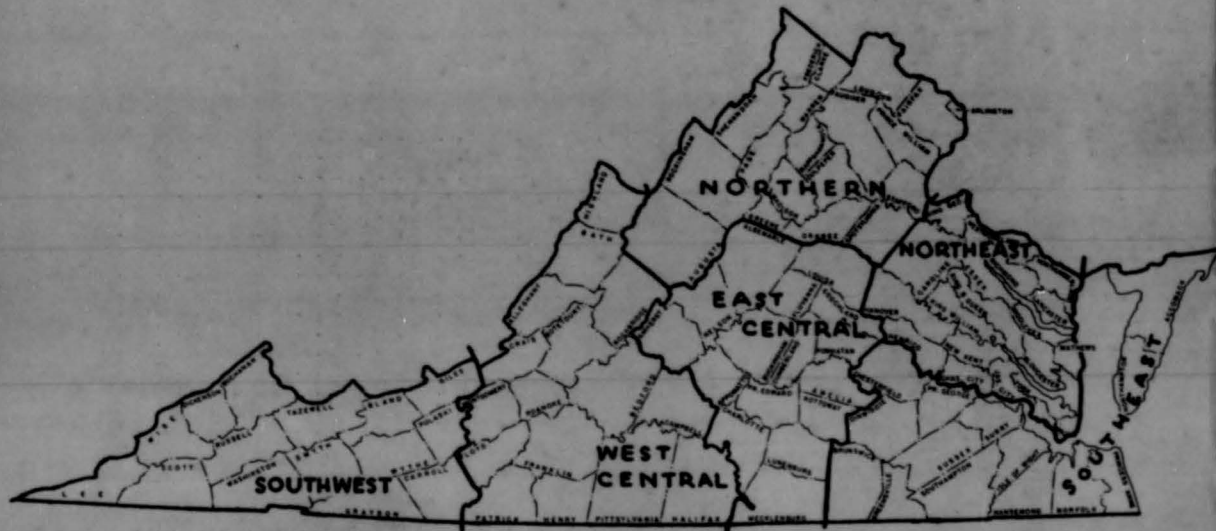
Prepared in Accordance with:

Suggested Supervisory Plan of Work Outline (Agriculture)

MO-304 (9-58)

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## II. THE PROGRAM SITUATION

The Southwest Extension District is made up of the 15 counties in the extreme western end of the state extending from New River west to the North Carolina, Tennessee, Kentucky, West Virginia state boundary lines.

There are 461,781 people living in the area according to the 1954 census.

The soils of the area vary greatly. Carroll and Grayson Counties are all within the Blue Ridge Mountains (Mountain Piedmont) where the soils are from granitic origin. Buchanan, Dickenson, and Wise Counties are almost entirely within the soft coal fields. The western edges of Scott, Russell, Lee, and Taxwell Counties are also in the coal fields. All the remaining counties are between these two extremes where the mountains run generally in a Northeast, Southwest direction. The soils series are derived from limestones, sandstones, and shales with all other types coming from alluvial and colluvial deposits in the valleys. Forests cover about 70 per cent of the total land area. The majority is privately owned but large areas in the mountains are in national forest holdings. Of the remaining 30 percent about three-fourths is in permanent pasture and one-fourth in field crop production. There were 14,468 farms (1954 census) in the district with an average size of approximately 100 acres.

### Income

The estimated gross income from the sale of coal is \$50,000,000 per year and increasing.

No figures are readily available on gross dollar value of off farm income from industrial employment but the total value far exceeds the combined total of all farm income and coal sales.

The gross dollar value of all farm income sales from the 15 counties is \$37,140,012 (1954 census).

The sale of farm products in rank of importance in the area is first, fluid and manufactured milk, second, beef cattle, sheep, and hogs; third, Burley Tobacco. All other products sold are of a minor nature such as apples, timber, poultry, etc. One unique fact is that Burley Tobacco uses less than two percent of the available cropland to produce about one-fourth of the total gross agricultural income.

### Trends

#### Agricultural

Modern means of transportation and other improvements associated therewith is causing a rapid increase in urbanization (residential type of farm). Farms under 100 acres in size are being sub-divided very rapidly or else incorporated into larger adjacent farms. Farms over 200 acres in size are becoming more numerous and larger in average size.

4-H Club enrollment increases each year. In fact, total enrollment in the district has doubled in the past

ten years.

Mechanization of all phases of farming operations will continue at a rapid rate. This factor plus the trend in increased size of farms are the two greatest economic operating pressures concerning farm management in the district.

An all grassland system of farming has been encouraged and emphasized in this district for the past twenty-one years. A recent Extension study confirms the fact that this is the most profitable management system on a majority of our Southwest Virginia livestock farms.

Dairy cattle kept for the production of fluid milk and milk for manufacturing purposes are increasing more rapidly than any other type of livestock. Beef cattle and sheep numbers are about stabilized.

The average Burley Tobacco allotment is .6 per acre and decreasing. This has continued downward, but tends to slow up now as yield per acre has doubled in the past 21 years. Marketing problems with all types of farm products have continued to become more important. These problems are now solved by cooperation on a trade area, crop area or livestock area rather than on a county basis. Forestry production and management is receiving more attention each year. Progress in fire control is the greatest achievement. Wood lot management is the next great field for improvement. Thousands of acres of land formerly cleared for crop and later pasture use is now returning

to timber by natural reseeding. A small acreage of replanting is being done each year in every county. Locating and establishing all types of new and old industries large and small goes on at a steady rate. This offers the best opportunity toward increasing the total family incomes for families in our district under most situations.

#### Industrial Development

The Appalachian Power Company in cooperation with the Norfolk and Western Railroad and the Clinchfield Coal Company built and put into operation a giant Steam Electric Generating Plant in the edge of Russell and Dickenson Counties during 1957-58. The Appalachian Power Company announced a 28 million dollar addition to this same plant in December 1959 which will increase the k.w. capacity by one-third. This is some indication of the expansion and growth economically in this district. It presents a more encouraging picture of increased incomes for the people. This plant located at Carbo, Virginia is the most modern and efficient steam electric generating plant in the world. This great source of electrical energy in association with limestone and coal found abundantly in this area of our state indicates a brighter economic future for many types of industrial development. This will help our people solve the off farm employment problems in our area. It will provide additional markets for many farm products produced in this area.

Emphasis on Various Phases of Extension Programs

1. The entire district is engaged in programs designed to increase the total number of sheep, beef and dairy cattle on our farms.
2. Better year round quality forage production and preservation for livestock with particular emphasis on pastures.
3. Special interest committees on "water systems" to increase the number of pressure water systems in homes and on farms.
4. Special interest committees on "Better Farm and Home Lighting" to improve the lighting facilities on the farms and in the homes.
5. More time will be devoted to "Farm and Home Management Assistance" to individual farm families.
6. 4-H Club contest participation, all phases, will be increased.
7. A \$150,000 fund raising campaign to raise money to build a 4-H Center at Abingdon, Virginia in Washington County for the district is actively underway, in all counties except Giles. Four counties Bland, Washington, Russell, and Wythe have reached their goals. \$100,000 or two-thirds of the goal has been reached. Plans are underway to reach the additional \$50,000 goal in 1960. Plans called for the building of the 4-H Center in the summer and fall of 1959, and winter and spring of 1960. Plans are proceeding on schedule. Extension agents are assisting the people throughout

the district in organizing to successfully complete the job.

8. The adoption of "The Virginia System" on county program development is underway in all counties. Every county will complete the writing of the long-time county program in 1960.

The major special interest committees organized and worked with in the Southwest District are: Agronomy, Livestock, Forestry, Youth, Dairy, and various Home Economic areas of interest.

9. All counties started in 1958 toward setting up a forestry management result demonstration (5 year or longer) in every magisterial district in each county. This is continuing as rapidly as possible.

10. The major portion of the agents time is devoted to assisting farmers with production and marketing problems with beef cattle.

11. All counties are cooperating in the unit-test demonstration program with the Ext.-TVA program.

### III. THE SUPERVISORY SITUATION

#### A. Personnel

Personnel Table for 1960

<u>County</u>	<u>Agt. or Asst.</u>	<u>Name of Ext. Agt.</u>	<u>Percentage of time devoted to position by agt.</u>
Bland	County Agent	T. E. Mallory	100%
Buchanan	County Agent	S. D. Woods	100%
Carroll	County Agent	C. C. Price	100%
*Carroll	Asst. County Agt.	H. S. Widener	100%
**Carroll	Co.Agt.-at-Large	O. W. Cundiff	100%

<u>County</u>	<u>Agt. or Asst.</u>	<u>Name of Ext.Agt.</u>	<u>Percentage of time devoted to position by agt.</u>
Dickenson	County Agent	Fred Fletcher	100%
Giles	County Agent	Vacant	100%
Giles	Asst.Co. Agt.	A. C. Holpp	100%
Grayson	County Agent	C. F. Simpson	100%
Grayson	Asst.Co.Agt.	D. J. Moore	100%
Lee	County Agent	J. P. Lyle	100%
Lee	Asst.Co.Agt.	Benton Trundle, Jr.	100%
Pulaski	County Agent	Roy Meek	100%
Pulaski	Asst.Co. Agt.	C. M. McBride	100%
***Pulaski	Asst.Agt.Trainee	Neel Rich	100%
Russell	County Agent	A. L. Eller, Jr.	100%
Russell	Asst.Co.Agt.	M. G. Altizer	100%
Scott	County Agent	J. E. Delp	100%
Scott	Asst.Co.Agt.	Charles E. Allison, Jr.	100%
Smyth	County Agent	H. B. Eller	100%
Smyth	Asst.Co.Agt.	H. M. Jones	100%
*Smyth	Asst.Co.Agt.	E. C. Reynolds	100%
Tazewell	County Agent	James McDonald	100%
Tazewell	Asst.Co.Agt.	W. R. Cassell	100%
*Tazewell	Asst.Co.Agt.	Vacant	100%
Washington	County Agent	W. H. Groseclose	100%
Washington	Asst. Co. Agt.	J. W. Derting	100%
Wise	County Agent	J. L. McCormick, Jr.	100%
Wythe	County Agent	P. E. Bird	100%
Wythe	Asst.Co.Agt.	J. P. Gillespie	100%
***Ext.TVA Abingdon, Va.	Co.Agt.-at-Large	Ashton W. Sinclair	100%

\*Farm and Home Development Positions

\*\*Rural Development Position

\*\*\*Ext.-TVA Cooperative Program

\*\*\*\*Asst. County Agent Trainee

#### B. Finance

Five year history of county appropriations.

<u>County</u>	<u>1955</u>	<u>1956</u>	<u>1957</u>	<u>1958</u>	<u>1959</u>	<u>To be requested 1960</u>
Bland Co. Agt.	1000	1000	1000	1000	1000	1460
Buchanan Co. Agt.	1500	1500	1500	1500	1500	2340
Carroll Co. Agt.	1680	1680	1800	2000	2000	2340
Secretary	120	120	none	none	none	none
Dickenson Co. Agt.	1800	1800	1800	1800	1800	2340

<u>County</u>	<u>1955</u>	<u>1956</u>	<u>1957</u>	<u>1958</u>	<u>1959</u>	<u>To be requested 1960</u>
<u>Giles</u>						
Co. Agt.	1800	1800	1800	1800	2340	2340
Asst. Co. Agt.	700	700	1400	1400	1800	1800
<u>Grayson</u>						
Co. Agt.	1800	1800	1800	1980	1980	2180
Asst. Co. Agt. Trainee						1500
<u>Lee</u>						
Co. Agt.	1800	2100	2100	2300	2500	2500
Asst. Co. Agt.	1520	1520	1600	1700	1700	1700
<u>Fulaski</u>						
Co. Agt.	1500	1500	1500	1500	1500	2100
Asst. Co. Agt.	1400	1400	1400	1400	1400	1700
<u>Russell</u>						
Co. Agt.	1500	1500	1500	1650	2100	2100
Asst. Co. Agt.	1200	1200	1200	1350	1600	1620
<u>Scott</u>						
Co. Agt.	2000	2000	2200	2400	2600	2600
Asst. Co. Agt.	1400	1400	1600	1600	1600	1600
<u>Smyth</u>						
Co. Agt. q	1800	1800	1800	1800	1800	2340
Asst. Co. Agt.	1200	1400	1400	1400	1400	1860
<u>Tazewell</u>						
Co. Agt.	1800	1800	1800	1800	1800	2340
Asst. Co. Agt.	1200	1200	1200	1400	1400	1860
<u>Washington</u>						
Co. Agt.	1400	1400	1800	1800	2220	2220
Asst. Co. Agt.	1400	1400	1800	1800	2220	2220
<u>Wise</u>						
Co. Agt.	1600	1600	1900	1900	1900	2340
<u>Wythe</u>						
Co. Agt.	1860	1860	1860	1860	1860	2340
Asst. Co. Agt.	1360	1360	1360	1360	1360	1860

<u>No. Counties</u>	<u>1959 Co. Appropriation</u>	<u>Average Amount</u>	<u>Total Co. requests</u>
	<u>Averages</u>	<u>Requested per Co.</u>	<u>to be made 1960</u>
15 Co. Agents	\$1925	\$498	\$4980
Asst. Co. Agents	\$1616	\$533	\$3200

With present available funds, a request is being made for the employment of an assistant county agent position in Grayson County to become effective 1-1-60.

Next in priority will be Wise and Bland Counties to consider for assistant county agent positions.

C. Offices and Equipment

County	Excellent	Good	Fair	Poor	Remarks
Bland		X			
Buchanan			X		
Carroll		X			
Dickenson		X	X		Plans for improving in 1960
Giles		X			
Grayson			X		Too small space
Lee		X			
Fulaski		X			
Russell		X			
Scott		X			
Smyth		X			
Tazewell		X			
Washington		X			will move to New Federal Bld. 1-1-60
Wise		X			
Wythe		X			

D. Training Agents

A one week Induction Training Course will be held (one in March and One in September) at VPI for training new assistant county agents.

Two men agents will attend the 3 weeks In-service training short course held annually at the University of Arkansas.

A one week training conference for all county Extension agents will be held at VPI in August.

A special three day district school in Communications to be held in January for all agents.

The present system of training new assistant county agents is to be continued which means placing them in a county with an experienced county agent.

Each agent will be assisted in evaluating his performance of work by carefully going over the new evaluation form in conference with the district agent.

E. Coordination with Specialists

Assistance to counties and Extension agents is brought about through administrative staff planning conferences, individual conferences with specialists and agents, and on district and area planning basis.

F. Public Relations

All agents are required to submit copies of their county narrative reports with highlights of the statistical reports to county Boards of Supervisors in person. Copies of this report go to state legislators and to each congressman in the district. Local and area newspapers publish a copy of county narrative reports.

G. Cooperation with other organizations and agencies.

Excellent cooperation is maintained with the TVA in Unit-Test Demonstration work in all watershed counties and three counties outside of the watershed. The county agent serves as secretary to the Soil Conservation District Board of Supervisors in nine of the fifteen counties of the district.

The county agents are Ex-officio members of all County ASC Committees.

Excellent working relationships exist between all Federal and State Agencies working with our County Extension agents.

#### H. Uniform Filing System

Each county in the district will be assisted in setting up the improved county filing system in 1960. Pulaski County, the pilot county, has already installed the new system.

#### IV. MAJOR SUPERVISORY PROBLEMS AND SUPERVISORY ACTIVITIES IN RELATION THERETO:

##### A. Major Problems to be worked out in 1960

###### (a) Program Projection

Four counties partially completed long-time county program plans in 1959. All other counties in the district will complete writing and planning of long-time county programs this year.

###### (b) Rural Development

No major problem exists in this area of work. Excellent progress is being made in assisting the people of Carroll and Grayson Counties in this program.

###### (c) Youth

The successful completion of a \$150,000 goal in fund raising to build a 4-H Center in Washington County, Abingdon, Virginia, for the 15 counties of the Southwest District is a major effort in the youth work. Two thirds complete as of 12-31-59, one-third more to go in 1960.

V. SPECIAL ASSIGNMENTS

1. A special district agents training school of one week's duration will be participated in by the district agent at Athens, Georgia in May 1960. This workshop type of training will provide information and training of value in improving the skill and efficiency of district agents performance of work.

2. Assisting with an Ext.-TVA study committee which is evaluating the total program of work for our state, appointed to the committee by the Director.

VI. PROJECTED PROGRAM AND PERSONNEL NEEDS

1. The most serious personnel need is to strengthen the position of assistant county agent. The personnel turnover is so rapid in this position in the average county that is almost impossible to maintain strong, well trained personnel in these positions. The salary scale must be increased if this situation is to be corrected. Youth is our most important human resource. If the Extension Service is to render improved services in this field of responsibility a higher salary scale must be provided. In addition to a higher salary scale the opportunity for more rapid advancement in the scale must be provided.

The need for assistant county agent positions to be established is very great in four other counties in the district. Namely, Wise, Bland, Buchanan, and Dickenson.