

Duty/Task: G-8 Plant transplants									
STEPS (Required to Perform the Task)	PERFORMANCE STANDARDS (Observable & Measurable Criteria)	TOOLS, EQUIPMENT, SUPPLIES & MATERIALS (Needed)	REQUIRED KNOWLEDGE AND SKILLS (Math, Science, & Language)	SAFETY (Concerns)	WORKER BEHAVIORS (Important to Worker Success)	DECISIONS (Identify Decisions that Must be Made by the Worker)	CUES (Identify the Data Needed for Making Correct Decisions)	ERRORS (Indicate What May Result if Incorrect Decisions are Made)	
MECHANICALLY									
1 Set up the planter for the crop being planted	1 Set up the planter to be able to accurately plant the desired crop	1 Planter, hand tools	1 Basic mechanical knowledge, knowledge of plant growth characteristics (distance between plants, plant density, etc.)	1 Use caution around mechanical equipment	1 accurate, knowledgeable, observant, physically fit	1 What adjustments do I need to make to the planter to plant this crop? What tools do I need to make the adjustments?	1 Owner's manual for the planter, type of plants being planted	1 Won't accurately plant the stock, won't grow to produce optimal yield	
2 Stock the planter with required material (water, fertilizer, transplant stock)	2 Stocked the planter with the required planting supplies	2 Planter, planting stock, water, fertilizer	2 Planting requirements for the stock being planted, amount of plants being planted, how to calculate fertilizer application rates	2 Use proper lifting techniques and fertilizer handling methods	2 Precise, accurate, organized, timely	2 What supplies do I need to stock on the planter? How much of each do I need? How much fertilizer do I need to add?	2 Plants being planted, planter capacity, length of rows, desired rate of phosphorus (starter) fertilizer	2 Will run out of supplies which will affect planting efficiency, waste time and money	
3 Plant the transplant material	3 Planted the transplant material to the proper depth and spacing	3 Planter, tractor, planting supplies, planting assistant	3 Tractor driving skills, communication skills	3 Basic tractor safety, use caution when placing plants in planter	3 Timely, attentive, accurate, conscientious	3 How fast do I go? How much do I overlap passes? How do I know if the planter is working correctly? Will my supplies get me to the end of the row? When do I restock the planter?	3 Plant material being planted, assistant's skills, soil conditions	3 Won't have a crop to harvest	
4 Restock and refill planter as needed	4 Restocked/refilled planter in order to achieve maximum planting efficiency	4 Planter, planting stock, water, fertilizer	4 Planting requirements for the stock being planted, amount of plants being planted, how to calculate fertilizer application rates	4 Use proper lifting techniques and fertilizer handling methods	4 Precise, accurate, organized, timely	4 What supplies do I need to stock on the planter? How much of each do I need? How much fertilizer do I need to add?	4 Plants being planted, planter capacity, length of rows, desired rate of phosphorus (starter) fertilizer	4 Will run out of supplies which will affect planting efficiency, waste time and money	
5 Walk the field behind the planter to reposition improperly positioned plants	5 Someone walked behind the planter to ensure plants were being properly planted	5 Hand spade	5 Knowledge of proper planting depth and spacing	5 Avoid sprains if walking on uneven ground	5 observant, physically fit, responsive	5 Do any of the plants need re-positioning? How do I re-position them? Should I yell at the operator to fix his damn planter?	5 Observations, manual planting skills, knowledge of how to position the plants	5 May have incorrectly positioned plants which won't grow to maturity	
MANUALLY									
6 Transport plants to the field	6 Transported the plants to the field without damaging them	6 Wagon/trailer, box truck or van	6 Driving skills	6 Avoid damaging plants during transport	6 cautious, careful, conscientious	6 How do I get to the field? Do the weather conditions require any protection for the plants?	6 Current weather conditions, location of the field being planted, how long it will take to plant the crop	6 Won't be able to plant our transplants	
7 Make holes in soil by punching or digging	7 Created adequate sized holes (diameter, spacing and depth) for transplants	7 Hand spade, dibble	7 Knowledge of proper planting depth and spacing	7 Avoid sprains if walking on uneven ground	7 physically fit, accurate, precise, efficient	7 How far apart should my holes be? How deep should they be? How big around should they be?	7 Plants being planted	7 Won't be able to plant our transplants	
8 Place plants in holes, cover plant roots with soil and press firmly around plant	8 Properly placed and covered plants	8 Hand spade, hand/foot	8 Knowledge of proper planting depth, positioning and spacing	8 Avoid sprains if walking on uneven ground	8 physically fit, accurate, precise, efficient	8 Have I positioned the plant correctly? Have I pulled enough dirt up around the plant?	8 Observation of planted plants	8 Won't have a crop to harvest	
9 Apply water and/or fertilizer solution to plants	9 Correctly applied water and/or fertilizer to plants	9 Irrigation system	9 Mechanical knowledge, knowledge of fertilizer calculation methods	9 Use PPE when handling fertilizer	9 Accurate, timely, organized	9 Do I need to apply water or fertilizer? How much of each do I apply, if needed? How do I apply it?	9 Field conditions, plant requirements	9 Plants won't be healthy and will not produce desired yields	
Analyst: John Moser			Specific Relevant References:						
Expert Workers:			1						
Al Welch			2						
Milan Pajev			3						
Cindy Folck									