

# Rogue Farm Corps On-Farm Evaluation

<b>Student:</b>	<b>Site: By George Farm</b>
<b>Date:</b>	<b>Mentor: Jonathan Steiger and Tyson Fehrman</b>

## Work Place Ethics

### Evaluation Key:

N/A = Not Applicable  
 1 = Never  
 2 = Rarely

3 = Sometimes  
 4 = Usually  
 5 = Always

	Student's Self-Evaluation	Mentor's Evaluation	Needs More Exposure/ Additional Comments
<b>Student demonstrates:</b>			
<b>1 Reliability</b>			
a) Is punctual and has good attendance			
b) Notifies farm supervisor of absences in a timely manner			
c) Gives adequate notice when requesting time off			
d) Observes all farm policies and safety procedures			
<b>2 Productivity</b>			
a) Accepts responsibility to complete assigned tasks on time			
b) Follows direction: oral, written, multi-step			
c) Stays on task, even without direct supervision			
d) Shows accuracy with details			
e) Works hard, seeks additional work if time allows			
f) Keeps tools and materials organized and in good condition			
<b>3 Problem Solving and Decision Making</b>			
a) Recognizes when problems exist and tries to solve them			
b) Seeks help when needed			
c) Plans and organizes work to achieve efficiency			
d) Communicates suggestions to improve farm systems			
<b>4 Management and Leadership</b>			
a) Ability to understand and work within program			
b) Ability to instruct and lead others			

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<b>Student demonstrates:</b>		<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
	c) Takes initiative			
	d) Thinks safety first at all times			
	e) Clear about personal future goals and uses experience at with RFC and host farm to further those goals			
5	<b>Interpersonal/ Teamwork</b>			
	a) Gets along well with teammates			
	b) Responds to changing job demands, helps others if needed			
	c) Is friendly and polite			
	d) Accepts & responds positively to ongoing performance feedback			
	e) Works with team to satisfy expectations			
6	<b>Communication</b>			
	a) Clearly expresses self to farm leaders and other employees			
	b) Readily asks questions if confused about correct procedures			
	c) Listens well, takes notes when needed			
	d) Observes confidentiality			
	e) Respects cultural & ethnic differences in communication style			
7	<b>Maturity/ Commitment</b>			
	a) Is honest, willing to admit mistakes and learn from them			
	b) Is interested in learning more about own job & farm as a whole			
	c) Finds appropriate ways to deal with stress			
	d) Strives to improve quality of work & always gives best effort			
8	<b>FarmsNOW Program Requirements</b>			
	a) Has consistently tracked hours on the timesheet			
	b) Has attended classes/farm tours			
	c) Has sent journal entries every week			
	d) Is keeping up with the Independent Study Project			

# Mentor Assessment

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<b>Mentor demonstrates:</b>		<b>Student's Evaluation</b>	<b>Mentor's Self-Evaluation</b>	<b>Comments/Notes</b>
1	<b>Communication</b>			
	a) Clearly expresses self to student			
	b) Sets clear work expectations			
	c) Gives daily/weekly work schedule			
	d) Leads weekly crew meetings / farm walks			
2	<b>Mentorship</b>			
	a) Makes time to work one-on-one with student			
	b) Provides hands-on demonstration when teaching new task			
	c) Supervises student's activity			
	d) Takes time to answer student's questions			
	e) Provides constructive performance feedback			
	f) Helps student set and achieve goals			
	g) Builds student confidence and motivation			
	h) Explain the reasoning behind the methods used on the farm			
3	<b>On-Farm Accommodations</b>			
	a) Provides living accommodations that meet basic needs			
	b) Respects student's privacy			

# On Farm Curriculum

## Evaluation Key:

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1 = Discussed and/or observed task

2 = Performs task with supervision

3 = Performs at entry level proficiency

4 = Demonstrates competency with task

5 = Ability to identify need & complete task independently

6 = Manage others to complete task

<b>Student will learn to:</b>	<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
1 Make special soil mixes for greenhouse starts			
2 Utilize proper techniques/safety for hand tools:			
a) field vegetables			
b) greenhouse			
c) timber/firewood			
3 Prepare topsoil/ primary tillage for vegetables			
4 Prepare seed bed/ secondary tillage for field vegetables			
5 Utilize cover cropping and green manure in the field			
6 Calculate spacing and quantities for:			
a) field vegetables			
b) greenhouse starts			
c) hay/silage			
7 Planting in the Field:			
a) direct seed			
b) transplant			
8 Demonstrate proper weeding/pruning techniques:			
a) field			
b) fruit/nut trees			
c) greenhouse			
9 Judge the water needs & perform watering:			
a) greenhouse			
b) field vegetables			
c) fruit/nut trees			

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<b>Student will learn to:</b>		<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
	e) flood/pasture			
10	Utilize shading and freeze protection:			
	a) greenhouse			
	b) field vegetables			
	c) fruit/ nut trees			
11	Identify weeds, disease, and pests for:			
	a) greenhouse			
	b) field			
	c) fruit/nut trees			
	c) perennial herbs/ flowers			
	e) hay/silage			
12	Judge readiness & perform harvesting for:			
	a) field vegetables			
	b) hay/ silage			
	c) greenhouse			
	c) perennial herbs/ flowers			
	e) fruit/ nut trees			
13	Perform post-harvest handling and food safety for:			
	a) field vegetables			
	b) hay/ silage			
	c) greenhouse			
	c) perennial herbs/ flowers			
	e) fruit/ nut trees			
14	Record keeping:			
	a) Harvest Log			
	b) Seeding Log			

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	<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
<b>Student will learn to:</b>			
c) Cleaning Checklist			
15 Determine fertility needs for:			
a) field vegetables			
c) perennial herbs/ flowers			
c) hay/silage			
16 Perform supplemental fertilizing for:			
a) greenhouse			
b) field vegetables			
c) hay/silage			
c) perennial herbs/ flowers			
17 Understand/design cropping sequences for:			
a) greenhouse			
b) field vegetables			
c) perennial herbs/ flowers			
18 Demonstrate methods to control weeds:			
a) greenhouse			
b) field vegetables			
c) fruit/nut trees			
d) perennial herbs			
e) hay/silage			
19 Demonstrate methods to control diseases:			
a) greenhouse			
b) field vegetables			
c) fruit/nut trees			
c) perennial herbs/ flowers			
e) hay/silage			

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	<b>Student will learn to:</b>	<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
20	Demonstrate methods to control pests for:			
	a) greenhouse			
	b) field vegetables			
	c) fruit/nut trees			
	d) perennial herbs/ flowers			
21	Understand strategies for season extension with:			
	a) greenhouse			
	b) field vegetables			
	c) perennial herbs/ flowers			
22	Assist in the marketing and sales of:			
	a) eggs			
	b) field vegetables			
	c) perennial herbs/ flowers			
23	Assist in transporting and/or distribution of:			
	a) field vegetables			
	b) cheese & other dairy products			
24	Understand enterprise planning/ niche marketing for:			
	a) field vegetables			
	b) cheese & other dairy products			
25	Make crop plans and order appropriate number of seeds and plants			
25	Make compost			
26	Participate in seed saving/ cleaning for:			
	a) greenhouse			
	b) field vegetables			
	c) perennial herbs/ flowers			
27	Select companion plants for field vegetables			

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<b>Student will learn to:</b>		<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
28	Utilize site planning/ permaculture principles for:			
	a) greenhouse			
	b) field vegetables			
	c) perennial herbs/ flowers			
29	Become familiar with the organic certification process			
30	Understand systems design for field vegetables			
	<b>Machinery and Tools</b>			
1	Utilize basic safety & emergency procedures for:			
	a) Hand power tools			
	b) Bench tools			
	c) String trimmers			
	d) Trucks			
	e) Walk behind cultivators			
	f) Chainsaws			
	g) Tractors			
2	Know how to operate:			
	a) Hand power tools			
	b) Bench tools			
	c) String trimmers			
	d) Trucks			
	e) Walk behind cultivators			
	f) Chainsaws			
	g) Tractors			
3	Perform small repairs and troubleshoot on:			
	a) Hand power tools			



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<b>Student will learn to:</b>	<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
c) Walk behind cultivators			
d) Tractors			
4 Keep records for:			
a) String trimmers			
b) Walk behind cultivators			
c) Tractors			
5 Use and change implements on:			
a) Hand power tools			
b) String trimmers			
c) Walk behind cultivators			
d) Tractors			
6 Perform routine maintenance on:			
a) Hand power tools			
b) String trimmers			
c) Walk behind cultivators			
d) Tractors			
<b>ANIMAL HUSBANDRY</b>			
1 Utilize basic safety procedures with:			
a) Cattle			
b) Poultry			
c) Pigs			
2 Feed and water:			
a) Cattle			
b) Poultry			
c) Pigs			
3 Maintain bedding and proper housing:			
a) Cattle			

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<b>Student will learn to:</b>		<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
	b) Poultry			
	c) Pigs			
4	Utilize appropriate moving, herding, and handling techniques with:			
	a) Cattle			
	b) Poultry			
	c) Pigs			
5	Maintain fencing and erect new fencing when needed for:			
	a) Cattle			
	b) Poultry			
	c) Pigs			
6	Manage pastures for:			
	a) Cattle			
	b) Poultry			
	c) Pigs			
7	Utilize rotational grazing techniques for:			
	a) Cattle			
	b) Poultry			
	c) Pigs			
8	Collect hay/forage for Cattle			
9	Collect eggs			
10	Milk cows			
11	Demonstrate proper post-harvest handling and storage for:			
	a) Milk			
	b) Poultry- Broilers			
	c) Eggs			
	d) Pigs			
12	Raise young:			

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<b>Student will learn to:</b>		<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
	a) Cattle			
	b) Poultry			
	c) Pigs			
13	Keep records for:			
	a) Cattle			
	b) Poultry			
	c) Pigs			
14	Check health and treat simple illnesses for:			
	a) Cattle			
	b) Poultry			
	c) Pigs			
15	Prepare and compost Cattle manure			
16	Assist in the breeding/insemination of Cattle			
17	Assist in the pregnancy and birth of:			
	a) Cattle			
	b) Poultry			
18	Participate in the castrating of calves			
19	Participate in the disbudding of calves			
20	Become familiar with the certifications and legal parameters for eggs			
21	Control predators and control damage for:			
	a) Cattle			
	b) Poultry			
	c) Pigs			
22	Assist in the marketing and sales of:			
	a) Live animals			
	b) Eggs			
	c) Cheese & other dairy products			

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	<b>Student will learn to:</b>	<b>Student's Self-Evaluation</b>	<b>Mentor's Evaluation</b>	<b>Needs More Exposure/ Additional Comments</b>
	d) Meat			
23	Assist in the transportation and distribution of:			
	a) Live animals			
	b) Eggs			
	c) Cheese & other dairy products			
	d) Meat			
24	Understand how to add value to farm products:			
	a) Milk			
	b) Eggs			
25	Milking:			
	a) Safe animal handling skills into the milking parlor			
	b) Milk machine set-up			
	c) Milk machine cleaning/santization process			
	d) Milk machine/pump operation			
	e) Udder cleanliness, care and health			
	f) Cow grooming and cleaning			
26	Cheesemaking:			
	a) Pasteurization process			
	b) Proper culture use			
	c) Time, temperature, coagulation, & drainage for different cheeses			
	d) Preservation needs			
	e) Aging and maturation process			