



SCA Trail Interns Program Development

February 18th, 2014

Project Summary

Created and developed a viable partnership with Ohio State Parks (OSP) and the Student Conservation Association (SCA) in order to assess and improve trails in a cost effective manner

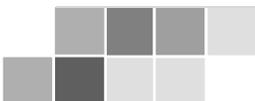
Project Goals

- Provide an outdoor recreational experience that exceeds visitors expectations
 - Provide a safe trail experience
 - Promote wellness and recreation
 - Reduce labor and hiring costs
 - Develop a potential career pool
- **Project Methodology**
 - Initiate dialogue & create strategic partnership with SCA**
 - Establish agreements and commitments with SCA
 - Develop & Implement “Trail Program”**
 - Guide interns and provide them with a feedback mechanism to further develop program
 - Achieved pilot program and review results**
 - Make continuous improvements for future programs

Project Team

For more information about this project, contact team members:

NAME	AGENCY	TITLE	EMAIL	PHONE
Chad Smith	ODNR	Project Lead	chad.smith@dnr.state.oh.us	513.839.0833
Dana Smith	Commerce	Communications	dana.smith@com.ohio.gov	614.644.0523
George Strobel	Ohio EPA	Tech/Data	george.strobel@epa.state.oh.us	937.285.6052
Amy Bornman-Weber	OJFS	Scribe	Amy.bornman-weber@jfs.ohio.gov	614.644.5605
Sharon Linard	Ohio Dept. of Health	Tech	Sharon.linard@odh.ohio.gov	614.6444659



SCA Trail Interns Program Development Enhancing Ohio State Park Trails

2/18/2014

Project Sponsors	
Scott Fletcher	Ohio Department of Natural Resources, Division of Parks and Recreation
Dee Hammel	Ohio Department of Natural Resources, Division of Parks and Recreation

Cohort 47 Project Team			
Amy Bornman-Weber	Ohio Department of Job and Family Services	4020 E. Fifth Avenue Columbus, OH 43219	614-644-5605
Sharon Linard	Ohio Department of Health	246 N. High St. Columbus, OH 43215	614.466.3543
D. Chadwick Smith	Ohio Department of Natural Resources	2045 Morse Rd Columbus, OH 43229	614-265-6860
Dana J. Smith	Ohio Department of Commerce	8895 E. Main Street Reynoldsburg, OH 43068	614-644-0523
George Strobel	Ohio Environmental Protection Agency	401 E. 5th. Street Dayton, OH 45402	937-285-6052

SCA Trail Interns Program Development Enhancing Ohio State Park Trails

TABLE OF CONTENTS

I.	Introduction	3
II.	Project Description	3
III.	Expected Purpose & Goal	4
IV.	Planning the Project and Execution	4
V.	Project Results	5
VI.	Benefits of Program	6
VII.	Team Dynamics	6
VIII.	OCPM Workshop knowledge	8

Attachments

Cohort 47 Business Case	Attachment A
ODNR/SCA Agreement	Attachment B
Hueston Woods Trail Survey	Attachment C
SCA Intern Position Posting	Attachment D

SCA Trail Interns Program Development Enhancing Ohio State Park Trails

I. INTRODUCTION

The Ohio Certified Public Manager program (OCPM) provides a variety of learning opportunities and tools to enhance the skills and abilities of public employees who are currently in supervisory roles. Over the course of 18 months, students learned a variety of skills and tools and began to apply these new tools in the work environment. The program also requires students to apply what they have learned through participation in a Business Case project (Attachment A). The Project selected was a program designed to improve Ohio State Parks through a partnership with the Student Conservation Association (SCA).

II. PROJECT DESCRIPTION

The Ohio State Parks are used by people all over Ohio and require a considerable amount of maintenance to keep them in good repair for the enjoyment of those using them. As a result of budgetary cuts, many of the hiking trails in these parks have not received the proper attention and maintenance to keep them clear and accessible. A large number of trails have become overgrown and difficult to navigate. In many parks there are trails that are completely impassible. As part of the project study, a survey was conducted (See Attachment C). Many of the comments confirm the trail accessibility was, indeed, an issue. A resolution was not feasible with reduced staffing levels at many of the parks across Ohio. Any positive changes to staffing levels were not likely so an alternative solution was necessary in order for the Department of Natural Resources to continue to provide opportunities for hiking at many of the State parks.

III. EXPECTED PURPOSE AND GOAL

Given the reduction in staffing at the state parks and the continued interest and desire of the community to visit and enjoy the parks, it became evident that a remedy needed to be found. The parks had employed interns for various projects and assignments in the past so the idea of having interns assigned to the task of cleaning up and managing the many trails was a realistic and logical answer to the problem. These interns would be selected through an organization called the Student Conservation Association (SCA). The (SCA) specializes in placing college interns in jobs working in the field of Natural Resources and Parks and Recreation. These interns would be hired and work in teams of a minimum of two at each location to identify the trails at each park then assess the condition, develop a plan for rehabbing the trail and execute the plan to return the trail to a clean, useful and safe condition.

The goals of the project are listed below:

- Provide an outdoor recreational experience for Ohio State Park visitors that exceed their expectations.
- Provide a safe experience on our trails
- Promote Wellness and recreation at our parks
- Reduce labor and hiring costs to Ohio State Parks System.
- Develop a potential career labor pool for Ohio State Parks.
- Recruit Interns who one day might be peers

IV. PLANNING AND PROJECT EXECUTION

To plan this type of project required an assessment of a typical park with trails that were in less than desirable condition. This park would be the pilot park for this project and would provide insight into determining the scope of this project. This scope would define the depth and direction that would provide the most benefit and the tools and human capital that would be needed to achieve success. This included hiring interns, training for the interns, developing skills to promote independent functioning of the interns regarding the process of transforming trails from unusable to fully accessible trails with proper markings and safety features. Park

Staff would be used to coordinate and train interns. The recommendation to incorporate Volunteer Coordinators was and is a viable option to keeping costs down for the project.

At the time the project was being considered, the pilot park, located at Hueston Woods State Park in Oxford, Ohio had a number of trails in less than desirable state and had hired an intern to assist park staff with various projects. The intern was informed of the project and was asked if he would be interested in working on the project. He felt this would be a great opportunity and the program now had an intern to begin assessing the trails documenting the condition, hours of time spent cleaning up and making improvements to the trail such as posting trail markers with miles and other safety signage. The intern also took a variety of notes which will be developed into the Intern Training Manual for future parks to train new interns as the program expands. Park staff developed a questionnaire, which was posted on Facebook and solicited comments on the trails at Hueston Woods. These comments confirmed what the Hueston Woods Park management and staff already knew. A sampling of comments is located in Attachment C of this report.

The ultimate goal is to develop a program that can be duplicated in any of the other state parks across Ohio through the Ohio Department of Natural Resources. Once the programs have achieved the goal of clear and properly marked trails, SCA interns will continue to be hired to assist with the maintenance phase of the program as well as perform other jobs such as; educational programming, visitor services, clerical and administrative duties.

V. PROJECT RESULTS

Given the seasonal nature of state parks, the project is currently in-between the pre-pilot and Pilot phase. The Pilot phase of the project will “officially” begin at Hueston Woods State Park in Oxford, Ohio in the summer of 2014. The pre-pilot program was completed at Hueston Woods State Park during the summer of 2013. As previously mentioned, a Hocking College Intern (Jack Fetters) worked on the trail system and provided considerable feedback about how the

process will work and when things need to happen. This information will help educate and guide the SCA interns program when they are implemented at other State parks.

We consider the pre-pilot phase to be quite successful in the work that was done and the valuable information that was gathered. Specifically, the intern (Jack Fetters) provided the team with examples of best practices in terms of communicating. We learned that written work orders were a helpful and effective way of communicating with the intern. This will be modeled with the two interns in 2014, as well. An organized and strategic approach by park staff in delivering the tasks and directives is vital.

VI. BENEFITS OF PROGRAM

While the program has yet to be officially launched, successes are already being identified. The Ohio Department of Natural Resources already views the improvements at Hueston Woods to be a benefit to park visitors. One of its biggest trails has received the much needed clean up and improvement, thanks to the work of the intern. Park managers at the other State parks have been informed of the future program and many of them have volunteered their park to be the next location to receive an intern team to assist with trail clean up and improvements. Other successes include a signed agreement between the Student Conservation Association and the ODNR (Attachment B). However; the most telling success of the program to-date are applications from over 230 SCA student interns for the two advertised intern positions at Hueston Woods Park. The position was posted on the SCA website and received tremendous response from potential candidates. A copy of the SCA intern position posting is included as Attachment D of this report. All indications are that this program will be very successful and the stakeholders will benefit the greatest from this trail improvement program.

VII. TEAM DYNAMICS

The team was formed almost instantly through a process where each member of the Cohort was given the opportunity to select the project in which they were most interested. The five team members already had a good rapport and everyone was comfortable with speaking candidly and openly about the project and moving it forward. Initial team member roles and responsibilities were decided upon and assigned during the first team meeting in May of 2013. The team assigned roles based on individual strengths, knowledge, and experience.

D. Chadwick Smith:	Team Lead
Dana J. Smith:	Communication Plan
George Strobel:	Risk Assessment
Sharon Linard:	Data Collection
Amy Bornman-Weber:	Scribe

During the initial planning meetings, while developing the team charter, team members had different ideas and thoughts regarding the scope of the project. Different styles, personality types, and experiences were evident in the various approaches team members took with the project. For example, Sharon and Amy wanted to begin by including all state parks and incorporate multiple components to the project that were outside of the initial scope presented in Chad's Business Case. Chad, Dana, and George stepped in and directed the project back to a manageable size.

Over time, the team functioned well with essentially no conflict. Roles and responsibilities developed naturally over time and everybody on the team took initiative to get assigned tasks completed. Team members were helpful, courteous, and respectful of each other's time. There were several times over the course of the project when team members would offer to carry more of the load when other members were overwhelmed with work and OCPM responsibilities. Every member of the team was excited and took pride in executing a successful project that would benefit ODNR, interns, and the public.

VIII. OCPM WORKSHOP KNOWLEDGE

The team utilized knowledge, principles and techniques from all seven OCPM Competencies during the course of this project:

- Developing Self
- Leading People
- Managing Work
- Personal & Organizational Integrity
- Change Leadership
- Public Service Focus
- Systemic Integration

Developing Self

During the project, two of the models that seemed to help our team's cohesiveness were the mutual understanding our group's MBTI and the importance of Emotional Intelligence (EI). This was valuable because we were all aware of our strengths and each team member's personal bent. We accepted and respected each other for who each of us really was. We even joked about it which build the trust and team attitude in what we were doing. The EI element was also very much in play as we were more in touch with keeping things moving forward and not getting bogged down with any of the potential baggage that often comes with a team of different backgrounds and professional experiences. We can truly say the level of respect was fantastic and we got things done in a very efficient manner AND had an enjoyable time doing it.

Leading People

The principles presented during the *Leading People* competency were utilized throughout all planning and execution phases of the project. Building relationships were key to the success of this project. The team needed cooperation and "buy in" from ODNR management, the SCA,

park staff, team members, and the pre-pilot intern. The team effectively communicated the plan to all decision makers and stakeholders. The team successfully led up, down, and across organizations to ensure a successful outcome.

Managing Work

The coursework presented during the *Managing Work* competency laid the groundwork for managing a successful project. The team worked together to develop a project charter, action and communication plans, timelines, and a risk assessment for the project. Working through the process and utilizing the tools introduced in the *Project Management* classes ensured the team stayed on task, within scope, and ultimately enabled the team to have a successful outcome to the project.

Personal & Organizational Integrity

Coursework presented during the *Personal & Organizational Integrity* competency raised awareness on the project team regarding our responsibility to represent ODNR with integrity and accountability. The team initiated and presented our proposed project to an outside agency. This type of discussion and representation of a state agency requires knowledge and understanding of the chain of command and how to follow proper procedures. The team was required to ensure all legal obligations were met when the contract between ODNR and SCA was written. The team took pride in representing ODNR and the project.

Change Leadership

The concepts introduced during the *Change Leadership* competency gave team members tools and ideas for managing the project through any internal or external drivers that may have altered the course of the project. The initial project meeting with the team sponsors did result in several small changes to the initial plan; specifically the team sponsors wanted to use two interns rather than one for safety purposes. This was a positive change to the plan and we

were able to adjust quickly. Fortunately, the team did not encounter any significant surprises or changes during the course of the project but we were prepared to adapt if needed.

Public Service Focus

The SCA Trail Intern Program is a great example of a public service focused project. Our primary goal is to improve trail conditions in Ohio State Parks to ensure a great hiking experience for Ohio citizens. Park goers expect safe and enjoyable trails and that is what we intend to provide. This project is something the public will appreciate. It's a low cost alternative for maintaining trails and gives students an opportunity to learn on the job.

Systemic Integration

During the *Systemic Integration* competency we focused on gathering data to identify problems and to determine if objectives are being met. One of our first steps in moving forward with the SCA Trail Interns Project was surveying Hueston Woods hikers on Facebook. The survey confirmed hikers do want improved trail maintenance. The survey provided specific feedback regarding issues encountered on the trails. A follow up survey will be conducted and analyzed after the pilot is completed in Hueston Woods in 2014.

Conclusion

The Pre – Pilot was such a success that the anticipation for the pilot program is high. Already 237 applicants have applied. Interviews are scheduled for March 2014 with a start date of June 2nd. The project team developed this idea into a partnership between two organizations (ODNR and the SCA) and created two Internship positions that will begin actively working in 2014. It was an idea that has become a reality.

Attachment A

Business Case

In the past several years budget cuts and reductions in ODNR, Parks and Recreation have led to a reduction in funding for trail maintenance. As a result, a large number of trails at parks across Ohio have not been properly maintained and are in need of being cleaned up and returned to a reasonably functional condition.

The focus and goal of this project is to develop a program, partnering with the Student Conservation Association (SCA), to use SCA interns to spear-head the clean-up effort. These interns will provide the work force necessary to assess trail quality, develop a plan for trail recovery and rehabilitation, and carry out the necessary maintenance. This will be a benefit to ODNR by engaging low cost talented workers who have been pre-screened by SCA. This will also benefit the intern who will receive hands-on practical experience working for a professional organization.

Description /Deliverables

- Contractual agreement with SCA for student intern(s)
- Training materials on standards for trail maintenance
- Educational opportunities for natural resources students
- Mechanism for public to report trail problems (signage campaign, survey)
- Written assessment and preliminary plan for trails at Hueston Woods State Park
- Tracking log of work planned, in process and completed.

Cost Estimates

The following is a cost estimate summary, with insights and details into cost centers and intern benefits, for a 12 week internship for one internship.

Per Intern:

- Length: 12 weeks (~3 months)
- Living Allowance: \$75/week (this is the standard rate but it can be elevated if needed/requested by the host partner (ODNR) noting that increasing the living allowance rate will also increase the bottom line cost)
- AmeriCorps Education Award potential: \$1,468 (tuition voucher) for 450 hours of service

- Housing Allowance: \$0 (similar to living allowance; can be added/requested by the host partner (ODNR))
- Travel expenses (beginning/conclusion of internship): \$650 budgeted to cover intern travel expense from their “home” location to the internship site and back home again at the conclusion of the internship. The expense is billed at the actual cost, once it is known (i.e. intern is selected) and depends on where the Intern is traveling from relative to the work location.
- SCA services provided: Recruitment, Enrollment, Clothing/Gear; Background Check, Program Support, Indirect Costs
- Worker’s Compensation: provided by SCA
- Estimated total position cost to host partner (ODNR) \$4,445 (incorporates all of the above)

Project Manager

D. Chadwick Smith

Stakeholder Identification

ODNR, Division of Parks and Recreation, Student Conservation Association (SCA), Interns, public

Measurable Objectives

- At least 1 intern will be trained to perform the required duties by July 1, 2013
- 25 miles of Houston Wood’s trails will be assessed by August 1, 2013
- A contractual agreement with SCA will be signed by March 1, 2014
- A mechanism for the public to report trail condition will be developed by June 2014
- A minimum of one SCA intern will be enrolled for a 12 week internship by June 2014

Identified Project Risks

Potential identified risks may include:

- Loss of funding source
- Project will not be fully implemented until after OCPM graduation in March of 2014.
- Inability to provide housing options for intern

Constraints/Assumptions

- District Budgets might not allow for interns.

- Justification, seasonal staff such as NRS vs. SCA Intern.
- Other Trail maintenance plans being executed in the Division?

Attachment B

PERSONAL SERVICES AGREEMENT

THIS AGREEMENT is made this _____ day of _____ 20 , by and between the State of Ohio, Department of Natural Resources, Division of Parks and Recreation, hereinafter referred to as the DEPARTMENT, and The Student Conservation Association, Inc. hereinafter referred to as the SCA.

WITNESSETH:

WHEREAS, the DEPARTMENT wishes to engage the services of the SCA to provide recruitment of qualified candidates for natural resource management and conservation, and

WHEREAS, the SCA is qualified by virtue of being an organization that fosters life-long stewardship of the environment by offering opportunities for education, leadership and personal development of its participants while providing a high quality public service in natural resource management and conservation through its programs, including its conservation intern program. A SCA conservation intern ("CI") is a person, 18 years or older, with skills, education and qualifications to perform service activities as an individual placement for terms from six weeks to twelve months. All individually placed CIs are under the direct daily oversight of the DEPARTMENT and

WHEREAS, the DEPARTMENT wishes to engage two SCA CI's (SCA code PO-00130270) for projects to be performed at the Hueston Woods State Park in College Corner, OH between (DATES) or such later date as the volunteer begins the internship, through (DATES) or such later date as the volunteer completes the internship.

NOW, THEREFORE, for the purposes of providing such services and in consideration of the compensation to be paid, the parties hereto covenant and agree as follows:

A. The SCA shall provide the following:

1. To recruit, appoint, and place qualified candidates (based on the DEPARTMENT'S project specifications) who are acceptable to the DEPARTMENT as CIs and assign these CIs as requested by the DEPARTMENT for the Project.
2. (i) travel grants for round trip transportation to the Project site for the CIs, including \$60 per evening towards accommodations when travel requires two or more days, or travel allowances for CIs who live within commuting distance of the Project site; (ii) a subsistence allowance to the CI during the Project period; (iii) an SCA approved uniform; and (iv) patches and name tags, all of the foregoing to be reimbursed to SCA.
3. To obtain and maintain all appointment and administrative records for CIs sponsored under this Agreement.
4. To provide an AmeriCorps Educational Award to qualifying CIs, but only if and when made available by the Corporation for National and Community Service.

B. The DEPARTMENT agrees:

1. To determine the acceptability of applicants provided by SCA for CI positions and select and notify SCA of the names of candidates appropriate for the conservation Project.
2. To accept responsibility for direct daily oversight of CIs selected by the DEPARTMENT and furnished by SCA, to carry out the Project.
3. To provide meaningful service assignments relating to the implementation of the DEPARTMENT's natural resource management, environmental education or interpretive plans and/or programs.
4. To provide training, including training in any pertinent safety procedures, and appropriate oversight for project activities assigned to CIs to make their service more effective and ensure that they are properly trained for all activities they are expected to perform. The quality of an SCA conservation intern experience is heavily dependent upon the contribution a professional mentor can make to the CI.
5. To provide housing, including necessary utilities, for CIs during the period of their assignments at no charge to SCA or to CIs. Kitchen access is to be included in the housing arrangements. If there is no available housing for the Project, SCA may assist the DEPARTMENT by arranging for and administering housing, the cost of which will be paid by the DEPARTMENT.
6. To provide all necessary tools, equipment (including safety equipment and facilities), Project specifications and all applicable rules and regulations for all CIs. The DEPARTMENT will provide SCA with a Job Hazard Assessment for the Project when appropriate and SCA shall brief its participants on the safety and risk management issues contained in such Job Hazard Assessment.
7. To provide on-site transportation required for CIs to perform assigned projects during the Project period.
8. To provide written performance evaluations to SCA, on forms provided by SCA, for each CI performing service under this Agreement.
9. To arrange for all permits, licenses and approvals and other administrative or governmental clearances required by federal, state, municipal or local subdivision law or regulations necessary with regard to the administration of the Project. In the event the Project may affect or be carried out on property owned by a person, agency or organization other than the DEPARTMENT, the DEPARTMENT shall obtain in writing the necessary permission to enter upon the property and carry out the Project.
10. To reimburse SCA the full cost of any CI that is hired by the DEPARTMENT as an employee prior to or during their SCA internship.
11. To permit CIs to wear an approved SCA uniform during their internship.

12. To ensure that the SCA member's duties match the approved position description, and to ensure that any SCA AmeriCorps member does not engage in activities that are prohibited under AmeriCorps program eligibility requirements set forth at 45 CFR Part 2520, including 45 CFR 2520.40, 2520.45, 2520.65 and 2540.100. Prohibited activities include any tasks which: Supplant or displace an employee or volunteer; Provide a direct benefit to a business organized for profit, a labor union or a partisan political organization; Involve religious instruction or activities; Involve conducting a voter registration drive; Involve any advocacy for or against proposed legislation, a political party or candidate, or any other potentially partisan activities; or Provide abortion services or referrals for receipt of such services. AmeriCorps members may participate in fundraising activities only if such activities are directly in support of their specific program's service activities, and provided that such sales or fundraising activities occupy less than ten percent of the member's originally agreed-upon term of service, as reflected in their member enrollment; and further provided that the fundraising or sales activities do not include any of the following: Writing a grant application to the Corporation or to any other Federal agency; Raising funds for living allowances or for an organization's general (as opposed to project) operating expenses or endowment; or any other activity in violation of AmeriCorps requirements

C. It is mutually agreed:

1. That CIs shall not be assigned law enforcement or firefighting duties; CIs shall not be permitted to handle or discharge any firearms or explosives unless provided explicit permission by SCA's National Director for Conservation Interns. CIs shall only operate mechanized equipment when provided all necessary safety training and only with on-site oversight by the DEPARTMENT; and CIs may be allowed to drive a vehicle owned, rented, leased or loaned by or to the DEPARTMENT only when (1) the vehicle is used with written permission from the DEPARTMENT field manager, only for official agency use; (2) the driver is properly licensed and qualified to operate the vehicle; (3) the driver has completed a defensive driving course within the last three years or the DEPARTMENT maintains, and the driver is made aware of the requirements of, a safe driver policy and (4) both the driver and the vehicle will be covered by an insurance policy maintained by the DEPARTMENT for the use of such vehicle.
2. SCA shall maintain its current general liability insurance of not less than \$1,000,000 per occurrence for bodily injury and property damage, subject to the usual and customary policy conditions (including standard exclusion on vehicles licensed for highway use and on property in the care, custody and control of the policyholder). The DEPARTMENT may be named as an additional insured to the extent its interest may appear. In addition, SCA shall maintain its current accidental death and dismemberment and accident medical expense policy and injury insurance for all CIs. For the purposes of tort and workers compensation claims, responsibility and coverage are borne by SCA and the DEPARTMENT shall pay SCA an additional charge of Fifty Dollars (\$50) per CI per month, or partial month, to reimburse SCA for insurance costs.
4. SCA shall assist the DEPARTMENT in its investigation, whenever required, of any accident involving any CI under this Agreement. In the event of such accident, SCA shall be deemed

a temporary consultant for purposes of such investigation, and shall be provided access on a confidential basis to all investigative records and reports compiled or prepared by the DEPARTMENT concerning such accident.

5. When in the opinion of the DEPARTMENT park manager or SCA program staff, any health or safety violations occur, or there is performance below mutually agreed upon standards, the DEPARTMENT park manager or SCA individual, as the case may be, shall notify the other party to take corrective action.
 6. The DEPARTMENT reserves the right to require the removal of any CI on the basis of unacceptable performance and/or conduct problems. SCA reserves the right to withdraw any CI when the DEPARTMENT fails to provide sufficient and appropriate Project assignments, safe conditions, appropriate housing, training, or Project oversight.
 7. This Agreement may be terminated at any time by mutual agreement of the Parties or by unilateral decision of either party provided at least thirty (30) days written notice is given to the other party. Upon such written notification, SCA will invoice the DEPARTMENT for expenses and obligations incurred to date. Amendments to the Agreement may be proposed by either party and shall become effective upon written agreement by the Parties.
 8. Marsha Towns, Director, National Conservation Internships, is hereby designated to serve as SCA's representative with the DEPARTMENT in implementation of this Agreement.
 9. The terms of this Agreement shall be construed in accordance with the laws of the State of Ohio.
- C. The DEPARTMENT shall designate one DEPARTMENT staff member as the point of contact and liaison with the SCA.
- D. The DEPARTMENT reserves the right to modify the range and scope of services provided by the SCA and associated costs thereto.
- E. The DEPARTMENT shall have unrestricted authority to reproduce, distribute, and use in whole or in part any submitted material, data, or report prepared as a consequence of this AGREEMENT. No report, document, or other material produced in whole or in part as a consequence of this AGREEMENT and with the funds provided to the SCA by this DEPARTMENT shall be subject to copyright by the SCA in the United States or any other country. The SCA and its employees relinquish any and all copyrights and/or privileges to the data developed under this AGREEMENT to the DEPARTMENT.

IN CONSIDERATION OF WHICH, the DEPARTMENT covenants and agrees to pay to the said SCA, a sum not to exceed \$9,000.00 in the aggregate, beginning upon notice to proceed and ending one year from the execution date of this AGREEMENT, payable upon submission of invoices not to exceed \$4,500.00 by the SCA, and approved by the DEPARTMENT.

In accordance with Section 126.07 of the Ohio Revised Code, obligations of the DEPARTMENT under this AGREEMENT shall not be valid and enforceable unless the Director of the Office of Budget

and Management first certifies that there is a balance in the appropriation not already obligated to pay existing obligations. IF the Ohio General Assembly fails to continue funding for expenditures hereunder, this AGREEMENT will terminate as of the Date that the funding expires, and the DEPARTMENT will have no further obligation to make any payments.

In the event that this AGREEMENT extends in time beyond the current biennium, this AGREEMENT shall be valid and enforceable only if funds are appropriated and the Director of the Office of Budget and Management certifies that there is a balance in the appropriation not previously obligated to pay existing obligations.

Funds for paying said services rendered have been encumbered by Purchase Order Number and are so certified by the Director of the Office of Budget and Management on _____. Obligations of the State are subject to the provisions of Section 126.07 of the Ohio Revised Code.

Work under this AGREEMENT shall not commence until the SCA has officially been notified in writing by the DEPARTMENT to proceed. Any services or materials supplied by the SCA prior to such notification shall not give rise to any legal obligation upon the DEPARTMENT. This AGREEMENT shall terminate one year after the Agreement's execution date unless the AGREEMENT is renewed by mutual AGREEMENT and in writing.

The DEPARTMENT may, at any time after execution of this AGREEMENT, upon 30 days written notification, terminate any portion or all of the work or services. In the event of such termination, the SCA shall be paid a pro rata amount for services rendered up to the time of termination.

THE SCA agrees that all work produced for the DEPARTMENT under the provision of this AGREEMENT is the sole and exclusive property of the DEPARTMENT, and SCA relinquishes all rights thereto.

In the performance of this AGREEMENT, the SCA agrees as follows:

All operations by the SCA under this Lease shall be conducted solely at its own risk. The SCA shall take proper safeguards to prevent any and all injuries or damage to employees and property of the DEPARTMENT, to the public and to any other person, property, material, or thing, and the SCA alone shall be responsible for any and all damage or injury occurring on or about the Properties resulting from its operations under this AGREEMENT. The DEPARTMENT shall assume, pay and at all times indemnify, protect and save harmless the DEPARTMENT, its agents and employees, from and against any and all claims, actions, damages, liability and expense in connection with loss of life, personal injury or damage to property arising from or out of any occurrence in, upon, or at the Properties under this Lease, occasioned wholly or in part by any act or omission of the SCA, its agents, contractors, employees, servants or lessees. In case the DEPARTMENT shall, without fault on its part, be made a party to any litigation commenced by or against the SCA, then SCA shall protect and hold the DEPARTMENT harmless and shall pay all costs and expenses incurred or paid by the DEPARTMENT in connection with such litigation. The SCA shall also pay all costs and expenses that may be incurred or paid by the DEPARTMENT in enforcing the covenants and provisions of this AGREEMENT.

The SCA shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, age, disability or military status as defined in section 4112.01 of the Revised

Code, national origin, or ancestry. The SCA shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, age, disability or military status as defined in section 4112.01 of the Revised Code, national origin, or ancestry. Such action shall include, but is not limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination, including apprenticeship. The SCA agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the DEPARTMENT setting forth the provisions of this nondiscrimination clause.

The SCA shall, in all solicitation or advertisements for employees placed by or on behalf of the SCA, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, disability or military status as defined in section 4112.01 of the Revised Code, national origin, or ancestry.

The SCA agrees to comply with all pertinent provisions of the Americans with Disabilities Act and agrees to assume full responsibility for noncompliance therewith.

No personnel of the SCA who exercised any functions or responsibilities in connection with the review or approval of the undertaking or carrying out of any such work shall, prior to the completion of said work, voluntarily acquire any personal interest, direct or indirect, which is incompatible or in conflict with the discharge or fulfillment of their functions or responsibilities with respect to the carrying out of said work. Any such person who, prior to the execution of this AGREEMENT, acquires any such incompatible or conflicting personal interest, or after the effective date of this AGREEMENT voluntarily or involuntarily acquires any such incompatible or conflicting personal interest, shall immediately disclose his or her interest to the DEPARTMENT in writing. Thereafter, he or she shall not participate in any action affecting the work under this AGREEMENT, unless the DEPARTMENT shall determine that, in light of the personal interest disclosed, his or her participation in any such action would not be contrary to the public interest.

The SCA shall attempt to purchase services from minority-owned field service agencies and other companies whenever possible. The SCA shall attempt to procure necessary materials from minority-owned businesses whenever possible.

The SCA agrees that it will fully cooperate with the State Equal Employment Opportunity Coordinator, with any official or agency of the State or Federal Government which seeks to eliminate unlawful employment discrimination, and with all other State and Federal efforts to assure equal employment practices under this AGREEMENT, and said SCA shall comply promptly with all requests and directions from the State of Ohio or any of its officials and agencies in this regard both before and during performance. SCA agrees to comply with all provisions of Section 125.111 of the Ohio Revised Code.

In the event of the SCA'S noncompliance with the nondiscrimination clauses of this AGREEMENT, this AGREEMENT may be cancelled, terminated or suspended in whole or in part and the SCA may be ineligible for further State AGREEMENTs, and other such sanctions may be imposed and remedies instituted as otherwise provided by law.

The SCA shall be wholly responsible for any and all claims, actions, damages, liability and

expense in connection with and arising from work performance under this AGREEMENT.

The SCA agrees to comply with all applicable state and federal laws regarding drug-free workplace. The SCA shall make a good faith effort to ensure that all SCA employees while working on the AGREEMENT will not purchase, transfer, use or possess illegal drugs or alcohol or abuse prescription drugs in any way.

The SCA certifies that neither it nor its employees are public employees of the DEPARTMENT under federal and state law for tax, retirement deduction, and Workers' Compensation purposes and that the SCA carries Workers' Compensation coverage.

The SCA affirms that, as applicable to it, no party listed in Division (I) or (J) of Section 3517.13 of the Ohio Revised Code or spouse of such party has made, as an individual, within the two previous calendar years, one or more contributions totaling in excess of \$1,000 to the Governor or to his campaign committees.

The SCA affirmatively represents and warrants to the State that it is not subject to a finding for recovery under R.C. 9.24, or that it has taken appropriate remedial steps required under R.C. 9.24 or otherwise qualifies under that section. Contractor agrees that if this representation or warranty is deemed to be false, the AGREEMENT shall be void *ab initio* as between the parties to this AGREEMENT, and any funds paid by the State hereunder immediately shall be repaid to the State, or an action for recovery immediately may be commenced by the State for recovery of said funds.

The SCA, by signature on this document, certifies that the SCA: (i) has reviewed and understands the Ohio ethics and conflict of interest laws as found in Ohio Revised Code Chapter 102 and in Ohio Revised Code Sections 2921.42 and 2921.43, and (ii) will take no action inconsistent with those laws. The SCA understands that failure to comply with Ohio's ethics and conflict of interest laws is, in itself, grounds for termination of this AGREEMENT and may result in the loss of other contracts or grants with the State of Ohio.

If SCA is a PERS Retirant, as defined by R.C. § 145.38, SCA shall notify the Department of such status in writing prior to the commencement of Work. Notices pursuant to this Paragraph IV shall be sent to the Department's Director of Human Resources by mail at 2045 Morse Rd., Building D-1, Columbus, Ohio 43229, by fax at 614-265-7995, or by email at hr@dnr.state.oh.us. The Department shall not be responsible for any changes to SCA's retirement benefits that may result from entering into this AGREEMENT nor will the State make any contributions to the public employees' retirement system on behalf of any of the individuals employed by the SCA, or its sub-SCAs or other agents. SCA acknowledges and agrees any individual providing personal services under this AGREEMENT is not a public employee for purposes of R.C. Chapter 145. The SCA certifies that it is a business entity with five or more employees as defined at R.C. § 145.037 (A) for the purposes of the application of R.C. Chapter 145, or that SCA has completed the necessary forms and returned it to the Department if SCA is a business entity with no more than four (4) employees.

EXECUTIVE ORDER REQUIREMENTS:

The SCA affirms to have read and understands Executive Order 2011-12K issued by Ohio Governor John Kasich and signed and completed the Standard Affirmation and Disclosure Form (Exhibit

A) and shall abide by those requirements in the performance of this AGREEMENT and perform no services required under this AGREEMENT outside of the United States. The Executive Order is provided as an attachment (Exhibit B) and also is available at the following website: (<http://www.governor.ohio.gov/Portals/0/pdf/executiveOrders/EO%202011-12K.pdf>).

The SCA also affirms, understands, and agrees to immediately notify the State of any change or shift in the location(s) of services performed by the SCA or its subcontractors under this AGREEMENT, and no services shall be changed or shifted to a location(s) that are outside of the United States.

A. Termination, Sanction, Damages

If SCA or any of its subcontractors perform services under this AGREEMENT outside of the United States, the performance of such services shall be treated as a material breach of the AGREEMENT. The State is not obligated to pay and shall not pay for such services. If SCA or any of its subcontractors perform any such services, SCA shall immediately return to the State all funds paid for those services. The State may also recover from the SERVCING PARTY all costs associated with any corrective action the State may undertake, including but not limited to an audit or a risk analysis, as a result of the SERVCING PARTY performing services outside the United States.

The State may, at any time after the breach, terminate the AGREEMENT, upon written notice to the SCA. The State may recover all accounting, administrative, legal and other expenses reasonably necessary for the preparation of the termination of the AGREEMENT and costs associated with the acquisition of substitute services from a third party.

If the State determines that actual and direct damages are uncertain or difficult to ascertain, the State in its sole discretion may recover a payment of liquidated damages in the amount of [insert percent here] of the value of the AGREEMENT.

The State, in its sole discretion, may provide written notice to SCA of a breach and permit the SCA to cure the breach. Such cure period shall be no longer than 21 calendar days. During the cure period, the State may buy substitute services from a third party and recover from the SCA any costs associated with acquiring those substitute services.

Notwithstanding the State permitting a period of time to cure the breach or the SCA'S cure of the breach, the State does not waive any of its rights and remedies provided the State in this AGREEMENT, including but not limited to recovery of funds paid for services the SCA performed outside of the United States, costs associated with corrective action, or liquidated damages.

B. Assignment/Delegation

The SCA will not assign any of its rights nor delegate any of its duties and responsibilities under this AGREEMENT without prior written consent of the State. Any assignment or delegation not consented to may be deemed void by the State.

In case any one or more of the provisions previously contained in this AGREEMENT shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision thereof and this AGREEMENT shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

This AGREEMENT may be executed in two or more counterparts, each of which shall be deemed to be an original and taken together shall be deemed to be one and the same instrument. This AGREEMENT may be executed and delivered by facsimile or electronically in Microsoft Word or PDF format.

IN TESTIMONY WHEREOF, the said parties hereto set their hands as of the day indicated herein below.

SIGNED: THE STUDENT
CONSERVATION ASSOCIATION,
INC.

APPROVED BY DEPARTMENT OF
NATURAL RESOURCES

Chief, As Designee for:
James Zehringer, Director

Date

Date

Federal Tax Identification or
Social Security Number

Attachment C

Trial Survey

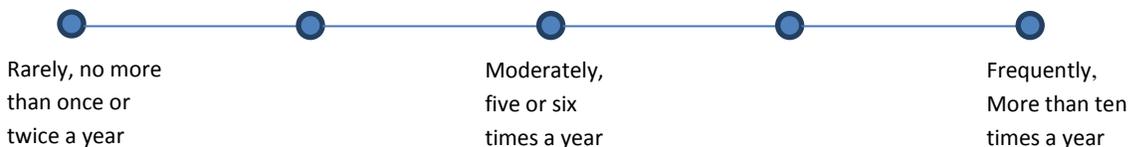
As part of a quality improvement project of the Hueston Woods trail system, we would like your input on your hiking experience. This short survey will give us information on the current condition of the trails throughout the park. Your answers will help us target trail maintenance to improve your hiking experience in the future. If you hiked more than one trail, please complete a different survey for each trail that you hiked.

This survey is being completed for the following trail:

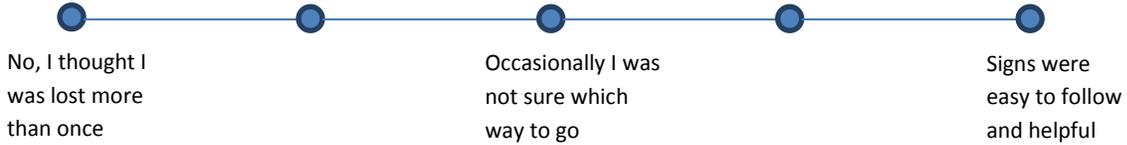
- Cedar Falls**
- Sycamore**
- Pine Loop/Cabin**
- Mud Lick**
- West Shore**
- Sugar Bush**
- Blue Heron**
- Big Woods**
- Hedge Apple**
- Indian Mound**
- Gallion Run**
- Equisetum Loop**

On what date did you hike the trail?

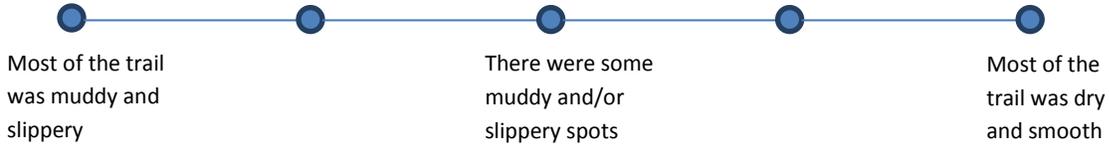
How often do you hike a wooded trail?



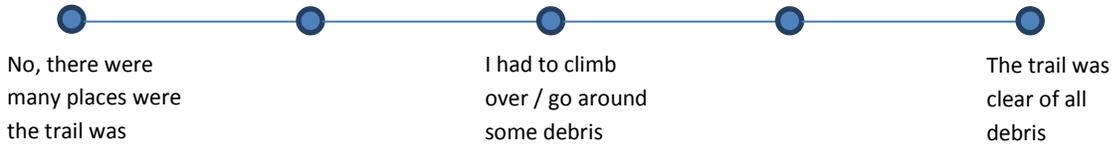
Were the trail signs easy to understand and follow?



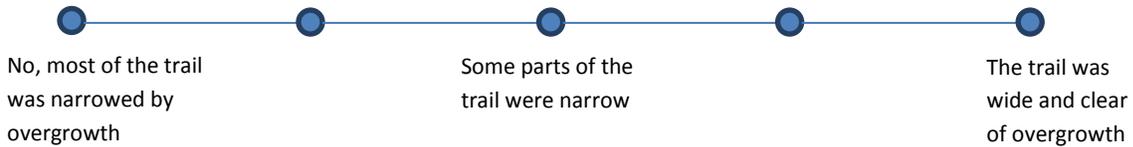
Was the surface of the trail dry?



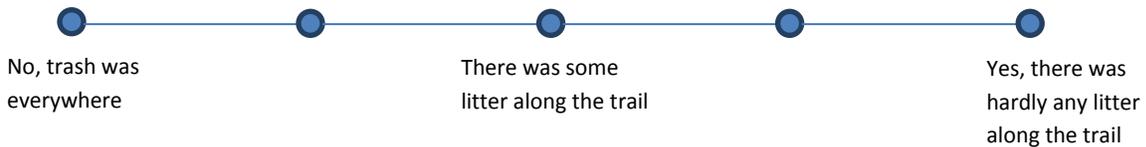
Was the trail clear of brush, logs, or other debris blocking the trail?



Was the trail wide enough to walk side by side with another person?



Was the trail clean and free of litter?



Please let us know about your hiking experience and any improvements or maintenance that needs to be done to the trail.

Survey Results

Q1: This survey is being completed for the following trail:

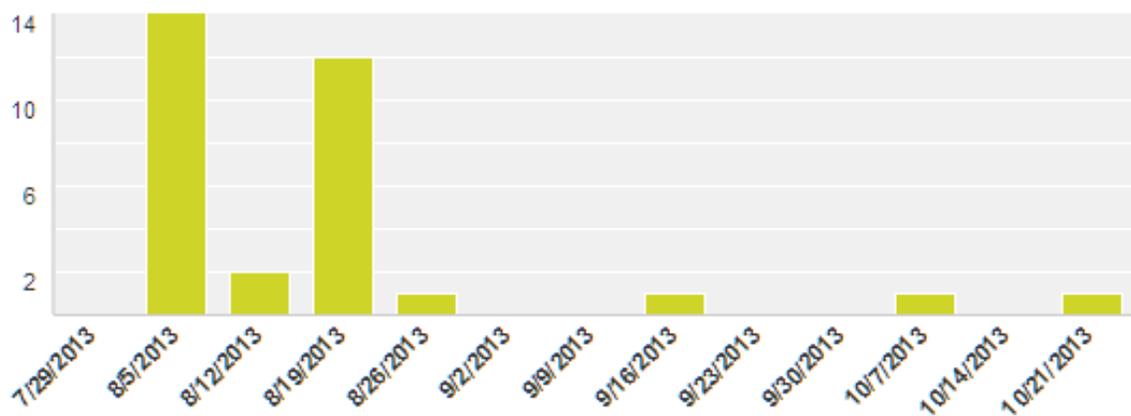
Cedar Falls	12	40%
Sycamore	7	23%
Pine Loop/Cabin	1	3%
Mud Lick	2	7%
West Shore	4	13%
Sugar Bush	3	10%
Blue Heron	6	20%
Big Woods	7	23%
Hedge Apple	3	10%
Indian Mound	1	3%
Gallion Run	0	0%
Equisetum Loop	2	7%

Q2: On what date did you hike the trail?

Nearly all (28 out of 31) responses received within first two weeks of posting survey on Facebook. The survey was not visible unless user scrolled down to date of posting. As time passed, the survey was lost from view. Weekly reposting of the survey would be needed to keep it at top of Facebook page for easier access.

Responses Volume

7/29/2013 - 10/21/2013



Q3: How often do you hike a wooded trail?

Average response on a scale from 1 to 5 was 3.8 indicating most respondents hike more than 6 times a year

Rarely, no more than once a year–	4	12.90%
Moderately, five or six times a year–	11	35.48%
Frequently, More than ten times a year–	16	51.61%

Q4: Were the trail signs easy to understand and follow?

Average response on a scale from 1 to 5 was 3.5 indicating signage was an occasional problem for most hikers

No, I thought I was lost more than once–	4	12.90%
Occasionally I was not sure which way to go–	15	48.39%
Signs were easy to follow and helpful–	12	38.71%

Q5: Was the surface of the trail dry?

Average response on a scale from 1 to 5 was 3.7 indicating trails dry with only some muddy areas

Most of the trail was muddy and slippery–	1	3.23%
There were some muddy and/or slippery spots–	18	58.06%
Most of the trail was dry and smooth–	12	38.71%

Q6: Was the trail clear of brush, logs, or other debris blocking the trail?

Average response on a scale from 1 to 5 was 3.7 indicating respondents experienced some brush blocking trails

No, there were many places that were blocked–	5	16.67%
I had to climb over / go around some debris–	13	43.33%
The trail was clear of all debris–	12	40%

Q7: Was the trail wide enough to walk side by side with another person?

Average response on a scale from 1 to 5 was 2.5 indicating most respondents felt trails were narrow

No, most of the trail was narrowed by overgrowth–	10	32.26%
Some parts of the trail were narrow–	18	58.06%
The trail was wide and clear of overgrowth–	3	9.68%

Q8: Was the trail clean and free of litter?

Average response on a scale from 1 to 5 was 4.5 indicating respondents felt trails were clean and free of litter

No, trash was everywhere–	0	0%
There was some litter along the trail–	8	25.81%
Yes, there was hardly any litter along the trail–	23	74.19%

Q9: Please let us know about your hiking experience and any improvements or maintenance that needs to be done to the trail.

I think the trail should be clear of mud, sticks and tree stumps... We had a hard time finding the waterfalls and it should be mark better or signs showing us where to go.... Not for sure if we found the right one or not!!!! I sure love your park and I still would like to go again and see the waterfalls when it has more water running... I know this is a dry time of a season... Thanks Beverly

Mostly very good. I hike Hueston Woods probably 4-5 times a week. Not sure it is necessary to have a trail where two people walk side by side. The point of hiking is to enjoy nature, which also suggests that a little over growth here and there is okay. Just keep it natural, Hueston.

The horse trails have trees down and are muddy

Increase the fines for littering. There is no reason why people should throw waste in the park.

I have hiked, as far as I know, every trail in Hueston Woods with my dogs. I love all of them and go to Hueston Woods to hike at least 2 times or more per week. I live only 2 miles away from Hueston Woods on Brown Road and love having this great park in my backyard. It is wonderful.

Awesome hike from campground to dam. A bit challenging, but fun!

I have been wanting to see the Falls for years and finally stopped and walked back there after a few days of rain the falls were really flowing... thank you for a great park close to home

There was one split that didn't tell us with way to go...luckily we guessed right. There was a large tree that had fallen at one part of the trail. We were able to get over it.

Clearer signs indicating which way to go on the trail would be helpful. Also, there were quite a few places where the trail was littered with debris that we had to walk around; there was one spot, on a hill that we had to carefully maneuver around debris and climb over a fallen tree.

Between the handicap pier and the dam there are places where you don't know where the trail is unless you are really familiar with the area - it really needs a lot of work plus many honey suckle covering the trail

The trails really need to be cleared and marked better.

Hedge Apple entrance on Butler Israel RD very bad , narrow, and uninviting

I love Hueston Woods. I enjoy the trails early morning between 6am - 7am. I run my electric scale trucks. Really great place to enjoy my hobby. I am thinking about helping keep the trash picked up when I visit these trails. Maybe bring a trash bag help keep it clean.

Second Time this year we hiked this trail and still so much overgrown with Stinging Nettles and other weeds especially at beginning of the trail by street, we love Hueston Woods but there is a lot of Trails neglected very sad for as a nice place this is, hope to see some improvement soon.

The trail was very beautiful but some of the trail markers were knocked over and made a few points hard to navigate. Other than that it was awesome!

I really like the trails at H.W. I wish there were some longer ones that went deeper into the woods for longer, more remote hikes. It would be nice if people would keep their dogs on leashes.

My main complaint was how narrow this trail was because of overgrowth. I was rubbing against growth on both sides of the trail. This trail needs to be widened and it needs to be trimmed of overgrowth on a frequent basis.

There are some trails that are neglected. . I hike at least once a week and try to clean up as I go. Sugar bush, blue heron, and big woods always seem clear. But other trails sometimes have litter problems. The mountain bike trails are usually clean and clear but there are times where they are not clear. None the less I love the park and will always try to help out.

The map seems to be out of date or incorrect about the paths that some trails follow. Also, it would be helpful to have a map posted at each fork in the trail. The trails seem to be generally clear of litter, but some areas (especially areas around where people fish) seem to have a lot of it.

The Apple Hedge trail was very narrow, and a young girl got bit multiple times by a spider. If the trail was wider, the spider likely would not have been so close to her.

I take my 3 1/2 yr. old and 18 month old to Hueston to hike every weekend this summer. We love it. I think it is a wonderful place to hike. Wish sometimes the trails were a little less grown because my kids are

small and the weeds get on their face but I'm sure that isn't a major issue. We always bring a bag and pick up trash along trail when we hike. I'm trying to teach my children to leave the trail better than we found it :)

This trail would just need some clearing and direction markers.

The trail was so overgrown. Very poorly marked. Had to walk thru very thick brush in several areas. Large tree blocking trail in one spot. Horrible hiking experience

Went to hike this trail, and had no idea that it was closed for endangered habitat; only sign posted was the one that wouldn't let you go any further. Trail was not clear.

I would love to hike the trails, but I am worried about safety. I have gone to Hueston Woods for 30 years and have not hiked one trail. Perhaps advertising certain trails a week or a safety campaign to get people familiar with a trail would be good.

Attachment D

Trail Steward Intern Position Posting

<http://thesca.org/serve/position/trail-steward-intern/po-00421791>

Trail Steward Intern

Expected Dates

June 2, 2014 to August 24, 2014

Site

Hueston Woods State Park

Position ID

PO-00421791

Ohio Department of Natural Resources Division of Parks and Recreation, Trail Internship at Hueston Woods State Park. Hueston Woods State Park has 16 miles of hiking trails that need varying degrees of improvement. The intern(s) will systematically evaluate, plan and implement improvements to the trail system. The intern(s) will report to an onsite park supervisor who will guide them on; park operations, project goals, safety, best practices etc. Based on the particular need of each trail or section of trail the intern(s) will effectively improve the area. Some areas will need as little improvement as removing small debris and shrubs. However other areas will need major reroutes and the removal of large trees and debris along the trail. The intern(s) might also be asked to install new signs at trail heads and trail intersections. The intern(s) will work approximately a 40 hour work week. There is onsite housing available.

Location Description

Hueston Woods State Park.

<http://parks.ohiodnr.gov/huestonwoods>

located 5 miles from Oxford Ohio the home of Miami University. Located in between Cincinnati Ohio and Dayton Ohio. approx. 45 minutes to either city. Hueston Woods is 3200 acres and has the 625 acre man made Acton Lake within it boundaries.

Training Provided

TBD. Any applicable training that would be offered to staff would also be offered to interns

Educational/Recreational Opportunities

General Park Operations, and Miami University golf, boating, swimming, disc golf, mountain bike trails. Miami University Recreation/ Outdoor Pursuit Center.

Handicap Accessible?

Yes

Main Area of Focus

Backcountry/Trail work

Education, Training & Skills Expected

▶ [FURTHER DETAILS](#)

[APPLY NOW](#)

SCA Trail Interns Program Development

Enhancing Ohio State Park Trails



OCPM Cohort 47

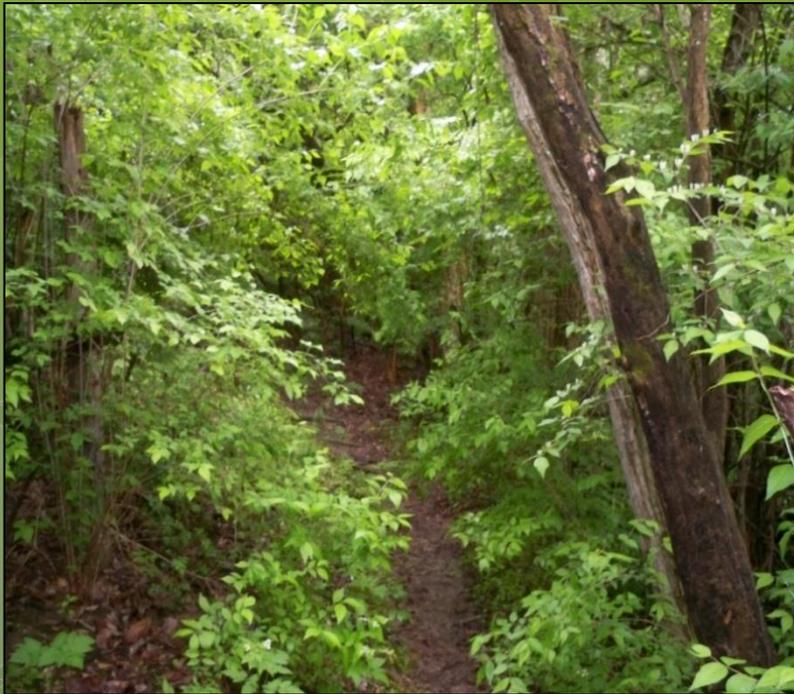


Project Team

- **Chad Smith**
Ohio Department of Natural Resources
- **Dana Smith**
Ohio Department of Commerce
- **George Strobel, MS ES&H**
Ohio Environmental Protection Agency
- **Amy Bornman-Weber,**
Ohio Department of Job and Family Services
- **Sharon Linard, MS CGC**
Ohio Department of Health



Presentation Overview



- Who
- What
- Where
- When
- Why
- How



WHO



- **Ohio State Parks & Student Conservation Association (SCA).**
- **Teams of Recruited SCA Interns**
 - ≤ Two interns per working location.
- **Park Staff (Volunteer Coordinators) will lead intern coordination & training**



WHAT



Trail Maintenance & Assessment Program

- Create & develop Viable Partnership With Ohio State Parks (OSP) and the Student Conservation Association (SCA) in order to assess and improve trails in a cost effective manner



WHAT



Program Details

- Identify safety hazards on existing trails
- Improve trail signage
- Gather GPS data of selected trails
- Improve condition of existing trails
- Gather recommendations for trail enhancements



WHAT



- **SCA interns are also available to assist with additional tasks depending on Park needs and intern skillsets.**
- **Additional duties may include, but are not limited to:**
 - Research
 - Educational programming
 - Visitor services
 - Clerical duties
 - Administrative duties



WHERE:



- **Pilot Location**
 - Hueston Woods State Park (HWSP)
 - Oxford, Ohio
- **Aspiration Locations**
 - Various Locations across Ohio
 - Strategic district-wide implementation plan





WHEN:

- **Pre-pilot program**
 - Summer 2013
- **Pilot Program**
 - Summer of 2014: June 2 – August 24





WHY

- **In order to accomplish the following at OSP:**
 - Provide an outdoor recreational experience that exceeds visitors expectations
 - Provide a safe trail experience
 - Promote wellness and recreation
 - Reduce labor and hiring costs
 - Develop a potential career pool





HOW

- **Initiate dialogue & create strategic partnership with SCA**
 - Establish agreements and commitments with SCA
- **Develop & Implement “Trail Program”**
 - Guide interns and provide them with a feedback mechanism to further develop program
- **Achieve pilot program and review results**
 - Make continuous improvements for future programs



Public Opinion



- **Social media was used to collect park visitors opinion of trail conditions**
 - Survey Monkey survey linked to HWSP Facebook page
- **Survey revealed public feels there is a need for trail maintenance**





Survey Results

Were the trail signs easy to understand and follow?

61% of respondents reported inadequate signage

- No, I thought I was lost more than once
- Occasionally I was not sure which way to go





Survey Results

Were the trail signs easy to understand and follow?

"We had a hard time finding the waterfalls and it should be mark better or signs showing us where to go.... Not for sure if we found the right one or not!!!!!"

"Between the handicap pier and the dam there are places where you don't know where the trail is unless you are really familiar with the area."

Survey Results



Was the trail clear of brush, logs, or other debris blocking the trail?

60% of respondents reported debris on trails

- No, there were many places that were blocked
- I had to climb over / go around some debris



Survey Results



Was the trail clear of brush, logs, or other debris blocking the trail?

“there were quite a few places where the trail was littered with debris that we had to walk around; there was one spot, on a hill that we had to carefully maneuver around debris and climb over a fallen tree.”

“The trail was so overgrown. Very poorly marked. Had to walk thru very thick brush in several areas. Large tree blocking trail in one spot.”





Survey Results

Was the trail wide enough to walk side by side with another person?

90% of respondents reported narrow trails

- No, most of the trail was narrowed by overgrowth
- Some parts of the trail were narrow





Survey Results

Was the trail wide enough to walk side by side with another person?

“My main complaint was how narrow this trail was because of overgrowth. I was rubbing against growth on both sides of the trail. This trail needs to be widened and it needs to be trimmed of overgrowth on a frequent basis.”

“...so much overgrown with Stinging Nettles and other weeds ... we love Hueston Woods but there is a lot of Trails neglected very sad for as nice a place this is, hope to see some improvement soon.”





SCA Agreement

**AGREEMENT
BETWEEN
THE STUDENT CONSERVATION ASSOCIATION, INC.
AND
OHIO DEPARTMENT OF NATURAL RESOURCES, DIVISION OF PARKS AND RECREATION
HUESTON WOODS STATE PARK**

This contractual Agreement herein-after known as (“The Agreement”) between The Student Conservation Association, Inc. and The Ohio Department of Natural Resources, Division of Parks and Recreation, Hueston Woods State Park shall be effective for a period of one year from the date of the final signature. The Student Conservation Association, Inc., a New York corporation with its principal place of business at 689 River Road, P.O. Box 550, Charlestown, NH 03603 (“SCA”), and Hueston Woods State Park, a park within the Ohio Department of Natural Resources (ADDRESS), (“Partner Agency”) shall be collectively referred to for the purpose of this Agreement as the Parties.

Whereas SCA fosters life-long stewardship of the environment by offering opportunities for education, leadership and personal development to its participants while providing a high quality public service in natural resource management and conservation through its programs, including its conservation intern program. An SCA conservation intern (“CI”) is a person, 18 years or older, with skills, education and qualifications to perform service activities as an individual placement for terms from six weeks to twelve months. All individually placed CIs are under the direct daily oversight of the Partner Agency.

Whereas the Partner Agency wishes to engage two SCA CI’s (*SCA code PO-00130270*) for the following project to be performed at the Hueston Woods State Park in College Corner, OH between (DATES?) or such later date as the volunteer begins the internship, through (DATES?) or such later date as the volunteer completes the internship.



Position Description



Duties include, but are not limited to:

- Performs trail mapping, evaluation, construction and maintenance.
- Performs area maintenance
- Prepares & maintains variety of records & reports
- Performs equipment preventive maintenance .



Current Status



A work plan is being developed by Park Staff utilizing a systematic approach to trail maintenance priorities

- Current pool of 237+ applicants will yield two interns.
 - Interviews begin March 2014
- Housing has been arranged onsite at HWSP
- Newly appointed local coordinators at HWSP have been identified and informed of project status. (M. Lockhart, S. Conner)



Looking Forward



- 20+ miles of trails at HWSP will be improved
- Pilot interns will develop a standard operating procedure for future trail interns
- A successful program will generate interest from other parks & create the potential for the program to spread throughout the state.



Lessons Learned



- A systematic approach and flexibility is essential for effective communication
- Public opinions assists in project implementation and direction
- There is an immense amount of interest in trail stewardship
- Collaboration with outside agencies can yield a win-win situation





OCPM Principles

The team utilized knowledge, principles and techniques from all seven OCPM Competencies during the course of this project:

- Developing Self
- Leading People
- Managing Work
- Personal & Organizational Integrity
- Change Leadership
- Public Service Focus
- Systemic Integration



Team Dynamics



- Team came together quickly
- Roles and Responsibilities were decided upon and assigned during first meeting based on individual strengths
- Good balance of personality types, skill sets, and experiences



Enhancing Ohio State Park Trails

Hueston Woods State Park Trail Map

6301 Park Office Road
College Corner, Ohio 45003

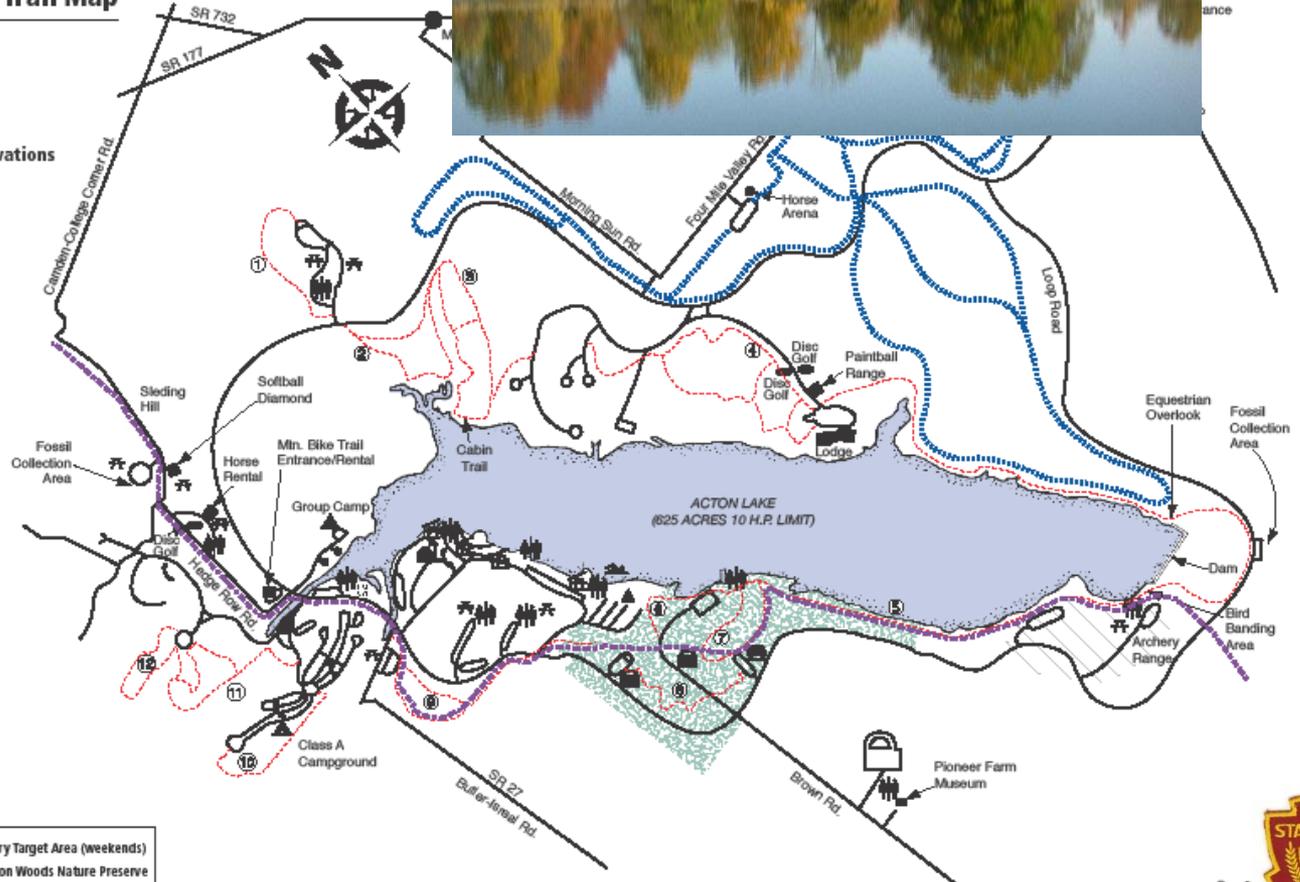
(513) 523-6347 - Park Office
(513) 664-3500 - Lodge
(800) 282-7275 - Lodge & Cottage Reservations



- TRAILS**
- Hiking Trail
 - Bridle Trail
 - American Discovery Trail
- ① - Cedar Falls
 - ② - Sycamore
 - ③ - Pine Loop/Cabin
 - ④ - Mud Lick
 - ⑤ - West Shore
 - ⑥ - Sugar Bush
 - ⑦ - Blue Heron
 - ⑧ - Big Woods
 - ⑨ - Hedge Apple
 - ⑩ - Indian Mound
 - ⑪ - Gallion Run
 - ⑫ - Equestrian Loop

- LEGEND**
- Park Office
 - Picnic Area
 - Picnic Shelter
 - Latrine
 - Trailhead Parking
 - Swimming Beach
 - Pay Phone
 - Wheelchair Accessible

- Archery Target Area (weekends)
- Hueston Woods Nature Preserve



Rev. 6

Questions?

