



# FY 2015 Learning and Development Catalog of Events

Updated September 29, 2015

In an effort to let the NPS community know what learning events (including training offerings) are available in FY15, the NPS Learning & Development community has compiled a starting list of events for you to choose from. This list is updated on a bi-weekly basis so please check back regularly. Supervisor and managers, please help your employees develop professionally by using the catalogue to communicate offerings for FY15 performance and development plans.

## How to Use This Calendar

This PDF document should be easily searchable. In your Adobe Acrobat Reader, press Ctrl+f. (or Command+f for Mac) This will bring up a word search box. Then finding training is as simple as entering a keyword and seeing what results pop up. The calendar is also organized chronologically.



Ongoing training events and courses are listed at the end of the calendar.



Classroom Course /  
Workshop



Blended  
Learning



On-Demand  
Learning



Webinar or Virtual  
Classroom  
Live at a Distance



Conference /  
Collaborative

In person, face-to-face, synchronous	Has both online, asynchronous components and either online or face-to-face synchronous components	Asynchronous, self-paced online training	Synchronous, live at a distance	In person
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Learning opportunities from these career fields and areas currently appear in this catalog:

Administration, Business and Commercial Practices	Cultural Resources	Interpretation and Education	Natural Resources Stewardship	Visitor and Resource Protection
Distance Learning Team	NPS Fundamentals	Partnership and Civic Engagement	Leadership Development	Facility Maintenance
Historic Preservation				

<b>01/05/2015 - 12/11/2015</b>	<b>New Superintendents Academy</b>	
	<b>Leadership Development</b>	
Varied - TBD	<p>The New Superintendents Academy (NSA), begun in 2008, is a program specifically designed to assist newly assigned Superintendents to be more effective and efficient leaders in their first superintendency. This robust 12 to 18-month developmental program includes individual and group components, blending self-directed activities with experiential, cohort-style learning events. Best practices in leadership development are incorporated, including 360-degree (multi-rater) feedback, individualized learning plans (IDPs) to address leadership competencies, access to senior leadership, webinars and stipends for individual learning needs, residential programs, executive coaching, and Community of Practice. All tuition and travel for the NSA is centrally funded.</p>	
	<p> New Superintendents in their first superintendency; Deputy Superintendents on space available bases - Administration, Building Coalitions, Business Acumen, Critical Resource Issues, Education, Law and Policy, Leading Change, Leading People, Results Driven, Leadership Development</p>	
Blended Learning	Contact <a href="#">Michelle Dunham</a> or 202-354-1410	

<p><b>TBD</b></p>  <p>Blended Learning</p>	<p align="center"><b>Crisis Communication</b></p>
	<p align="center">Partnership and Civic Engagement</p>
	<p>Participants will learn and practice essential competencies and skills related to crisis communications strategy in the areas of:</p> <ul style="list-style-type: none"> <li>o Messaging: Crisis communications messaging and strategy to include understanding the environment in which we operate, fulfilling our public obligation and trust, maintaining good reputation, responding effectively to small crises so they don't become big ones.</li> <li>o Interagency Interactions: Preparing to handle risk and crisis communications during an interagency incident.</li> <li>o Social Media Tools: Understanding and using social media effectively before, during, and after crises</li> </ul> <p>• Audience – Ideally, those participating in the training are more experienced employees who have Public Affairs as a major part of their duties. Generally, the training would include Public Affairs employees from across the service, leaning towards those who are doing communications work on a full time basis, and generally at a higher level.</p> <p>Final dates of course offering TBD For more information contact Suki Baz or Demica Vigil</p>
	<p> Employees with public affairs responsibilities</p>
	<p>Contact: <a href="#">Office of Communications</a></p>

<p>9/30/2015 – 10/1/2015</p>	<p><b>Facilitation Skills for Trainers: Creating the Dynamic Experience</b></p>
<p>STMA Harpers Ferry, WV</p>  <p>Classroom Course / Workshop</p>	<p style="text-align: center;">Administration, Business and Commercial Practices</p> <p>This course enables participants to revolutionize their training styles by examining their current approach through a brand new lens. Each participant will significantly improve their own ability to actively engage audiences. Bring a module from one of your courses so you can immediately apply Facilitation Skills for Trainers course strategies to your material and gain valuable feedback! Customized tools and structured practice sessions allow participants to improve presentations and deliver material using a format that achieves greater understanding and skill transfer. Participants will learn just what it takes to make their own courses practical, dynamic, and interactive!</p> <p>Objectives: After completing this course, you will be able to:</p> <ul style="list-style-type: none"> <li>Define the role of the trainer and the difference between training and education .</li> <li>Identify what makes for a great training session that delivers results .</li> <li>Describe the underlying dynamics of session design .</li> <li>Know how to plan an effective training session .</li> <li>Understand the four basic learning styles and how to develop training around them .</li> <li>Develop best practices related to teaching adults .</li> <li>Build customized toolbox of engagement strategies .</li> <li>Know how to react in the moment .</li> <li>Practice and receive feedback on using these best practices with participant's own material .</li> <li>Develop a plan for updating or incorporating the techniques in their existing training curriculum</li> </ul> <p> Training Specialists/Collateral Duty Trainers</p> <p><a href="#">Register Here</a> or contact <a href="#">Jo Robinson</a></p>

<p><b>10/6/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Time, Stress and Management</b></p>
	<p>Leadership Development</p>
	<p>This program enables participants to be more productive in their professional and personal lives by learning to manage time, stress and resources effectively. Participants explore the sources and effects of stress and develop strategies for channeling and reducing it. They analyze their current time use to develop priorities and goals as they explore ways to eliminate time wasters and develop strategies for managing environment, paper, and interruptions. Special emphasis is placed on techniques for achieving balance.</p> <p><a href="#">Full Announcement</a></p>
	<p> All Employees Contact <a href="#">Katrina Roberts</a> 202-354-1471</p>

<p><b>10/7/2015 – 10/8/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Professional Leadership Skills for Administrative and Support Personnel</b></p>
	<p>Leadership Development</p>
	<p>As an administrative or support professional in today’s workforce, current titles no longer adequately reflect the breadth and depth of the tasks actually managed. Today’s jobs require not only complete mastery of traditional office skills, superior human relations insight, and extraordinary communication skills, but also the ability to assist in keeping the whole operation running smoothly during times of major change. This webinar will enable participants to apply management and leadership skills and concepts to strengthen their decision-making, communication, interpersonal dynamics and time management capabilities - in essence, what it takes to be in charge of their life and their career!</p> <p><a href="#">Full Announcement</a></p>
	<p> All Employees Contact <a href="#">Katrina Roberts</a></p>

<p><b>10/15/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Managing Change and Transition</b></p>	
	<p>Leadership Development</p>	
	<p>This program enables participants to be more productive in their professional and personal lives by learning to manage change and deal with times of significant change and transition. Participants explore the nature of change and their reactions to it while identifying the effects of stress and developing strategies for channeling and reducing it. They develop priorities and goals for managing their environment and themselves. Emphasis is placed on learning how improved communication can be used to alleviate change-induced stress by enhancing understanding and developing a sense of personal control and organized transition.</p> <p><a href="#">Full Announcement</a></p>	
	<p> All Employees</p> <p>Contact <a href="#">Katrina Roberts</a> 202-354-1471</p>	

<p><b>10/19/2015 – 10/21/2015</b></p> <p>Lakewood, CO</p>  <p>Classroom Course / Workshop</p>	<p><b>Writing Effective Performance Standards</b></p>	
	<p>Leadership Development</p>	
	<p>This three day seminar is focused on helping supervisors to (1) understand the importance of managing employee performance as a key supervisory responsibility, and (2) know how to develop effective performance standards. During FY15 WASO Learning and Development will cover all associated costs (tuition and travel).</p> <p><a href="#">Full Announcement</a></p>	
	<p> Supervisor/Managers</p> <p><a href="#">Register Here</a> or Contact <a href="#">Katrina Roberts</a></p>	

<p><b>10/20/2015 – 10/22/2015</b></p> <p><b>Denver, CO</b></p>  <p>Classroom Course/Workshop</p>	<p><b>Serious Accident Investigation (SAI) Interagency Training</b></p>	
	<p>Visitor and Resource Protection</p>	
	<p>This class covers the relevant laws, policies, &amp; procedures of the DOI and the USDA Forest Service as well as other information necessary to effectively manage the investigation team.</p> <p><b>NOTE:</b> This class uses an electronic notebook and requires the use of a laptop. Software needed: Microsoft Word, Excel, PowerPoint, and Adobe Reader.</p> <p><b>YOU MUST BE NOMINATED TO ATTEND THIS CLASS! Your Supervisor MUST nominate you to the appropriate representative for your agency or to the class coordinator below.</b></p>	
	<p> DOI/FS Managers, experienced accident investigators, Safety &amp; Occupational Health Professionals, &amp; others with an interest in accident investigation will learn how to do a serious accident investigation.</p> <p>Contact: <a href="#">Susan Eaves</a> 202-513-7196</p>	

<p><b>10/20/2015 – 10/21/2015</b></p> <p>Washington, DC</p>  <p>Classroom Course/Workshop</p>	<p><b>Emotional Intelligence</b></p>	
	<p>Leadership Development</p>	
	<p>Research on emotional intelligence has shown that successful job performance is significantly impacted by emotional self-awareness, stress management, and the ability to pick up on social cues and build effective working relationships. While we may know the right thing to do in a given situation, we are often “hijacked” by our emotions in stressful situations and behave in ways that interfere with our personal and team success.</p>	
	<p> All Employees</p> <p><a href="#">Register here</a> or contact <a href="#">Brigitte Keels</a> 202-354-1406</p>	

<p><b>10/27/2015 – 10/29/2015</b></p> <p>Washington, DC</p>  <p>Classroom Course/Workshop</p>	<p><b>Crucial Skills Suite</b> <b>(Crucial Conversation &amp; Crucial Accountability</b></p>
	<p>Leadership Development</p>
	<p>This 3-day course is taught by a certified instructor who guides participants through engaging video examples, dynamic group discussions, and interactive in-class practice sessions. Crucial Conversation teaches skills for creating alignment and agreement by fostering open dialogue around high-stakes, emotional, or risky topics – at all level of your office. Crucial Accountability teaches skills for identifying and resolving performance gaps, strengthening accountability, eliminating inconsistency, and reducing resentment.</p>
	<p> All Employees</p> <p><a href="#">Register here</a> or contact <a href="#">Katrina Roberts</a> 202-354-1471</p>

<p><b>11/4/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Career Development</b></p>
	<p>Leadership Development</p>
	<p>This program in intended for those who wish to develop plans for managing their careers. The program uses a variety of exercises to help participants identify their skills and areas of interest, and to recognize abilities and strengths that they might not be using in their current jobs. Participants then learn steps for preparing and implementing.</p> <p><a href="#">Full Announcement</a></p>
	<p> All Employees</p> <p>Contact <a href="#">Katrina Roberts</a> 202-354-1471</p>

11/16/2015 –  
11/20/2015

San Antonio, TX



Classroom  
Course/Workshop

## Interdisciplinary Resource Protection and Law

### Natural Resources Stewardship

Training focuses on the ability of the employee to recognize a diversity of natural and cultural resources existing throughout the national park system, and the types of threats and vulnerabilities associated with these resources. Participants will leave this training with the basic level knowledge required to apply legal authorities to safeguard natural and cultural resources, an understanding of the broad range of threats to park resources, and strategies to recognize, respond, and take action to resource impacts.

#### Course Objectives:

- Develop a comprehensive knowledge of the environmental and legal framework that safeguards natural and cultural resources in the National Park System.
- Develop a working knowledge of the environmental and legal framework that safeguards natural and cultural resources in the National Park System.
- Recognize that knowledge of park resources is central to each employee's duty of protecting those resources.
- Understand that resource protection, prevention, and visitor education are important components of taking action to ensure resources are protected in park unit daily operations.
- Demonstrate group processes to ensure effective interdisciplinary and cooperative actions among NPS staff, partners, and the public.
- Use an integrated approach to identify threats to park resources for the purpose of ensuring that resource injuries are correctly acted upon.

Complete announcement and scholarship application available at <http://www.nps.gov/training/nrs/events/events.html>



Commissioned employees, interpreters in resource education and public information, resource management discipline specialists, and facility management employees who will work in interdisciplinary teams. Priority for facility employees will be given to participants in the Facility Management Leadership Program. Other disciplines are encouraged to apply.

For more information click [here](#) or contact [Jeri Hall](#)

<b>11/16/2015 – 11/19/2015</b>    Webinar / Live at a Distance	<b>Management Skills for Administrative Professionals</b>
	Administration, Business and Commercial Practices
	This is a live, online course consisting of 3-hour sessions over 4 days. In this course you will learn to juggle multiple responsibilities, learn better ways to think on your feet with powerful techniques, create win-win solutions that leave everyone feeling positive, become a strategic partner to your boss, understand different team player styles for more effective collaboration, control your time and workload with advanced time-management skills.
	 Administrative Officers <a href="#">Register Here</a> or contact <a href="#">Jo Robinson</a>

<b>11/17/2015 – 11/19/2015</b>  <b>Gatlinburg, TN</b>    Classroom Course / Workshop	<b>The Administrative Officer</b>
	Administration, Business and Commercial Practices
	As an administrative officer in today’s workforce, current titles no longer adequately reflect the breadth and depth of the tasks actually managed. Today’s jobs require not only complete mastery of traditional office skills, superior human relations insight, and extraordinary communication skills, but also the ability to assist in keeping the whole operation running smoothly during times of change. The Division of Learning & Development is pleased to offer two courses for you: The Administrative Officer and Management Skills for Administrative Professionals. . The Administrative Office is a three day classroom course that covers the roles, functions and purpose of the AO, reviews the budget and procurement and acquisition processes, delves into communication and your role in facilitating change and identifying the people and resources needed to meet organizational shifts and changes.
	 Administrative Officers <a href="#">Register Here</a> or contact <a href="#">Jo Robinson</a>

<p><b>11/19/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Motivating and Empowering Employees</b></p>	
	<p>Leadership Development</p>	
	<p>This course enables participants (supervisors and managers) to provide constructive criticism and positive feedback that recognizes and encourages good performance while offering suggestions for continued improvement. Participants will learn the communication techniques that motivate employees and positively influence their performance. Emphasis will be placed on understanding behavior and creating self affirming environments.</p> <p><a href="#">Full Announcement</a></p>	
	<p> All Employees</p> <p>Contact <a href="#">Katrina Roberts</a> 202-354-1471</p>	

<p><b>12/2/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Influencing Up</b></p>	
	<p>Leadership Development</p>	
	<p>Leadership is largely about influence. In order to help accomplish the organization’s mission and goals, leaders must be able to influence those who work for them as well as their bosses and peers. All leaders are faced on occasion with the tough task of “telling truth to power” and influencing up the chain of command, which can be especially difficult for them when the organization does not provide the necessary tools. There is both an art and a science to influencing upwards that can be learned. This webinar will provide leaders with the knowledge and skills to not only have their ideas heard but in a way that serves the organization, bosses, and teams.</p>	
	<p> All Employees</p> <p>Register through DOI Learn or Contact <a href="#">Katrina Roberts</a></p>	

<p><b>12/3/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Time, Stress and Management</b></p>
	<p>Leadership Development</p>
	<p>This program enables participants to be more productive in their professional and personal lives by learning to manage time, stress and resources effectively. Participants explore the sources and effects of stress and develop strategies for channeling and reducing it. They analyze their current time use to develop priorities and goals as they explore ways to eliminate time wasters and develop strategies for managing environment, paper, and interruptions. Special emphasis is placed on techniques for achieving balance.</p> <p><a href="#">Full Announcement</a></p>
	<p> All Employees</p> <p>Contact <a href="#">Katrina Roberts</a> 202-354-1471</p>

<p><b>12/10/2015</b></p>  <p>Webinar / Live at a Distance</p>	<p><b>Managing Change and Transition</b></p>
	<p>Leadership Development</p>
	<p>This program enables participants to be more productive in their professional and personal lives by learning to manage change and deal with times of significant change and transition. Participants explore the nature of change and their reactions to it while identifying the effects of stress and developing strategies for channeling and reducing it. They develop priorities and goals for managing their environment and themselves. Emphasis is placed on learning how improved communication can be used to alleviate change-induced stress by enhancing understanding and developing a sense of personal control and organized transition.</p> <p><a href="#">Full Announcement</a></p>
	<p> All Employees</p> <p>Contact <a href="#">Katrina Roberts</a> 202-354-1471</p>

<p><b>1/12/2016 – 1/14/2016</b></p>  <p>Webinar /Virtual Classroom Live at a Distance</p>	<p><b>Managing Curriculum-based Education Programs and Services</b></p>	
	<p>Interpretation and Education</p>	
	<p>This course will focus on how to build a dynamic education team, create an effective work environment, develop a strategic education plan, advocate for and support education programs, cultivate resilient and productive education partnerships, and institute a culture of learning based on assessment and evaluation.</p> <p>This course will be presented via a distance learning "virtual" classroom -- each day involves participation in online and collaborative activities in a number of ways, each designed to provide a unique means to interact and learn from experts and colleagues. Virtual class participation will require a work station with computer, reliable internet and phone access.</p>	
	<p> Interpretation and education supervisors and managers – from both natural and cultural sites -- who are managing curriculum-based education programs. Interested employees from other career fields and other agencies are also welcome to apply, on a space available basis</p> <p><a href="#">Register Here</a> or contact <a href="#">Kimble Talley</a></p>	

<p><b>4/25/2016 – 4/29/2016</b></p> <p>Washington, DC</p>  <p>Classroom Course/Workshop</p>	<p><b>Managers Institute on Public Policy</b></p>	
	<p>Leadership Development</p>	
	<p>Managers Institute on Public Policy is a 5-day training course designed to provide participants with a better understanding of legislative and congressional affairs; how Congress impacts the work of the National Park Service; and how to effectively interact with members of Congress and their staffs. The course includes spirited classroom discussions, individual and group activities, presentations by guest speakers, and a day observing Congress. Topics include: legislative procedures, the congressional budget process, the role of congressional staff, committee hearing procedures, congressional expectations of Federal agency officials, and ethics and lobbying rules.</p>	
	<p> Superintendents, Deputy and Assistant Superintendents and WASO and regional program managers</p> <p><a href="#">Register here</a> or contact <a href="#">Brigitte Keels</a> 202-354-1406</p>	

# Ongoing Training



Classroom Course /  
Workshop



Blended  
Learning



On-Demand  
Learning



Webinar /  
Live at a Distance



Conference /  
Collaborative

 Webinar / Live at a Distance	<h2>Arborist Webinar Series</h2>
	<h3>Facility Maintenance</h3>
	Olmsted Center for Landscape Preservation
	<p>NPS employees will receive instruction in tree care principles and practices. Webinars will cover topics such as tree condition assessment, proper pruning techniques, and supplemental support systems. There will be an optional assignment following each webinar for those individuals interested in further developing competencies in the webinar topic.</p> <p>Successful completion of each webinar will allow participants to obtain Continuing Education Credit Units (CEU) for professional certification through the International Society of Arboriculture (ISA). Those seeking CEUs will receive verification of attendance that can be used to request “post-training” credit from ISA.</p>
	 Cultural Landscapes, Education, Facility Maintenance Contact <a href="#">Dan McCarthy</a>

 Blended Learning	<h2>Chainsaw Safety, Maintenance &amp; Operations Instructor/Evaluator Training</h2>
	<h3>Facility Maintenance</h3>
	Olmsted Center for Landscape Preservation
	<p>Training offered as part of a NPS initiative to improve employee chainsaw operator skills and safety. Course will be integrated with recommendations being developed by the Service wide chainsaw safety workgroup to develop a cadre of local/regional NPS trainers and operator competency evaluators. The courses will be presented as blended training sessions, provided a combination of e-learning, classroom lectures, demonstrations and hands-on practice to build each participant’s knowledge and skill in presenting the course material.</p>
	 Cultural Landscapes, Education, Facility Maintenance, Law Enforcement, Leading Change, Natural Resources Contact <a href="#">Dan McCarthy</a>



On-Demand  
Learning

## Conducted Activities

### Interpretation and Education

To facilitate opportunities for the visitors to form their own intellectual and emotional connections to resource meanings, you must plan and integrate strategically the physical movement of the visitors from one location to another with development of an idea relevant to the visitors and the resource. This course describes the components of successful conducted activities and explores techniques to effectively present directed experiences. The course also models a process you can follow to craft conducted activities that allow for discovery of the relevance and significance of the site.

The sections in this course include:

- Knowledge of the Resource
- Knowledge of the Audience
- Goals, Objective, and Themes
- Directed Experiences
- Organization
- Logistics
- Evaluation



Interpreters, Educators and managers of Interpretation and Education - Building Coalitions, Critical Resource Issues, Education, Interpretation, Leading Change, Ranger Skills

Visit [Eppley.org partner site](http://Eppley.org) for more information; fee associated – limited free and discount courses available from Regional interpretation offices.



On-Demand Learning

## Evaluating Scientific Proposals for Cultural Resources in Wilderness

### Cultural Resources

This is the third in a series of three courses in the Managing Cultural Resources in Wilderness course of study. This course discusses the process for evaluating proposals for conducting scientific activity in wilderness related to cultural resources and the decisions wilderness managers must make in order to preserve wilderness character with such activity.

Upon completion of this course you should be able to:

- Explain how cultural research is compatible with wilderness management
- Use the Evaluation Framework to evaluate a proposal for scientific activity
- Identify 'red flags' in a proposal
- Evaluate the quality of a proposal
- Determine if research is wilderness dependent
- Complete a Benefits Assessment
- Complete an Impacts Assessment



Wilderness Managers, Cultural Resource Specialists, Cultural Resource Managers, Integrated Resource Managers - Anthropology, Archeology, Cultural Landscapes, Historic Structures, History, Wilderness

Contact [Cari Kreshak](#)



On-Demand Learning

## Foundations of Interpretation

### Interpretation and Education

Designed to provide a basic understanding of the theory and practice of interpretation, this course is ideal for those new to the field or anyone interested in a refresher on interpretation concepts.

This introductory course answers four fundamental questions about interpretation:

- What is interpretation?
- Why do we do interpretation?
- What skills do interpreters need?
- How do you do interpretation?



Interpreters, Educators and managers of Interpretation and Education - Building Coalitions, Critical Resource Issues, Education, Interpretation, Leading Change, Ranger Skills

Visit [Eppley.org partner site](#) for more information; free course.



On-Demand Learning

## Fundamentals of Managing Cultural Resources in Wilderness I

### Cultural Resources

This is the first in a series of three courses in the Managing Cultural Resources in Wilderness course of study. This course is designed to provide a basic understanding of the importance of cultural resources in wilderness, and how stewardship of those resources differs in wilderness from areas that are not wilderness.

Upon completion of this course you should be able to:  
Describe the various types of cultural resources found in wilderness  
Provide an overview of the laws, regulations, and policies affecting cultural resources  
Discuss controversies surrounding the management of cultural resources in wilderness  
Apply the Stewardship Model to cultural resources in wilderness



Wilderness Managers, Cultural Resource Specialists, Cultural Resource Managers, Integrated Resource Managers - Anthropology, Archeology, Cultural Landscapes, Historic Structures, History, Wilderness

Contact [Cari Kreshak](#)



On-Demand Learning

## Fundamentals of Managing Cultural Resources in Wilderness II

### Cultural Resources

This is the second in a series of three courses in the Managing Cultural Resources in Wilderness course of study. This course provides you with a basic understanding of the inventory and monitoring processes as related to cultural resources.

Upon completion of this course you should be able to:  
Explain the difference between inventory and monitoring  
Identify agency policies on cultural resource inventory and monitoring  
Describe the four types of inventory surveys  
Explain the basic techniques for these activities when managing cultural resources in a wilderness setting  
Recall the four indicator criteria  
Select a monitoring methodology using six basic considerations



Wilderness Managers, Cultural Resource Specialists, Cultural Resource Managers, Integrated Resource Managers - Anthropology, Archeology, Cultural Landscapes, Historic Structures, History, Wilderness

Contact [Cari Kreshak](#)



On-Demand  
Learning

## Fundamentals of Managing Cultural Resources in Wilderness III

### Cultural Resources

This is the third in a series of three courses in the Managing Cultural Resources in Wilderness course of study. This course discusses the process for evaluating proposals for conducting scientific activity in wilderness related to cultural resources and the decisions wilderness managers must make in order to preserve wilderness character with such activity.

Upon completion of this course you should be able to:

- Explain how cultural research is compatible with wilderness management
- Use the Evaluation Framework to evaluate a proposal for scientific activity
- Identify 'red flags' in a proposal
- Evaluate the quality of a proposal
- Determine if research is wilderness dependent
- Complete a Benefits Assessment
- Complete an Impacts Assessment



Wilderness Managers, Cultural Resource Specialists, Cultural Resource Managers, Integrated Resource Managers - Anthropology, Archeology, Cultural Landscapes, Historic Structures, History, Wilderness

Contact [Cari Kreshak](#)



On-Demand  
Learning

## Interpreting the Causes of the Civil War

### Interpretation and Education

For interpreters at Civil War sites, obtaining a solid understanding of the war's causes is vital to creating accurate presentations for the public. This course focuses on political and social issues that revolved around the topic of slavery from the 1840s through the 1860s. Not only will this course recount major events in the decades preceding the war, it will provide you with links to primary and secondary sources and interpretive tips that will help you create public programs about the war.

The course is divided into seven sections. They include:

- Interpreting the Civil War
- The Long Road to War- 1840s
- Compromises and Concessions- 1850s
- An Ever Widening Gulf- 1850s
- Election and Destruction
- The Lost Cause
- Epilogue



Interpreters, Educators and managers of Interpretation and Education -  
Critical Resource Issues, Education, Interpretation, Leading Change, Ranger  
Skills

Visit [Eppley.org partner site](http://Eppley.org) for more information; free course.



On-Demand  
Learning

## Interpretive Writing

### Interpretation and Education

To be an effective interpretive writer, you must possess basic skills in writing and understand the art and practice of interpretation. This course explores the reasons we write and teaches the basic elements of effective interpretive writing.

The six sections in the course cover interpretive writing:

- The Basic Mechanics
- The Write Tool
- The Set Up
- The Draft
- The Revisions
- The Final Product

By following the step by step instruction in planning, drafting, and revising interpretive writing, students can complete the course with a finished product.



Interpreters, Educators and managers of Interpretation and Education - Building Coalitions, Critical Resource Issues, Education, Interpretation, Leading Change, Ranger Skills

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On-Demand  
Learning

## Air Resources in National Parks

### Natural Resources Stewardship

Every unit in the national park system has air resources, but, because air is invisible and easily crosses park boundaries, many people do not think of it as a resource that the park service manages. This two-hour on-line training provides employees from any division with a basic understanding of what air resources are, why they are important, and the laws, regulations and policies that guide and govern their management. The course will also introduce the science of air pollution, air quality monitoring, and some of the air-related issues faced by parks throughout the service, including several in-depth case studies. It will provide learners with resources to explore air quality and management issues at their own unit, and sources for more in-depth information and assistance in dealing with specific problems.

Introduction to Air Resources is part of the Career Academy for Natural Resources, and is the first of a planned series of on-line learning opportunities designed to provide National Park Service employees with an introduction to specific natural resources and natural resource issues. These courses are intended for natural resource employees at the entry/developmental level, and for anyone who wishes to learn more about natural resources within the national park system. This course is available through DOI Learn. The course code is NPS-NRS1503. Cost: Free.

To learn more about the Career Academy for Natural Resources, visit the website at <http://www.nps.gov/training/nrs/academy/academy.html>



Natural resource professionals and any employee interested in basic information about how the park service manages air resources

For more information contact [Jeri Hall](#)



On-Demand Learning

## INPS: The NPS and the Federal Government

### Fundamentals

While the NPS's organization structure defines how its sites are managed, it is important to recognize the larger context in which employees work. This course provides you with an understanding of the role of federal government employees within the National Park Service (NPS), the NPS's role within the Department of the Interior, and the Department of the Interior's role in the federal government as a whole. In this course, you will learn the role of the National Park Service within the Department of the Interior, and the Department of the Interior's role in the federal government.

- Recognize the relationship and function between DOI bureaus.
- Identify the relationship between the NPS and the executive, legislative, and judicial branches of the federal government.



New Employees

Visit [Eppley.org partner site](http://Eppley.org) for more information; free course.



Blended Learning

## Introduction to Landscape Preservation Maintenance

### Facility Maintenance

Olmsted Center for Landscape Preservation

Program provides blended learning opportunities for park field staff in field landscape preservation maintenance that integrates facilities management and cultural resource stewardship. The objectives of these training sessions are for students to: define applicable goals preservation maintenance principles and techniques; integrate cultural landscape preservation and field maintenance operations; apply preservation maintenance practices to protecting and preserving landscapes; recognize the role and value of sound maintenance strategies and practices in the care and stewardship of cultural landscape features character.

As part of organizing and delivering the training sessions, presentation materials will captured to create content formatted for e-learning delivery. Development of assessment tools to evaluate delivery and education value of the material will also be accomplished.



Cultural Landscapes, Education, Facility Maintenance

Contact [Jamie McGuane](http://JamieMcGuane.com)



On-Demand Learning

## Introduction to the Career Academy for Natural Resources

Natural Resources Stewardship

This two-hour on-line training orients learners to the natural resource and science career path within the National Park Service. It explains the role of the natural resource professional within the NPS, and introduces the concepts of ethical conduct, scientific integrity, interdisciplinary networks and building and maintaining professional credibility. Students will address their career development by exploring ways to design and implement professional development plans. Introduction to the Career Academy for Natural Resources is the first unit in the course of study being developed for the Foundational Natural Resource series of the Career Academy for Natural Resources.

To learn more about the Career Academy for Natural Resources, visit the website at <http://www.nps.gov/training/nrs/academy/academy.html>



Natural resource employees at the entry/developmental level ( 5/7/9 ) as well as natural resource professionals at any level who are new to the NPS - Natural Resources

[Register Here](#)



On-Demand Learning

## Inventory and Monitoring of Cultural Resources in Wilderness

Cultural Resources

This is the second in a series of three courses in the Managing Cultural Resources in Wilderness course of study. This course provides you with a basic understanding of the inventory and monitoring processes as related to cultural resources.

Upon completion of this course you should be able to:  
Explain the difference between inventory and monitoring  
Identify agency policies on cultural resource inventory and monitoring  
Describe the four types of inventory surveys  
Explain the basic techniques for these activities when managing cultural resources in a wilderness setting  
Recall the four indicator criteria  
Select a monitoring methodology using six basic considerations



Wilderness Managers, Cultural Resource Specialists, Cultural Resource Managers, Integrated Resource Managers - Anthropology, Archeology, Cultural Landscapes, Historic Structures, History, Wilderness

Contact [Cari Kreshak](#)



Blended Learning

## Landscape Maintenance Skills Development Program

### Facility Maintenance

Olmsted Center for Landscape Preservation

The Landscape Maintenance Skills Development Program is a Service wide, participatory-based, career enhancement opportunity for facilities maintenance employees needing to strengthen their grounds management knowledge and abilities. Participants are engaged in a sequenced educational curriculum over a period of twelve months that includes blended learning opportunities: classroom sessions, park-based field training projects, independent study, and distance learning training events.

Courses to be offered include:

- Tree Planting Principles and Practices
- Landscape Inspection and Condition Assessment
- Shrub and Hedge Maintenance Field Workshop
- Orchard Stabilization Field Workshop
- Sustainable Landscape Management Practices
- Sustainable Turfgrass Management Workshop
- Pruning Workshop
- Irrigation Maintenance and Repair
- Landscape Equipment Safety, Operation and Maintenance
- Stone Wall Repair and Maintenance



Cultural Landscapes, Education, Facility Maintenance

Contact [Jamie McGuane](#)



Blended Learning

## NPS Arborist Training Program

### Facility Maintenance

Olmsted Center for Landscape Preservation

The Arborist Training Program introduces participants to tree care concepts and techniques. The educational framework for the program meets the training and certification requirements of the International Society of Arboriculture and includes blended learning events: classroom sessions on the scientific principles of arboriculture; field training projects that engage participants in tree care practice and operations; and, independent study and distance learning programs which reinforce knowledge and skills introduced in both classroom sessions and field training projects.



Cultural Landscapes, Education, Facility Maintenance

Contact [Dan McCarthy](#)



On-Demand  
Learning

## Special Park Use Program: Commercial Filming and Still Photography

### Visitor and Resource Protection

- The overall goal of this course is to create awareness of the Special Park Use (SPU) Program specifically regarding Commercial Filming and Still Photography regulations and processing. The learner will be guided through all the elements that go into these permits, such as understanding terms used by the commercial filming industry. The course will also review the impacts of Commercial Filming and Still Photography activities when considering an application and further processing of a potential permit. This course is designed to be one course in a series of modules to prepare NPS employees to administer the SPU Program. The course is intended primarily for NPS employees who are responsible for administering the Special Park Use Program, including new employees, employees whose SPU responsibilities are collateral or full-time administrators and managers who approve SPUs, such as Superintendents. The course provides users with a systematic process to follow SPU permit requests for a Commercial Filming or Still Photography project from initial inquiry to final authorization determination . It covers the basics of program administration and introduces users to the interlocking pieces of the Special Park Use Program. Other supporting modules include The Basics, Cost Recovery, and First Amendment Rights.



NPS employees who have the responsibility for Special Park Use Administration and permits.

Contact: [Lee Dickinson](#) 202-513-7092



On-Demand  
Learning

## Special Park Use Program: Cost Recovery

Visitor and Resource Protection

This course is designed for those charged with the responsibility for Special Park Use administration. In addition to defining cost recovery, users will summarize the permit process and accurately calculate cost recovery charges. This course can be downloaded on mobile devices and includes a mobile application for cost recovery calculation. New employees, employees seeking a refresher, collateral and full time SPU administrators, and those who approve Special Park Use permits, (for example Superintendents), will find this course useful.

 NPS employees with responsibility for Special Park Use (SPU) administration. New employees, employees seeking a refresher, collateral and full time SPU administrators, and those who approve Special Park Use permits, (for example Superintendents), will find this course useful.

Contact: [Lee Dickinson](#) 202-513-7092



On-Demand  
Learning

## Special Park Use Program: The Basics

Visitor and Resource Protection

The overall goal of this course is to create awareness of the Special Park Use (SPU) Program. This course is designed to be the first in a series of modules to prepare NPS employees to administer the SPU Program. The course is intended primarily for NPS employees who are responsible for administering the Special Park Use Program, including new employees, employees whose SPU responsibilities are collateral or full-time administrators and managers who approve SPUs, such as Superintendents. The course provides users with a systematic process to follow SPU permit requests from initial inquiry to final authorization determination . It covers the basics of program administration and introduces users to the interlocking pieces of the Special Park Use Program. Other supporting modules include Cost Recovery, Commercial and Still Photography, and First Amendment Rights.

 NPS employees responsible for administering the Special Park Use Program or approving a Special Park Use permit.

Contact: [Lee Dickinson](#) 202-513-7092

 <p>On-Demand Learning</p>	<h2>Training and Coaching Interpreters</h2>
	<h3>Interpretation and Education</h3>
	<p>Interpretive trainers and coaches support interpreters in connecting people to parks. Trainers and coaches amplify their impact and enhance visitor experiences by ensuring that their trainees can offer audiences opportunities to form intellectual and/or emotional connections with the meanings of the resources. The Training and Coaching Interpreters course provides step by step instruction in developing and delivering a training session as well how to conduct coaching sessions based on a positive assessment.</p> <p>This course is divided into three sections. They include:</p> <ul style="list-style-type: none"> <li>• Interpretive Effectiveness</li> <li>• Interpretive Training</li> <li>• Interpretive Coaching</li> </ul>
	<p> Interpreters, Educators and managers of Interpretation and Education - Building Coalitions, Critical Resource Issues, Education, Interpretation, Leading Change, Ranger Skills</p> <p>Visit <a href="http://Eppley.org">Eppley.org partner site</a> for more information; fee associated – limited free and discount courses available from Regional interpretation offices.</p>

 <p>On-Demand Learning</p>	<h2>Understanding the Federal Budget Process</h2>
	<h3>Administration, Business and Commercial Practices</h3>
	<p>This course provides an introduction to the federal budget cycle and the role the National Park Service, the Department of the Interior and Congress have in establishing appropriated funding.</p> <p>Objectives: Upon completion of the module, employees will be able to:</p> <ul style="list-style-type: none"> <li>•List the major steps in the federal budget cycle</li> <li>•Distinguish among the roles of the various offices involved in developing the NPS budget</li> <li>•Describe how budgeting priorities are determined in the NPS</li> <li>•Describe how the NPS Scorecard can be used to inform budget requests</li> </ul>
	<p> All NPS employees - Business Acumen</p> <p><a href="#">Register Here</a></p>



On-Demand  
Learning

## Albright-Wirth Grant Program

### Leadership Development

"The Horace M. Albright-Conrad L. Wirth Grant Program (AWGP) is a prestigious developmental opportunity that annually awards funding for personal and career development projects to National Park Service employees.

Applicants must meet the following requirements:

- Be a National Park Service employee (permanent, full or part-time, seasonal, temporary, and term are all accepted).
- Have at least three (3) cumulative years of NPS work experience by end of application period.
- May not be working under Learning & Development at the time of application.
- Must have travel ceiling approval and supervisor approval for developmental activity containing travel.



All Employees who have worked for NPS for three years or more.

Visit <http://share.nps.gov/awg> for more information or contact Lisa Nicol [lisa\\_nicol@nps.gov](mailto:lisa_nicol@nps.gov) 202-354-1998