



## Priority #2 Fulfilling Our Mission

Goal 1: Cultivate a love of nature		Priority (1, 2, or 3)	Resource Requirement (High, Mid, or Low)	Team	Lead	1 Q 17	2 Q 17	3 Q 17	4 Q 17	1 Q 18	2 Q 18	3 Q 18	4 Q 18	1 Q 19	2 Q 19	3 Q 19	4 Q 19	Outcomes	Status
a	Create more definitive and targeted programs for non-user populations.	1	Low	Interpretive Staff	Community Engagement Outreach Manager			x	x	x	x	x	x	x	x	x	x	Increase non-user visitation compared to established baseline.	SLNC / RCC 11/14/17 NE
b	Create pilot "pop up" engagement opportunities utilizing the special-use permit information.	2	Low	Interpretive Staff/Managers	Community Engagement- Assistant Education & Recreation Manager		x	x	x	x	x	x	x	x	x	x	x	Conduct 5 pop-ups annually to reach new park users.	To be planned in 2018 or 2019. 11/14/17 NE
c	To engage the public in conservation, promote our NRM volunteer programs to the public to solicit more participation. Work with Volunteer Coordinator and CE to advertise openings.	1	Low	Natural Resource Management	Park Biologist													Increase and improve participation in citizen science programs.	NRM hosted a Citizen Science Open House in December of 2017. Rob Curtis and Marlo Perdicas worked with CE, regional partners, and local media to get the public involved in Citizen Science. Megan Schaeffer developed an entirely new Citizen Science program to engage the public in park archaeology at Valley View. Marlo Perdicas is planning to apply for a watershed outreach grant in early 2018. NRM and Operations hosted a massive community reforestation project in 2017. MJ 11/17.
d	To better inform the public about conservation, and work with our CE department, give public presentations and demonstrations on current relevant topics. This may include "behind the scenes tours". Create new Gorge Dam booth and educational video.	1	Low	Natural Resource Management	Chief of Resource Management	x	x	x	x	x	x	x	x	x	x	x	x	Provide 10 presentation/programs every year. The public will be better informed about conservation efforts of the Metro Parks.	Marlo Perdicas hosted a Public Presentation at Happy Days in May to Promote Citizen Science and the Ohio Bee Atlas. Elaine Marsh has planned and will speak at more than 120 venues this year to promote our Free the Falls initiative. We are presently maxed out on outreach. We would like to do something with the Sand Run Watershed to build a grassroots movement to help save this park but we do not have the staff. Marlo is looking into funding that might subsidize a new staff person to work in this. MJ 11/17.
e	Work with the Community Engagement and Planning Departments to create better and more diversified habitats in high use areas to demonstrate and interpret value.	2	Mid	NRM/CE/Planning	Chief of Resource Management													Create a greater diversity of micro-habitats around nature centers and other high visitation areas.	We are currently working with CE on a native planting around the Liberty Nature Center that is being paid for with Foundation Grant. Currently working with Planning and Operations on the design and implementation of the restoration of the Cascade Valley Golf Course. MJ 5/8/17. Ongoing 11/17
f	Host at least one natural resource in-service training to educate staff on best practices of managing our natural resources (Resource Management offering the training)	2	Low	Natural Resource Management Staff	Chief of Resource Management			x										Increase inter-departmental education creating a better informed staff.	Currently participating in seasonal orientations to make new staff aware of our natural resources. Made a visit to all field offices to meet with park managers and drop off 2017 NRM mapping and workbooks.
g	Identify cultural, educational, or historic interpretation opportunities within parks that are new or being updated and add interpretative features into park design. Create baseline of existing park visitor experience. We worked with CE to develop interpretive signage for the cemetery at Tallmadge Meadows. M. Johnson 5/8/17.	3	Low	NRM/Planning Staff/CE	Planning Project Manager	x	x	x	x	x	x	x	x	x	x	x	x	Improve the visitor experience.	We are creating a fully functioning Cultural Resource Program. We are scanning existing CR reports; we are archiving documents internally and with outside partners; we are conducting archaeology field work at Valley View; we are interviewing past park staff to create a "story core" for Metro Parks. Looking into outside funding to supplement salaries. MJ 11/17
h	Support SMP's outreach by creating an explorer program (Jr. High/High School).	3	Low	Specialized Rangers	Ranger School Program Coordinator	x		x		x		x		x		x		Initiate explorer program with 5 participants to meet monthly.	Program has been started with recruitment drive and open house. Training for rangers who will be instructing recruits. (DS)

i	Participate in citizen police academies by providing rangers as speakers.	3	Low	Specialized Rangers	Ranger School Program Coordinator	x		x		x		x		x		x		Participate in 2 citizen police academies annually.	Capt Carris - contact Summit SW Citizens Police Academy, Summit County Sherrif Dept contacted by Chief. Classes held at Green Training Ctr, but no classes currently scheduled.(DS)
j	Partner with Res. Mgmt., Naturalists or outside agency to offer environmental education enrichment each year for volunteers. Administer pre and post tests to evaluate if information changed behavior relative to the topic.	3	Low	Volunteer Manager/specific staff members for selected opportunity	Volunteer Manager				x					x				Improve behaviors relevant to the topic.	Partnered with Res Mgr on bee/inat program at CNVP on May 19 an enrichment event. I invited our vols and had an information table at the event. Approx. 10 of our volunteers became engaged in this cause. DD Done 5/19
k	Actively target families to volunteer together to create new generations of park stewards for initiatives such as Trail Team. Recruit for Trail Team position at our naturalist family programs. Record the number of successfully trained volunteers from this recruitment source.	1	Mid	Volunteer Manager	Volunteer Manager				x					x				Increase Trail Team by 2 new families per year.	2017 COMPLETE, DD
l	Allow all staff who choose to attend at least one nature educational opportunity/naturalist program, on the clock w/ approval of supervisor. Program should be held within or near their assigned area. Operations staff may attend one program each year.	2	Low	Community Engagement staff/ Resource Management staff	Senior Staff/ Supervisors/ Managers					x								Increase employee's knowledge on the park they help maintain.	All staff have been encouraged to attend naturalist programs and ride with a ranger. MJ 5/9/17 OPS - Offered to staff. Only a few have taken advantage of opportunity. (Example - FR crew attended histroy hike at DLQ) (AH 11/17)
<b>Goal 2: Be responsible stewards of our resources</b>		Priority (1, 2, or 3)	Resource Requirement (High, Mid, or Low)	Team	Lead	1 Q 17	2 Q 17	3 Q 17	4 Q 17	1 Q 18	2 Q 18	3 Q 18	4 Q 18	1 Q 19	2 Q 19	3 Q 19	4 Q 19	Outcomes	Status
a	Create a cost analysis report including operating and capital expenses for all rental facilities.	1	Low	Finance/Park Managers/Planning	Chief of Operations				x									Establish a fee policy to achieve 100% cost recovery on all rentals.	On-going. Proposal for 2018 rate increases approved by Board. Researching cost recovery for park and recreation. The plan is to determine cost recovery goals and develop a strategy to achieve those goals. (AH 11/17)
b	Solicit feedback from staff to make certain Natural Resource Management work products are user friendly, i.e. maps, best management practices. Contact all park managers at least once/year. Set up meetings to distribute materials.	1	High	NRM/Planning/Ops/CE	Chief of Resource Management	x	x	x	x	x	x	x	x	x	x	x	x	Better informed staff using better designed work products.	Meeting with Park Managers is complete.
c	Train other departments on new technology using our technological expertise to aid in planning, i.e. iPad set up, maps, databases, etc. Develop new tools to aide in park management.	1	Mid	NRM	Park Biologist	x	x	x	x	x	x	x	x	x	x	x	x	Increase efficiency of other departments by utilizing tools developed in NRM department.	New technology development is currently on hold due to budget constraints. MJ 5/9/17
d	Implement ecological restoration projects to mitigate impacts of park development. All impacts created from park development will be assessed and mitigated on park lands.	1	High	NRM/Planning/Operations	Park Biologist	x	x	x	x	x	x	x	x	x	x	x	x	Reduce impacts through integrated planning. No net-loss of wetlands from Metro Park property.	There are presently no park projects that will impact regulated natural resources. We continue to monitor our wetlands restoration projects at Confluence and Silver Creek that were constructed to mitigate wetlands impacts from the cross country course. MJ 5/9/17. Looking into mitigation as a supplemental funding source. MJ 11/17
e	Meet with neighboring agencies to collaborate on the use of technology to create and improve ecological databases and mapping.	1	High	Tech Committee	Park Biologist			x	x	x	x	x	x	x	x	x	x	Collaborate to improve efficiency through better use of technology. Participate in 2 multi-agency meetings every year.	We have had initial meetings with Summit County but this is now on hold due to budget constraints. M.Johnson 5/9/17
f	Annually evaluate staffing levels and job classifications. Develop staffing proposal each November to propose adjustment to workforce prior to upcoming budget. Establish baseline for measurement in 2017.	1	Low	Park Managers	Chief of Operations				x					x				Maintain high standards and reduce the number of unfinished priority projects.	On-going. Switched a Tech 2 position to a Tech 3 for successional planning. Looking to convert an existing Tech 2 position to a Forestry Crew Leader in 2018. Focus on Greenways and how best to manage the growth (AH 11/17)
g	Create a cost analysis report for our Special Use Permit. Update guidelines, form and fee schedule. Establish a fees and charges policy.	2	Low	Finance/Park Managers/Ranger Supervisors/Customer Service	Chief of Operations	x												Increase transparency for staff and the public and begin cost recovery.	Working on revisions to SUP program (forms, terms and conditions/guidelines). Rough draft complete but monitoring special use request and working with managers on fees and types of activities requested. Plan to have finalized winter 2017-18. One change we made so far this year is applying the existing SUP fee schedule. The goal is to avoid SMP supplementing activities being hosted by others. (AH 11/17)
h	Create a cost analysis report including operating expenses for swim operations. Provide recommendations on operational changes and/or adjustments to fees annually.	2	Low	Finance/Swim Park Managers/Chief of Ops/Chief of Rangers	South Regional Manager													Reduce amount park district subsidizes the swim operation.	Swim park managers are working with the Finance dept to track expense/revenue and have simplified the annual report. Board approved changes to swimming and boat rental fees for 2018. (AH 11/17)

