



## Priority # 3: Land Stewardship

| Goal 1:<br>Manage & maintain park assets |                                                                                                                                                                                                                                                                   | Priority<br>(1, 2, or 3) | Resource Requirement<br>(High, Mid, or Low) | Team                                        | Lead                                 | 17 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | Outcomes                                                                                                                                        | Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------------|---------------------------------------------|--------------------------------------|----|---|---|---|---|---|---|---|---|---|---|---|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                          |                                                                                                                                                                                                                                                                   |                          |                                             |                                             |                                      | Q  | Q | Q | Q | Q | Q | Q | Q | Q | Q | Q | Q |                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| a                                        | Research and document standards for auction items within categories and review annually. Determine auction list 3 months in advance to evaluate what items can be used by other departments prior to finalizing list resulting in money savings to park district. | 2                        | Low                                         | Chief of Ops/Service Center Manager/Finance | Director                             | x  |   |   |   | x |   |   |   | x |   |   |   | Track number of items re-used within the district.                                                                                              | Review of list will take place prior to the fall auction. In 2018. 11/2017                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| b                                        | Evaluate, eliminate and redesign, as necessary, park interpretative exhibits. Determine which exhibits need updates, repairs, elimination, which are effective and whether new/additional are needed to educate visitors in alignment with our mission.           | 1                        | Mid                                         | Community Engagement Staff                  | CE Education & Recreation Manager    | x  | x | x | x | x | x | x | x |   |   |   |   | Increase and maintain our high standards for the visitor experience.                                                                            | FASN exhibit committee formed to talk about future of exhibit hall. Two planning meetings in 2017. Greene making recommendations for new TT panels this month. 11/14/17 NE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| c                                        | Inventory and document cultural resources on our properties and determine appropriate management steps for long-term protection.                                                                                                                                  | 1                        | Mid                                         | Cultural Resource Team                      | Cultural Resource Specialist         | x  | x | x | x | x | x | x | x | x | x | x | x | Improve awareness and protection of cultural resources in alignment with our mission.                                                           | Our trio of CRM experts have hit the ground running and are working better than anticipated. We have designed and implemented a new Citizen Science project to bring the public into CRM surveys and protection. We are presently working to interview "old timers" and create a "story core" bank that is also being used by CE and the foundation. We are working on the CRM compliance for the Gorge Dam, and we are wrapping up a CRM inventory of the Valley View area. Our CRM staff have also given several well attended public presentations. MJ 7/28/17. We are also now looking into historical restoration of the Gorge Shelter 11/17.                                                                                                                                                                                                                                                                           |
| d                                        | Improve staff efficiency through emerging computer technology (hardware, software, and operating systems).                                                                                                                                                        | 1                        | High                                        | Technology committee                        | Director                             | x  | x | x | x | x | x | x | x | x | x | x | x | Improved productivity, function and efficiency with our computer system.                                                                        | This is underway and improvements will be phased over several years. 1/1/2018 LK                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| e                                        | Plan and implement a strategy for restoring rare habitats that were lost from historic land use. Protecting natural resources is at the heart of our mission.                                                                                                     | 1                        | High                                        | Resource Management staff                   | Park Ecologist                       | x  | x | x | x | x | x | x | x | x | x | x | x | Restored habitats will be quantified based on new acreages restored. Stream restorations will be evaluated based on linear feet of restoration. | Pond Brook Phase 3 is in final design stages and additional funds have been secured for construction. We plan to bid this out end of summer 2017. The project is now out to bid MJ 11/17. We have not had time or staff to do anything more in this area MJ 11/17.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| f                                        | Promote endangered species conservation through surveys and mapping as well as working with Planning and Operations to avoid impacts and Community Engagement to educate the public.                                                                              | 1                        | High                                        | Resource Management staff                   | Chief of Natural Resource Management | x  | x | x | x | x | x | x | x | x | x | x | x | Maintain biodiversity and protect our natural resources. Avoid impacts to rare species and mitigate any unavoidable impacts.                    | Our mapping products were updated for 2017 and are available as "live" data from smart phones, lap tops, and desk top devices. This has served as the most useful method to protect our existing resources from park development and operational impacts. Several projects aimed at protecting rare species (spotted turtles, northern monkshood, green snakes) continue. Habitat management in the form of invasive species management continue and Eric Fitch has been working closely with Chief of NRM and Don Heffner. Projects have been continued at Heron Pond, Springfield Bog, Firestone Fen. Spring burns were planned and implemented in April. The deer management program continues and the lottery for public archery was held in July. MJ 7/27/17. We are a bit behind in survey work and the new maps for 2018 will be delayed. Valley View restoration is consuming a huge amount of staff time. MJ 11/17. |
| g                                        | Update all existing park Standard Operating Procedures annually to ensure continued high standards. Create standardize electronic copy on s-drive.                                                                                                                | 1                        | Low                                         | Park Managers/Crew Leaders                  | North Regional Manager               | x  |   |   |   | x |   |   |   | x |   |   |   | 100% up-to-date park Standard Operating procedures.                                                                                             | Park Managers consolidated files. Bartzi working on standardizing organization of files and creating universal SOPs. (AH 11/17)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| h                                        | Create a facility preventative maintenance program. Develop Standard Operating Procedures and inspection checklist.                                                                                                                                               | 1                        | Low                                         | Park Managers                               | Ops Service Manager                  | x  |   |   |   |   |   |   |   |   |   |   |   | Reduce number of preventable emergency repairs.                                                                                                 | COMPLETE: Monthly and annual inspection forms created. SOP done and in use. Annual inspection will be completed each October. (AH 11/17)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

|   |                                                                                                                           |   |      |                                             |                              |   |   |   |  |  |  |  |  |  |  |  |  |  |  |                                                                                                             |                                                                                                                                                                                        |
|---|---------------------------------------------------------------------------------------------------------------------------|---|------|---------------------------------------------|------------------------------|---|---|---|--|--|--|--|--|--|--|--|--|--|--|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| i | Establish universal written park maintenance standards.                                                                   | 2 | Low  | Regional Managers/Chief of Operations       | North Reg Manager            |   |   |   |  |  |  |  |  |  |  |  |  |  |  | Achieve uniformity between parks.                                                                           | Working with SR Manager to create. Picnic Pad standards established. Need to determine central location to store all standards so they are easy to find. (AH 11/17)                    |
| j | Create a priority maintenance schedule.                                                                                   | 1 | Low  | Chief of Ops/Reg Mgrs/Planning/Res. Mgmt.   | Chief of Ops/Service Manager | x |   |   |  |  |  |  |  |  |  |  |  |  |  | Create baseline decision matrix leading to 100% compliance with priority schedule.                          | Project list created and updated biweekly. (AH 11/17)                                                                                                                                  |
| k | Develop a sustainable trails guideline manual.                                                                            | 3 | Low  | Project Mgr/Reg Manager/Chief of Operations | Sand Run Park Manager        |   |   |   |  |  |  |  |  |  |  |  |  |  |  | A reference document for staff.                                                                             | Neal working on creating guidelines. (AH 11/17)                                                                                                                                        |
| l | Develop a Tree Risk Management Plan.                                                                                      | 3 | Low  | Regional Mgrs/ Goodyear Park Mgr            | Chief of Operations          |   |   |   |  |  |  |  |  |  |  |  |  |  |  | A resource to guide staff to reduce emergency tree removals.                                                | Researching topic. We have a good example and plan to modify it for our needs. A draft will be completed, but will need to be reviewed by legal. (AH 11/17)                            |
| m | Revise and train managers on coding time sheets to produce a more accurate report on staff hours used to maintain assets. | 1 | Low  | Regional Manager/Park Managers              | Chief of Operations          |   |   |   |  |  |  |  |  |  |  |  |  |  |  | Improve uniformity between parks and the ability to communicate accurate labor costs.                       | Currently using same coding system. Progress: Information collected from each manager, developed definitions for each category and drafted possible revisions/additions to METS codes. |
| n | Prioritize maintenance projects. Assemble plans to address maintenance project needs.                                     | 3 | High | Planning staff, Ops Chief, regionals        | Chief of Planning            | x | x | x |  |  |  |  |  |  |  |  |  |  |  | Increase efficiency in scheduling major maintenance projects.                                               | Ongoing 11/15/17 NGM                                                                                                                                                                   |
| o | For signage -set up project protocol, review park signs and create a flow chart.                                          | 2 | Mid  | Planning Staff/Operations Staff             | Chief of Planning            | x |   |   |  |  |  |  |  |  |  |  |  |  |  | Maintain standards to maintain park branding.                                                               | Assembled and implemented by Rankin                                                                                                                                                    |
| p | Set individual budget meetings with departments for regular check-ins on status and spending guidelines.                  | 1 | Low  | Senior Staff                                | Chief of Finance             | x |   |   |  |  |  |  |  |  |  |  |  |  |  | To advise and counsel staff resulting in maintenance of operating budget and district financial resiliency. | Budget meetings 2/22/17 & 3Q 17 - DF 11/15/17                                                                                                                                          |

|                                                         |  |                                 |                                                    |             |             |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                 |               |
|---------------------------------------------------------|--|---------------------------------|----------------------------------------------------|-------------|-------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------|---------------|
| <b>Goal 2:<br/>Balance conservation with public use</b> |  | <b>Priority</b><br>(1, 2, or 3) | <b>Resource Requirement</b><br>(High, Mid, or Low) | <b>Team</b> | <b>Lead</b> | <b>1</b><br><b>Q</b><br><b>17</b> | <b>2</b><br><b>Q</b><br><b>17</b> | <b>3</b><br><b>Q</b><br><b>17</b> | <b>4</b><br><b>Q</b><br><b>17</b> | <b>1</b><br><b>Q</b><br><b>18</b> | <b>2</b><br><b>Q</b><br><b>18</b> | <b>3</b><br><b>Q</b><br><b>18</b> | <b>4</b><br><b>Q</b><br><b>18</b> | <b>1</b><br><b>Q</b><br><b>19</b> | <b>2</b><br><b>Q</b><br><b>19</b> | <b>3</b><br><b>Q</b><br><b>19</b> | <b>4</b><br><b>Q</b><br><b>19</b> | <b>Outcomes</b> | <b>Status</b> |
|---------------------------------------------------------|--|---------------------------------|----------------------------------------------------|-------------|-------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------|---------------|

|   |                                                                                                                                                                      |   |     |                                          |                                      |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-----|------------------------------------------|--------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a | Develop Best Management Practices (BMP's) for routine and daily planning use to help meet regulatory requirements.                                                   | 1 | Low | Resource Management staff                | Chief of Natural Resource Management | x | x | x | x | x | x | x | x | x | x | x | x | x | Protection and preservation of Cultural Resources.      | In Progress. Nothing new to report. MJ 7/27/17. Limited staff time has continued to delay this work MJ 11/17.                                                                                                                                                                                                                                                                                                                                        |
| b | Develop mitigative techniques (wildlife underpasses, small corridor connections) to facilitate park development and conservation, i.e. turn culverts into corridors. | 1 | Mid | Resource Management staff                | Chief of Natural Resource Management | x | x | x | x | x | x | x | x | x | x | x | x | x | Reduce impacts on park development by 75%.              | The new trail re-route for Hampton Hills was recently completed and was a collaborative effort between NRM and Operations to construct new trails using minimal impact techniques. We are working on Valley View with Planning Department to design a recreational facility that will minimally impact the environment. There are not many new construction projects on-going that this goal can be applied to. MJ 7/27/17. Nothing to update 11/17. |
| c | Identify possible areas where we can add primitive trails of more than 4+ miles, i.e. Hampton Hills, Liberty Park.                                                   | 3 | Low | Resource Management staff/ Park Managers | Chief of Planning                    |   |   |   |   |   |   |   |   |   |   |   |   |   | Construct at least one trail by 2019                    | On going.                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| d | Keep developed footprint less than 10%. Cross check against what other parks use for ratio and rationale for conservation.                                           | 1 | Low | Resource Management staff/ Park Managers | Park Planner                         | x | x | x | x | x | x | x | x | x | x | x | x | x | Maintain 90% conservation of all new and existing land. | On going.                                                                                                                                                                                                                                                                                                                                                                                                                                            |

|                                                                                        |  |                                 |                                                    |             |             |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                                   |                 |               |
|----------------------------------------------------------------------------------------|--|---------------------------------|----------------------------------------------------|-------------|-------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------|---------------|
| <b>Goal 3:<br/>Responsibly identify strategic land acquisitions &amp; partnerships</b> |  | <b>Priority</b><br>(1, 2, or 3) | <b>Resource Requirement</b><br>(High, Mid, or Low) | <b>Team</b> | <b>Lead</b> | <b>1</b><br><b>Q</b><br><b>17</b> | <b>2</b><br><b>Q</b><br><b>17</b> | <b>3</b><br><b>Q</b><br><b>17</b> | <b>4</b><br><b>Q</b><br><b>17</b> | <b>1</b><br><b>Q</b><br><b>18</b> | <b>2</b><br><b>Q</b><br><b>18</b> | <b>3</b><br><b>Q</b><br><b>18</b> | <b>4</b><br><b>Q</b><br><b>18</b> | <b>1</b><br><b>Q</b><br><b>19</b> | <b>2</b><br><b>Q</b><br><b>19</b> | <b>3</b><br><b>Q</b><br><b>19</b> | <b>4</b><br><b>Q</b><br><b>19</b> | <b>Outcomes</b> | <b>Status</b> |
|----------------------------------------------------------------------------------------|--|---------------------------------|----------------------------------------------------|-------------|-------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------|---------------|

|   |                                                                                                                                                            |   |     |                                        |                      |   |   |   |   |   |   |   |   |   |   |   |   |   |                                                                                                         |                                                                                      |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-----|----------------------------------------|----------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| a | Develop model to identify high quality areas for acquisition that accomplishes access to underserved communities and other important goals.                | 1 | Mid | Resource Management and Planning staff | Chief of Planning    |   |   |   |   |   |   |   |   |   |   |   |   |   | Increase access to parks and nature where none currently exist.                                         | We will follow the 1925 master plan melded with the presented NRM model.             |
| b | Target funding opportunities and facilitate grant applications to execute land acquisitions and restoration projects without using general fund resources. | 1 | Low | Resource Management staff              | Land Acq. Specialist | x | x | x | x | x | x | x | x | x | x | x | x | x | Achieve 100% funding for these project via dollars brought into the park district from outside sources. | We are having great success receiving grants and using creative solutions for match. |
| c | Conduct operational needs assessments prior to new acquisitions.                                                                                           | 1 | Low | Operations Staff                       | Chief of Operations  |   |   |   |   |   |   |   |   |   |   |   |   |   | Ensure the district does not overextend staff and resources.                                            | As needed.                                                                           |

| Goal 4:<br>Create & adapt parks to meet public needs |                                                                                                                                                                                             | Priority<br>(1, 2, or 3) | Resource Requirement<br>(High, Mid, or Low) | Team                                                               | Lead                              | 1<br>Q<br>17 | 2<br>Q<br>17 | 3<br>Q<br>17 | 4<br>Q<br>17 | 1<br>Q<br>18 | 2<br>Q<br>18 | 3<br>Q<br>18 | 4<br>Q<br>18 | 1<br>Q<br>19 | 2<br>Q<br>19 | 3<br>Q<br>19 | 4<br>Q<br>19 | Outcomes                                                                     | Status                                                                                                                                                                                                                                            |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------------|--------------------------------------------------------------------|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a                                                    | Create on-line modules for park facilities and/or programming to improve the user experience and efficiency.                                                                                | 1                        | Low                                         | Tech Team/Customer Service/ Community Engagement                   | Chief of Community Engagement     |              |              | x            | x            | x            | x            | x            | x            | x            | x            | x            | x            | Increase positive online experience as shown by reduced Contact Me contacts. | Currently keeping tabs on quantity of counts as baseline. NE 07/13/17                                                                                                                                                                             |
| b                                                    | Evaluate the popularity/use of amenities versus time spent on those amenities, i.e. ice skating at the Gorge, within the next 3 years. Create a document to report observations and trends. | 3                        | Mid                                         | Park Managers/ Regional Managers.                                  | North and South Regional Managers |              |              |              |              | x            |              |              |              |              |              |              |              | Report of trends will lead to addition or removal of amenities.              | Identified areas to stop mowing, reduce underutilized picnic areas, etc. Proposal submitted to remove Gorge ice skating area, but working with Cuyahoga Falls this winter since ice skating is closed during construction of Front St. (AH 11/17) |
| c                                                    | Use ADA assessment to define priorities and get a plan in place for each department to resolve accessibility issues.                                                                        | 1                        | Low                                         | Operations /Planning Department                                    | Chief of Planning                 | x            | x            | x            | x            | x            | x            | x            | x            | x            | x            | x            | x            | Increased accessibility to park facilities.                                  | Projects are under way 11/15/17 NGM                                                                                                                                                                                                               |
| d                                                    | Continue to implement the Hampton Hills Mountain Bike Trail master plan. Set annual performance goals.                                                                                      | 1                        | High                                        | Project Mgr/SR Mgr. & Crew Leader I /Planning/ Resource Management | Ops Services Manager              | x            |              |              |              | x            |              |              |              | x            |              |              |              | Construct an additional 10 miles of trails over the next 3 years.            | Completed 2+ additional miles in 2017. Overall mileage did not change, but made trails safer for riders by covert areas that were once two-way travel in to one-way. (AH 11/17)                                                                   |