



New Roots Farmer Competencies—Farmer self-assessment

Farmer: _____ Staff Name: _____

Pre Date: _____ Post Date: _____

Introduction

Tell the participant that this is a self-assessment and an opportunity for us to look at a lot of different skills necessary to be a successful farmer. This is a chance for them to give themselves a grade for performance/knowledge in each of these categories. Remind them that a low grade is not a bad thing; on the contrary, it helps us know what you might want to focus on learning or skill building this year.

Steps

One, by one, show the participant the associated photo flashcard for each category and explain the category, giving examples of some of the associated skills. If you know the farmer is at the beginning level, you do not need to ask the intermediate skills. If you know they have already completed all the beginning skills, you do not use the beginning skills as an example. As you show the flashcard and give the example skills, ask the farmer to give themselves a note 0-4.

Response Key






- 0—I don't know anything; I never do this
- 1—I know a little bit but not much; I do this occasionally
- 2—I know a lot about this/ I do this a lot, but I still need some help
- 3—I can do this on my own; I do this all the time; I don't need any help
- 4—I know this so well I teach others how to do this




Example dialogue:




Staff: How about in the area of fencing? For example, knowing how to properly open and close the fence, making sure that your area of the fence is always clear and clean, knowing all the things that can cause the electric fence to not operate properly...As you think about all of these skills related to fencing, what number would you give yourself?




Participant: I would say a 3



Staff: Ok, so that means that you can do it on your own without any help and you do these things all the time. Great! What about in the area of bed maintenance, making sure your beds are the right width and length, do they have an even surface and small grain size so it is good for planting, etc.




I. Farm Infrastructure	Beginning Skills	Intermediate Skills	Advanced Skills
<p>Irrigation (1)</p>  	<ul style="list-style-type: none"> • Hand water in the morning or at night, at base, not overhead • Not too much water or too little, crops never die from too little water • Proper use of drip irrigation <ul style="list-style-type: none"> • Lines always correctly down the field • Always make sure that the drip irrigation water is only running on beds you have crops in • Plant right next to lines 	<ul style="list-style-type: none"> • Run the pump. • Repair leaks in drip irrigation 	<ul style="list-style-type: none"> • Design irrigation for a new plot
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Fencing (2)</p>  	<ul style="list-style-type: none"> • Open and close the electric fence properly • Maintain the fencing area along plot, keeping it free of vegetation. • Know what will cause the fence to not work properly 	<ul style="list-style-type: none"> • Test the fencing for voltage • Charge the battery 	
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Tools and Supplies (3)</p> 	<ul style="list-style-type: none"> • Take care of New Roots Farm tools (like hoes, rakes, machetes) <ul style="list-style-type: none"> • Keep clean • Return to shed • Operate locks 	<ul style="list-style-type: none"> • Operate lawn mower • Operate weed whacker 	<ul style="list-style-type: none"> • Provide and manage own personal supplies/tools
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>

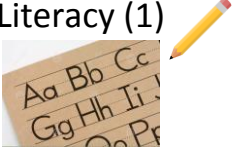
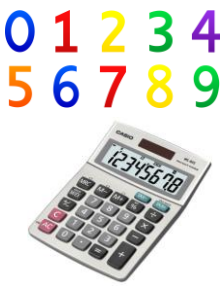

II. Production	Beginning Skills	Intermediate Skills	Advanced Skills
<p>Seasons (1)</p> 	<ul style="list-style-type: none"> • Can describe what happens during seasons (temperature, rain, pests) • Plant at correct time and season (seeding and transplants) for each crop <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Know what crops can be grown during different seasons (Spring, Summer, Fall, Long-season) <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Practice techniques for season extension <p>Pre: _____ Post: _____</p>
<p>Crop Planning (2)</p> 	<ul style="list-style-type: none"> • Estimate weekly anticipated yield for each crop • Can read a plot/bed map of plot and show where things will be planted <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Know how long they will have to harvest something when it is ready (harvest window) • Create plot/bed map of where plants will go <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Can create planting and harvest calendar • Understands how to use days to maturity to predict when produce will be ready to harvest • Estimate anticipated yield per bed at beginning of season <p>Pre: _____ Post: _____</p>
<p>Bed Maintenance (3)</p> 	<ul style="list-style-type: none"> • Maintain beds-Proper size, width, soil texture • Keep all areas around beds clean, free of trash and debris, and free of weeds • Clean garden area at the end of the season <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Estimate ½ a bed and ¼ bed <p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>


<p>Soil Fertility (4)</p> 	<ul style="list-style-type: none"> • Use compost • Use mulching • Use cover crop between successions and at the end of the year • Do not plant to many successions in a year • Know what to put in the compost pile and what to throw away in the trash can 	<ul style="list-style-type: none"> • Can name plants in four different plant families (Brassica, Legume, Solanaceae, Other) • Practice crop rotation to make sure crops in the same family are not planted a year after each other 	<ul style="list-style-type: none"> • Know how to take soil samples and understand what my soil needs
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Spacing and Succession (5)</p> 	<ul style="list-style-type: none"> • Know and demonstrate proper planting spacing (seeding and transplants) for each crop growing • Proper support material for each crop (trellising, stakes, row cover, etc) 	<ul style="list-style-type: none"> • Thin plants when necessary • Practice appropriate succession planting 	
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Pests and Disease (6)</p> 	<ul style="list-style-type: none"> • Practice pest management techniques (pest scouting/hand picking, homemade sprays) • Know what to do when have diseased plants. • Correct use of row cover 	<ul style="list-style-type: none"> • Identify three plant common diseases and methods for preventing them • Identify four common insect pests and methods for preventing them. • Practice crop rotation 	<ul style="list-style-type: none"> • Understand and practice use of advanced techniques <ul style="list-style-type: none"> • organic pesticides • traps
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>

III. Harvest & Post Harvest	Beginning Skills	Intermediate Skills	Advanced Skills
<p>Harvest (1)</p> 	<ul style="list-style-type: none"> • Harvest at the correct time when the crop is ready for harvesting • Harvest in the cool of the day and keep produce in shade, away from heat • Never put crops on the ground <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Harvest independently and store in coolers • Bunch in field <p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Market Preparation (2)</p> 	<ul style="list-style-type: none"> • Know which crops to wash and which not to wash • Know which crops to put in cooler and which to leave out • Properly grade produce (what to throw away and not send to market) • Make bunches in the correct sizes and weights <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Practice food safety methods to keep food safe through harvest and preparation • Purchase and manage own market supplies (bags, rubber bands, boxes) <p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
IV. Marketing	Beginning Skills	Intermediate Skills	Advanced Skills
<p>Farm Stand and Attracting customers (1)</p> 	<ul style="list-style-type: none"> • Set up farm stand (baskets, arrange produce, price cards, coolers) • Is friendly with customers at the market stand and speaks with them <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Know the varieties of each crop they grow • Can bring produce to a restaurant/grocery store and offer it for a certain price. <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Have a brochure/price list of the crops they are growing <p>Pre: _____ Post: _____</p>

<p>Pricing and Money (2)</p> 	<ul style="list-style-type: none"> • Know the prices of what is sold at market • Write price tags • Make correct change at the market. 	<ul style="list-style-type: none"> • Use the scale and determine the price of vegetables • Know the prices they would like to sell each of the crops they are growing (market and wholesale) • Read and write a check 	<ul style="list-style-type: none"> • Operate the iPad register independently • Identify and target appropriate markets for my products • Take and process coupons, EBT, and credit cards at the market. 																												
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>																												
<p>V. Record Keeping</p>	<p>Beginning Skills</p>	<p>Intermediate Skills</p>	<p>Advanced Skills</p>																												
<p>Reading Charts (1)</p> <table border="1" data-bbox="94 951 335 1062"> <thead> <tr> <th></th> <th>Food</th> <th>Gas</th> <th>Motel</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>12</td> <td>17</td> <td>10</td> </tr> <tr> <td>Feb</td> <td>17</td> <td>11</td> <td>21</td> </tr> <tr> <td>Mar</td> <td>22</td> <td>29</td> <td>14</td> </tr> <tr> <td>Apr</td> <td>14</td> <td>10</td> <td>17</td> </tr> <tr> <td>May</td> <td>12</td> <td>17</td> <td>10</td> </tr> <tr> <td>Jun</td> <td>19</td> <td>15</td> <td>20</td> </tr> </tbody> </table>		Food	Gas	Motel	Jan	12	17	10	Feb	17	11	21	Mar	22	29	14	Apr	14	10	17	May	12	17	10	Jun	19	15	20	<ul style="list-style-type: none"> • Know the difference between income, expenses and profit • Read a table • Read a crop planning/calendar sheet for their plot 	<ul style="list-style-type: none"> • Read an invoice, knowing each part • Identify income, expenses and profit for one of their crops previous season • Read a bar graph • Read a pie chart 	<ul style="list-style-type: none"> •
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<p>Record Keeping (2)</p> 	<ul style="list-style-type: none"> • Keep track of all receipts for independent sales (or write down) • Keep track of all receipts of outside purchases through the season 	<ul style="list-style-type: none"> • Keep track of sales in a record book • Tell how much money in sales they made at the end of a market • Keep track of mileage to farm • Write an invoice for a restaurant or grocery store sale 	<ul style="list-style-type: none"> • Keep track of all sales by crop, totaling sales per crop • Keep track of costs and revenue per bed • Fill out income taxes using the information from my farm 																												
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>																												

VI. Business Planning	Beginning Skills	Intermediate Skills	Advanced Skills
<p>Goal Setting (1)</p> 	<ul style="list-style-type: none"> • Know what they need to improve on • Write goals for themselves for the coming season • Know how much money they want to make this year in sales <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Have goals for their business and participation for the season • Have goals for their business over the long term <p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Financial Planning (2)</p> 	<ul style="list-style-type: none"> • Know how much spent on farm this year <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Estimate season costs (bed rental, infrastructure fee, seed costs, trellising, fertilizer) • Estimate projected production value/sales per bed of each crop <p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Planning for Market (3)</p> 	<ul style="list-style-type: none"> • Estimate the amount of produce I will have each week for each crop <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Plan my production to meet a weekly order for a restaurant or grocery store <p>Pre: _____ Post: _____</p>	<ul style="list-style-type: none"> • Order seeds from a catalogue • Fill out application for independent farm stand at City Farmer's market • Complete a business license. <p>Pre: _____ Post: _____</p>

VII. Language and Numeracy	Beginning Skills	Intermediate Skills	Advanced Skills
Native Language Literacy (1) 	<ul style="list-style-type: none"> Write numbers in native language Read and write in native language Pre: _____ Post: _____	NA Pre: _____ Post: _____	NA Pre: _____ Post: _____
Numeracy (2) 	<ul style="list-style-type: none"> Identify and count bills Read and write numbers 1-100 in native language Read and write numbers 1-10 in English Use a calculator Pre: _____ Post: _____	<ul style="list-style-type: none"> Read and write all numbers in English Pre: _____ Post: _____	NA Pre: _____ Post: _____
English Language (3) 	<ul style="list-style-type: none"> Introduce themselves and where they are from Say the name of each of the crops they are growing in English Recognize and same names of vegetables from a picture Tell a customer how much something costs. Months of the year Days of the week Pre: _____ Post: _____	<ul style="list-style-type: none"> Tell a customer how they could cook something Tell a visitor about their plot (what is growing, how long they have been farming, how many beds, etc.) Names of the tools and equipment used on the farm Write and recognize dates Read and write the name of vegetables Pre: _____ Post: _____	<ul style="list-style-type: none"> Communicate with restaurant or store on the phone (to talk about orders, deliveries, etc.) Pre: _____ Post: _____

VIII. Transferable Skills	Beginning Skills	Intermediate Skills	Advanced Skills
<p>Time (1)</p> 	<ul style="list-style-type: none"> Reliable and punctual to meetings, always calling when will be late or absent Tell time (analogue clock/digital clock/when someone says a time) Read a calendar 	<ul style="list-style-type: none"> Keep a schedule and write down appointments 	
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Responsibility (2)</p>	<ul style="list-style-type: none"> Take responsibility and accomplish assigned chores on farm Help around the farm when needed (setting up, tearing down wash station, market stand, etc.) <p>Ask questions to clarify things when they do not understand</p>	<ul style="list-style-type: none"> Help other farmers who need help 	
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>
<p>Innovation and Adaptation (3)</p>	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Uses creative adaptation to solve problems in the field 	
	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>	<p>Pre: _____ Post: _____</p>