



National FFA Career Development Events

*A Special Project of the
National FFA Foundation*

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General Information

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These are the official rules and regulations for National FFA Career Development Events for 2012-2016. Refer to the CDE webpage on ffa.org for the most up-to-date edition of the career development event handbook.

Prepared and published by the National FFA Organization. The National FFA Organization is a resource and support organization that does not select, control or supervise state association, local chapter or individual member activities except as expressly provided for in the National FFA Organization Constitution and Bylaws. The National FFA Organization affirms its belief in the value of all human beings and seeks diversity in its membership, leadership and staff.

FFA makes a positive difference in the lives of students by developing their potential for premier leadership, personal growth and career success through agricultural education. National FFA Online, www.ffa.org, FFA's Internet web site, can provide information about the National FFA Organization.

Philosophy of National FFA Career Development Events

The National FFA Organization is dedicated to organizing experiences that will meet the future needs of students while accomplishing the current purposes of agricultural education. The primary goal of career development events is to develop individual responsibilities, foster teamwork and promote communication while recognizing the value of ethical competition and individual achievement.

The activities in each career development event:

- include problem solving, critical thinking and teamwork skills, where appropriate.
- encourage appreciation for diversity by reducing barriers to participation among members.
- develop general leadership and recognize individual and team achievement.
- promote concentrated focus on future needs of members and society.

The National FFA Organization assumes the leadership role in developing and continuously improving relevant FFA career development events. National career development events should reflect instruction that currently takes place in the entire agricultural education program, including classroom instruction, laboratory instruction, individualized instruction and/or supervised agricultural experience. Career development events and awards are intended to be an outgrowth of instruction. Also, it is appropriate for the national organization to develop career development events and awards that stimulate instruction in emerging areas that reflect both current and future community, national and global work force needs. National FFA Career Development Events should be developed with significant input from FFA members, teachers, partners, respective industry sponsors and others involved in agricultural education. The National FFA Organization continues to encourage accessibility and provide opportunities for achievement and recognition for students with diverse backgrounds.

Career development events that include team activities should be based on cooperation and teamwork while recognizing the value of competition and individual achievement. Where appropriate, team activities will be included that require two or more members from one chapter working cooperatively.

Agriculture, Food and Natural Resources (AFNR) Career Cluster Content Standards

Agriculture is a highly technical and ever-changing industry upon which everyone is dependent. In order to maintain agriculture as the nation's number one industry, it is crucial to understand the importance of agrisciences, marketing strategies, safe food production and continuous research. Strong, relevant agriscience programs are one way to can maintain the nation's agricultural edge.

The National AFNR Career Cluster Content Standards were developed as part of the National FFA 10 x 15 project to provide state agricultural education leaders and teachers with a forward-thinking guide for what students should know and be able to do through the study of agriculture. The National AFNR Career Cluster Content Standards should be used as a guide to develop well-planned curriculum in agriscience education to be delivered to students throughout the country. For a complete copy of the AFNR Career Cluster Content Standards please visit www.agedlearning.org.

National FFA Organization has adopted the AFNR Career Cluster Content Standards and integrated them into all national award and recognition programs for the benefit of the members, school administration and agriculture as a whole. Details outlining the incorporation of the standards in career development events can be found at the end of each event chapter in the CDE handbook.

Official CDE Rules and Policies – 2012-2016

General Rules

Violations of any of the following rules may be grounds for the event superintendent to disqualify the participants. National FFA staff and event superintendents will use the published rules and procedures to organize and implement the National FFA Career Development Events. Event activities may not be conducted due to lack of necessary materials, expertise or extreme impact to event budgets. Teams that are certified to compete will receive the current event format in a team orientation packet prior to the convention.

Official Dress Recommendations, Number of Participants and Number of Scores for Team Total

Event	Official Dress Appropriate	Number of Participants Allowed (per team)	Number of Scores Counted for Team Score
Agricultural Communications	Yes	3	3
Agricultural Issues Forum	Optional	3-7	Team Score Event
Agricultural Technology and Mechanical Systems	No	4	Top 3 Scores
Agricultural Sales	Yes	4	4
Agronomy	Yes	4	4
Creed Speaking	Yes	1	N/A
Dairy Cattle Management and Evaluation	Yes	4	4
Dairy Cattle Handlers	Yes	1	N/A
Environmental and Natural Resources	No	4	4
Extemporaneous Public Speaking	Yes	1	N/A
Farm Business Management	Yes	4	Top 3 Scores
Floriculture	Yes	4	4
Food Science and Technology	Yes	4	4
Forestry	No	4	4
Horse Evaluation	Yes	4	Top 3 Scores
Job Interview	Yes	1	N/A
Livestock Evaluation	Yes	4	4
Marketing Plan	Yes	3	Team Score Event
Meats Evaluation and Technology	No	4	Top 3 Scores
Milk Quality and Products	Yes	4	4
Nursery/Landscape	Yes	4	Top 3 Scores
Parliamentary Procedure	Yes	6	Team Score Event
Poultry Evaluation	Yes	4	Top 3 Scores
Prepared Public Speaking	Yes	1	N/A
Veterinary Science	No	4	4

Eligibility of Participants

- A. Each participant must be a current, bona fide, dues paying FFA member in good standing with the local chapter, state FFA association and the National FFA Organization during the school year which the participant qualified to participate at the national level.
 - 1. In the event a participant's name is not on the chapter's official roster for the years in which the dues were payable to the National FFA Organization, a past due membership processing fee, in addition to the dues, must be paid prior to the national event.
 - 2. National FFA membership staff will set the processing fee amount annually.
- B. The participant, at the national event, must:
 - 1. Be a high school FFA member; high school refers to grades 9-12. (A graduating senior is considered eligible to compete in state and national career development events up to and including his/her first national convention following graduation.)
 - 2. Have qualified as a 7th, 8th or 9th grade member to participate in the Creed speaking event.
 - 3. While in high school, be enrolled in at least one agricultural education course during the school year and/or follow a planned course of study; either course must include a supervised agricultural experience program, the objective of which is preparation for an agricultural career.
 - 4. If a student moves to a different chapter or a different state once a he/she has qualified as a state representative in a career development event, that student may be allowed to compete in the national event with the school he/she qualified with during the qualifying year.
- C. A student may not participate more than once in the same official National FFA Career Development Event.
- D. No student may participate in more than one National FFA Career Development Event each year.
- E. Each member participating in a National FFA Career Development Event must submit the proper *Waiver, Release of Liability and Consent to Medical Treatment Form* prior to start of event.

Selection and Certification of State Teams

- A. Each state will submit a team declaration form by **June 1** prior to the national FFA convention. An entry processing fee will be charged for participation in each declared event with the exception of the dairy cattle handlers activity.
- B. Each team will be composed of the number of members determined by the specific event rules and formats. The members of a state team must be from the same chapter. Members must qualify in the career development event in which they are to participate at the national level. Teams must be selected at a state or interstate career development event held between the immediate previous national FFA convention and prior to the national FFA convention in which they are participating. States that qualify more than one year out must request and submit a written waiver for approval by the certification deadline.
 - 1. Online certification deadline: **September 15**.
 - 2. Online add/delete deadline: **Tuesday before convention at noon (Eastern)**.
- C. With extenuating circumstances a teacher may substitute another student from the chapter who may not have participated at a state qualifying event, with the exception of Creed speaking, dairy handlers activity, extemporaneous public speaking, job interview and prepared public speaking, which must be submitted and approved by state staff.

- D. The state supervisor of agricultural education or the executive secretary must certify that participants are eligible. If an ineligible student participates in any career development event, the member will be disqualified and may result in the disqualification of the team as well.
- E. All students must be certified online by the designated deadline. Once original certification has been completed, no member may be added without first deleting a member.
- F. The national organization will certify National FFA Career Development Event winners for international competition when states request, with the understanding that the state team will provide their own travel expenses.

Emergency Conditions

Under emergency conditions a state team participating in a National FFA Career Development Event may be made up of less than the required members. States must still certify teams prior to the national FFA convention, but fewer than the required members could compete if an emergency condition such as illness, death in the family or an act of God would occur. Those individuals competing would still be eligible to qualify for individual awards, if applicable.

Disqualification

- A. Any communication, verbal or non-verbal, between participants during a career development event will be sufficient cause to eliminate the team member involved from the career development event. The only exception to this would be communications between team members during the team activity portion of a given career development event.
- B. Teams or participants arriving after the career development event has begun may be disqualified or penalized.
- C. Any assistance given to a team member from any source other than the career development event officials or assistants will be sufficient cause to eliminate the team from the career development event.
- D. Event superintendents may stop any participant if they deem their manner to be hazardous either to themselves or others. Such action shall deem the individuals disqualified for that section of the career development event.
- E. Participants who start an event and do not complete the event without notifying event officials at the time of departure will be disqualified. This can affect the overall team rank and position. In some events this will also disqualify the entire team.
- F. Participants will not be allowed to utilize personal electronic communication devices, other than those approved by the event officials, during the entire course of the event. Participants who access personal electronic communication devices without prior approval of the event officials will be disqualified.
- G. No participant shall gain access to real materials that will be utilized by the event committee during competition. Any team, participant, advisor or coach reported and proven to do so will be disqualified from the national event.

Additions/Deletions of National Events

- A. National FFA staff is expected to be proactive in developing new or initiating changes within existing career development events to ensure that they meet the needs of FFA members.
- B. If fifteen (15) state supervisors/executive secretaries develop a proposal for a new career development event, the national FFA staff will conduct a study for the validity of the career development event and make a recommendation to the chief executive officer. Representatives of these states must be from each of the FFA regions. The same process may be used to eliminate a national career development event.
- C. Three years following the initiation of a new career development event, at least fifteen (15) states should be participating. After the next three-year period, at least twenty-six (26) states should be participating in order to retain the event at the national level.

Rules Committee/Scoring Appeals Process

- A. If a written appeal is filed within the seven (7) calendar days after results announcement, national CDE staff will review the appeal. Upon receiving input from team leader and division director, national CDE staff will accept or deny the appeal. The national CDE staff's recommendation will be shared with appeals committee and National FFA Chief Executive Officer for further input, if necessary.
 1. The written appeal must be filed with the Education Division staff responsible for scoring career development events within seven (7) calendar days of the results announcement and accompanied by a \$50 filing fee. The fee will be returned if the appeal is justified.
- B. The appeals committee will be chaired by the National FFA Awards, Recognition and Career Development Events Advisory Committee chairperson who will in turn appoint a representative of each of the following organizations: National Association of Supervisors of Agricultural Education (NASAE), National Association of Agricultural Educators (NAAE) and the American Association for Agricultural Education (AAAE). The National FFA staff responsible for career development events will also serve on the committee.

Waiver of FFA Rules

Any local chapter seeking a waiver of a National FFA policy or procedure must submit in writing to the chapter's state FFA association office. If the request is approved at the state level, it must be forwarded, under the signature of the state advisor or executive secretary, to the career development events education specialist. After study by the appropriate FFA staff, a recommendation to grant or deny the appeal will be forward to the chief executive officer for his/her approval. The request must be submitted to the national FFA staff at least 30 days prior to the scheduled event or due date for which the waiver is requested. This policy does not supersede any current FFA policy for appeals already established for a particular FFA program.

Selection of CDE Superintendents and CDE Committee Members

- A. Nominations for CDE superintendents may come to National FFA staff from the following sources:
 - 1. standing CDE superintendent
 - 2. current CDE committee members
 - 3. state leadership
 - 4. Team Ag Ed partners
- B. CDE superintendents will be selected by national CDE staff and approved by the National FFA Chief Executive Officer.
- C. Each CDE superintendent will serve a three to five year term. At the end of the superintendent's term, a qualified replacement will assume the duties of superintendent.
- D. National FFA staff and CDE superintendents will select qualified individuals to serve on CDE committees. Selection of committee members will be based on:
 - 1. individual qualifications.
 - 2. recommendations from state leaders, current CDE committee members, CDE superintendents or National FFA staff.
 - 3. recommendations from Team Ag Ed partners.
 - 4. current rotational procedures developed by each CDE committee.
 - 5. provide diversity for the committee.
 - 6. commitment to serve a minimum of three years on the committee.
- E. Final approval of new committee members is the responsibility of the National FFA CDE staff with input and recommendations from CDE event superintendent and committee.

Sanctioning Events

Sanctioning of non-national FFA competitive events (those competitive events conducted by organizations other than the National FFA Organization) as National FFA Career Development Events should occur when:

- 1. The highest quality event possible is conducted.
- 2. Organization conducting event and National FFA Organization agree that event can and should be sanctioned.
- 3. Event is recommended by the National FFA Staff responsible for CDEs with input and agreement from the Award and Recognition Advisory Committee and approved by the National FFA Chief Executive Officer.
- 4. National FFA is represented by staff responsible for career development events on the planning and implementation committee for each event.
- 5. Winners of the national sanctioned event will be recognized in the same manner as national career development events winners are currently recognized.

Official Dress

Participants are expected to observe the National FFA Code of Ethics and the proper use of the FFA jacket during career development events. (Please reference the latest edition of the Official FFA Manual.) Official FFA dress is highly recommended for all participants where appropriate and is required for the awards presentation and recognition.

Accessibility for All Students

All special needs requests and appropriate documentation as outlined in the special needs request policy must be submitted at time of certification.

- 1. Special needs policy is posted on the CDE program page at www.ffa.org/cde
- 2. Special needs request due: **August 15**

Written Document Penalties

A penalty of 10% of the total points allotted will be assessed for the written documents received after the postmarked deadline. If the document is still not received seven days after the postmarked deadline, the team/individual may be subject to disqualification.

1. National staff will mark late entries as such.
2. Event officials will be notified of late entries at the time written documents are provided for judging.
3. Event superintendent will ensure that penalty is applied.

National FFA Creed Speaking Career Development Event

A Special Project of the National FFA Foundation

Important Note

Please thoroughly read the Introduction Section at the beginning of this handbook for complete rules and procedures that are relevant to all National FFA Career Development Events.

I. Purpose

The FFA Creed outlines the organization's beliefs regarding the industry of agriculture, FFA membership and the value of citizenship and patriotism. The Creed is recited by FFA members as part of the requirements to earn the Greenhand FFA Degree. The purpose of the Creed speaking career development event is to develop the public speaking abilities of 7th, 8th and 9th grade FFA members as well as develop their self-confidence and contribute to their advancement in the FFA degree program.

II. Agriculture, Food and Natural Resources (AFNR) Career Cluster Content Standards

With the recommendation of the National FFA Board of Directors, all national FFA programs have incorporated these standards to guide the direction and content of program materials and activities. Refer to Appendix A in this chapter of the handbook for a complete list of the measurable activities that participants will carry out in this event. For details about the incorporation of AFNR standards, refer to the Introduction chapter of the CDE handbook.

III. Event Rules

- A. The National FFA Creed Speaking Career Development Event will be limited to one participant per state; participant must qualify in grades 7, 8 or 9; participant must compete at the next national convention following their state qualifying round.
- B. It is highly recommended that participants wear FFA Official Dress for this event.
- C. Three to eight competent and impartial persons will be selected to judge the event. At least one judge should have an agricultural/FFA background. Each state with a speaker shall provide a judge for preliminary and semifinal rounds of the national event. ***Any advisor who has a student competing in a speaking event may not serve as a judge for that respective speaking event.***
- D. Any participant in possession of any electronic device is subject to disqualification.

IV. Event Format

- A. The event will include an oral presentation and answering critical thinking questions directly related to the Creed. Each participant will be asked three questions per round with a five minute total time limit. The questions used will change as the participant progresses to semifinal and final rounds of the event. The questions will be formulated annually by the Creed speaking career development event committee and will avoid two part questions. Sample questions will not be available prior to the event.
- B. Members will present the Creed from the current year's Official FFA Manual.
- C. The event will be a timed activity with four minutes for presentation. After four minutes, the participant will be deducted 1 point for every second over set time.

- D. The national event will be conducted in three rounds: preliminary (consisting of 5–8 speakers per section), semifinals (2 sections of 8 speakers each) and finals (4 participants). The top two speakers from each preliminary section will advance to the semifinals. The top two speakers from the semifinal sections will advance to the final round. No ranking will be given except for the final four. Comment cards for all participants will be distributed at the awards function.
- E. Event officials will randomly determine the speaking order. The room facilitator will introduce each participant by participant number and state association in order of the drawing. No props are to be used. Applause shall be withheld until all participants have spoken.
- F. Each participant must recite the Creed from memory. Each participant shall begin the presentation by stating, “The FFA Creed by E.M. Tiffany.” Each CDE participant should end the presentation with the statement, “... that inspiring task. Thank you.” Additional introductory or concluding remarks will result in accuracy deductions as indicated on the scorecard.
- G. Participants will be held in isolation until their presentation. Participants will not be allowed to have contact with any outside persons.
- H. At the time of the event, the judges will be seated in a designated section of the room in which the event is held. They will score each participant on the delivery of the Creed, using the score sheet provided.
- I. Timekeepers will be designated to record the time used by each participant in delivering his/her speech. Content accuracy judges will record the number of recitation errors during delivery.
- J. When participants have finished the presentation and answering of questions, each judge will total the score of each speaker. The timekeepers’ and accuracy judges’ records will be used in computing the final score for each participant. The judges’ score sheets will then be submitted to event officials to determine final ratings of participants.
- K. Participants will be ranked in numerical order on the basis of the final score to be determined by each judge without consultation. The judges’ ranking of each participant then will be added, and the winner will be that participant whose total ranking is the lowest. Other placings will be determined in the same manner (low point score method of selection).
- L. During preliminary and semifinal rounds, recording of presentations is permitted by one person from each participant’s association for that participant only.

V. Tiebreakers

Ties will be broken based on the greatest number of low ranks. Participant’s low ranks will be counted and the participant with the greatest number of low ranks will be declared the winner. If a tie still exists, then the event superintendent will rank the participant’s response to questions. The participant with the greatest number of low ranks from the response to questions will be declared the winner. If a tie still exists then the participant’s raw scores will be totaled. The participant with the greatest total of raw points will be declared the winner.

VI. Awards

Plaques and medals will be awarded to the national participants by the National FFA Foundation. In addition, *if funding is available*, the final four speakers will receive a monetary award *for travel and registration to the Washington Leadership Conference, not to exceed \$1,000*. The recipients must use this monetary award prior to high school graduation.

VII. References

This list of references is not intended to be all-inclusive. Other sources may be utilized, and teachers are encouraged to make use of the very best instructional materials available. The following list contains references that may prove helpful during event preparation.

Current year's Official FFA Manual

www.ffa.org

National FFA Core Catalog—*Figures of Speech* DVD

<http://shop.ffa.org/figures-of-speech-dvd-p37895.aspx>

Creed Speaking CDE Presentation Rubric - 1,000 points
Participant # _____

Oral Communication – 200 points						
Indicators	Very strong evidence skill is present 5-4	Moderate evidence skill is present 3-2	Strong evidence skill is not present 1-0	Points Earned	Weight	Total Score
A. Speaking without hesitation	Speaks very articulately without hesitation. • Never has the need for unnecessary pauses or hesitation when speaking.	Speaks articulately, but sometimes hesitates. • Occasionally has the need for a long pause or moderate hesitation when speaking.	Speaks articulately, but frequently hesitates. • Frequently hesitates or has long, awkward pauses while speaking.		X 20	
B. Pace	Speaks at a moderate pace to be clear.	Speaks at a moderate pace most of the time, but shows some nervousness.	Pace is too fast/slow; nervous.		X 5	
C. Tone	Voice is upbeat, impassioned and under control.	Voice is somewhat upbeat, impassioned and under control.	Voice is not upbeat; lacks passion and control.		X 5	
D. Pronunciation	Pronunciation of words is very clear and intent is apparent.	Pronunciation of words is usually clear, sometimes mumbled.	Pronunciation of words is difficult to understand; unclear.		X 5	
E. Volume	Emitted a clear, audible voice for the audience present.	Emitted a somewhat clear, audible voice for the audience present.	Emitted a barely audible voice for the audience present.		X 5	
Non-verbal Communication – 400 points						
A. Attention (eye contact)	Eye contact constantly used as an effective connection. • Constantly looks at the entire audience (90-100% of the time).	Eye contact is mostly effective and consistent. • Mostly looks around the audience (60-80% of the time).	Eye contact does not always allow connection with the speaker. • Occasionally looks at someone or some groups (less than 50% of the time).		X 20	
B. Mannerisms	Does not have distracting mannerisms that affect effectiveness. • No nervous habits.	Sometimes has distracting mannerisms that pull from the presentation. • Sometimes exhibits nervous habits or ticks.	Has mannerisms that pull from the effectiveness of the presentation. • Displays some nervous habits – fidgets or anxious ticks.		X 20	
C. Gestures	Gestures are purposeful and effective. • Hand motions are expressive and used to emphasize talking points. • Great posture (confident) with positive body language.	Usually uses purposeful gestures. • Hands are sometimes used to express or emphasize. • Occasionally slumps; sometimes negative body language.	Occasionally gestures are used effectively. • Hands are not used to emphasize talking points; hand motions are sometimes distracting. • Lacks positive body language; slumps.		X 20	
D. Well poised	Is extremely well poised. • Poised and in control at all times.	Usually is well poised. • Poised and in control most of the time; rarely loses composure.	Isn't always well poised. • Sometimes seems to lose composure.		X 20	
Question and Answer—400 points						
A. Being detail-oriented	Is able to stay fully detail-oriented. • Always provides details which support answers/basis of the question.	Is mostly good at being detail-oriented. • Usually provides details which are supportive of the answers/basis of the question.	Has difficulty being detail-oriented. • Sometimes overlooks details that could be very beneficial to the answers/basis of the question.		X 30	
B. Speaking unrehearsed	Speaks unrehearsed with comfort and ease. • Is able to speak quickly with organized thoughts and concise answers.	Speaks unrehearsed mostly with comfort and ease, but sometimes seems nervous or unsure. • Is able to speak effectively, has to stop and think and sometimes gets off focus.	Shows nervousness or seems unprepared when speaking unrehearsed. • Seems to ramble or speaks before thinking.		X 30	
C. Examples used in response to questions	Examples are vivid, precise and clearly explained. • Examples are original, logical and relevant.	Examples are usually concrete, some-times needs clarification. • Examples are effective, but need more originality or thought.	Examples are abstract or not clearly defined. • Examples are sometimes confusing, leaving the listeners with questions.		X20	
Gross Total Points						
Time Deduction*						
Accuracy Deduction**						
Net Total Points						
Rank						

* -1 point per second over, determined by the timekeepers
** - 20 points per word, determined from by the accuracy judges.

Appendix A: AFNR Career Cluster Content Standards

	Performance Measurement Levels	Activity	Related Academic Standards
	CS.02.02. Performance Indicator: Social Growth: Interact with others in a manner that respects the differences of a diverse and changing society.		Language Arts: 12 Social Studies: 1e
	CS.02.02.02.c. Present oneself appropriately in various settings.	Presentation	
	CS.02.05. Performance Indicator: Emotional Growth: Demonstrate healthy responses to one's feelings.		Social Studies: 4a
	CS.02.05.03.c. Exhibit self confidence while in the workplace.	Presentation	
	CS.03.01. Performance Indicator: Communication: Demonstrate oral, written and verbal skills.		Language Arts: 4, 5 and 12
	CS.03.01.03.c. Make effective business presentations.	Presentation	

Appendix B: Related Academic Standards

National academic standards for mathematics, science, English language arts and social studies related to this event are reported below. The statements are based on information in reports of the respective associations/organizations in the academic areas. Some adjustment of numbering was done to facilitate the process of alignment with the standards that have been developed in the pathways of the Agriculture, Food and Natural Resources (AFNR) Career Cluster.

The approach was to determine the presence of alignment between the content standards, expectations or thematic strands of the four academic areas and the performance indicators of the AFNR Standards. Supporting statements have been included to clarify content of the respective content standards, expectations or thematic strands. The statements were initially developed independently by the respective organizations and, therefore, are not parallel in wording and presentation. Occasionally minor editing was done to adjust the background or stem of a statement but not the statement itself.

English Language Arts

4. Students adjust their use of spoken, written and visual language (e.g., conventions, style, vocabulary) to communicate effectively with a variety of audiences and for different purposes.
5. Students employ a wide range of strategies as they write and use different writing process elements appropriately to communicate with different audiences for a variety of purposes.
12. Students use spoken, written, and visual language to accomplish their own purposes (e.g., for learning, enjoyment, persuasion and the exchange of information).

Social Studies

1. Thematic Strand: Culture
 - 1e. demonstrate the value of cultural diversity, as well as cohesion, within and across groups;
4. Thematic Strand: Individual Development and Identity
 - 4a. articulate personal connections to time, place and social/cultural systems;