

State of California Resources Agency Department of Parks and Recreation

# Resource Management: Cultural

June 4-8, 2007

Training Syllabus



William Penn Mott Jr. Training Center



# Memorandum

Date: May 14, 2007

To: Supervisor

From: **Department of Parks and Recreation**  
William Penn Mott Jr. Training Center

Subject: Employee Attendance at Formal Training  
Resource Management: Cultural Group 6

An employee from your office will soon be attending the formal training program described in the attached. Please insure that the employee is fully prepared to attend the session and that the groundwork is laid for the employee's implementation of the training upon returning to work.

You can assist with capturing the full value of the training by taking the following steps:

### Prior to Training

1. Make sure that **specific** employee needs are identified and, if necessary, called immediately to the attention of the Training Coordinator.
2. Review with the employee the reason for the employee's attendance.
3. Review objectives and agenda with the employee.
4. Discuss objectives and performance expected after the training.

### Immediately Following Attendance

1. Discuss what was learned and intended uses of the training.
2. Review the employee's assessment of the training program for its impact at the workplace and review the due date of the Post-Training Evaluation form.
3. Support the employee's use of the training at the work place.

### Prior to Three Months Following Training

1. Employee, after discussion with supervisor, must login to the Employee Training Management System (ETMS) to complete the Post-Training Evaluation form.
2. Supervisor evaluates the effectiveness of the training on the employee's job performance and logs in to the ETMS to complete the Training Effectiveness Assessment form.

Thank you for your assistance in seeing that the full benefit of training is realized.



Michael D. Green  
Acting Department Training Officer

Attachment  
cc: Participant

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***Mission Statement  
Training Office***

***The mission of the Training Office is to improve  
organizational and individual performance through  
consulting, collaboration, training and development.***

**MOTT TRAINING CENTER STAFF**

Michael Green..... (Acting) Department Training Officer

Joanne Danielson ..... Training Specialist

Chuck Combs..... Training Specialist

Dave Galanti ..... Training Specialist

Sara Skinner ..... Training Specialist

Michelle Gardner..... Cadet Training Officer

Connie Breakfield..... Cadet Training Officer

Pat Bost ..... Assistant Program Coordinator

Pamela Yaeger ..... Assistant Program Coordinator

Bill Spencer..... Assistant Program Coordinator

Edith Alhambra..... Assistant Program Coordinator

Summer Kincaid..... Assistant Program Coordinator

## THE MISSION

*of the California Department of Parks and Recreation is to provide for the health, inspiration and education of the people of California by helping to preserve the state's extraordinary biological diversity, protecting its most valued natural and cultural resources, and creating opportunities for high quality outdoor recreation.*



## FORMAL TRAINING GUIDELINES

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Welcome to formal training, an essential component in your career development.

Since 1969, our Department has been providing a continuously changing number of diverse training programs at its Training Center. The Department strives to enhance your learning and job performance with formal training of the highest quality. This fact demonstrates the commitment your Department has made to you in your service to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation and post training follow-through.

Our Department's dedication to training is only one aspect of its commitment to you and to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation in formal training itself and post training follow-through.

The program you will be participating in is described in this training syllabus, which outlines what you can expect from this training and what is expected of you. This syllabus details what you should do before you leave for training; what to do when you arrive; what you will be doing while in training; and, importantly, what you should be able to do when you return to your work site. Specifically:

1. **SYLLABUS:** The syllabus is now accessible on the Employee Training Management System (ETMS). You should print a copy of the syllabus to bring with you to class. Your copy of this syllabus is an important part of your training experience and should be brought with you to training. Read it before you arrive and review it following the program along with material you received at training.
2. **PRE-TRAINING ASSIGNMENTS:** Your completion of pre-training assignments is essential to the success of your training. You are responsible for all reading assignments in preparation for classroom sessions. Time will be provided during working hours to accomplish any assignments which involve either individual or group efforts and resources. (Pre-training assignments are listed in the "Training Attendance Requirements" section.)

3. TRAVEL: Arrange your travel to and from the training through your District or Office. (No reimbursement for travel expense - including per diem costs - will be approved for travel not specifically authorized in advance by the District Superintendent.) Individuals may claim reimbursement for incidental expenses incurred as outlined in DAM 0410.6. The Training Center does not have the capability to provide transportation to/from Monterey Airport.
4. HOUSING: Housing will be assigned to you on a shared-room basis and will be available from 3 p.m. on the date of arrival to 12 noon on the date of departure. The Department provides your room and board expenses at the Training Center only. No per diem allowance will be authorized for living off-grounds. This does not preclude living off-grounds at your own expense. Please advise the Department Training Officer no later than one week before your scheduled arrival if you plan to live off-grounds. No animals are permitted in Asilomar housing. In the event of an emergency, staff must know your room assignment, therefore, you may not switch rooms without staff approval. Overnight guests are not allowed in the buildings unless registered beforehand at the front desk in Asilomar's Administration Building. Quiet hour for lodge living areas is 10 p.m.

**HOUSING CANCELLATION POLICY: If you do not need lodging or must change or cancel your reservation, you must contact the Training Center at least 72 hours prior to your date of arrival. The Training Center is committed to ensuring that the reservation that has been made for you is accurate and needed.**

5. MEALS: Meals will be provided, semi-cafeteria style, from dinner on the date of arrival through lunch on the date of departure. Meals will be served at 7:15 a.m. for breakfast, 12 noon for lunch, and 6 p.m. for dinner. Hot or box lunches may be provided on some days. If you require a special diet, notify the Asilomar Chef at 831-372-8016 no later than one week before your scheduled arrival.
6. OFF-GROUNDS ACCOMMODATIONS: When authorized to stay off-grounds by the Department Training Officer, the Training Center will pickup the cost of your room and meals at the current DPR Asilomar rate. If you stay off grounds and have meals on grounds, the Training Center will authorize only what the Department pays Asilomar for lodging.
7. CLOTHING: Field uniforms as found in "Description of Required Field Uniforms", DOM Chapter 2300, Uniform Handbooks, not including optional items, will be worn daily by all uniformed employees during formal training sessions **unless specified in the Program Attendance Checklist.** Non-uniformed employees shall wear professional business attire.

Because we are on the conference grounds with many other groups, and the image we project as State Park employees is important not only during working hours but off duty hours as well, your informal sportswear should be appropriate.

8. **ROOM SAFES:** Two safes have been installed in each of the lodge rooms used by the Training Center (Live Oak, Tree Tops, and Deer Lodge). These safes are a type that allows the user to input their own combination of numbers to facilitate opening and closing. The Training Center has a master key for emergency entry. Safes are to be left in the open position when checking out of your room.
9. **WEAPONS:** Weapons are permitted in rooms under the following conditions. Authorized firearms and magazines stored while at the Training Center shall be in a safe condition and stored in one of the following locations: your room safe in Live Oak, Tree Tops, or Deer Lodge, one of the Training Center's safes in the Whitehead Room or secured in your vehicle.
10. **ALCOHOLIC BEVERAGES:** Participants shall not possess or consume alcoholic beverages in common areas (living room) while on the Asilomar Conference Grounds unless provided and hosted by Concessionaire Delaware North.
11. **SMOKING:** Smoking is not permitted in the Training Center or in any lodge or guest room on the Asilomar Conference Grounds.
12. **TRAINING CENTER:** The Training Center is located on Asilomar Conference Grounds, part of Asilomar State Beach. The Conference Grounds are operated for our Department by a concessionaire, and all lodging and food services are provided to us by employees of the concessionaire. Constant efforts are made to maintain a sound, harmonious working relationship between the Department and concessionaire. None of us can expect preferential treatment for any reason and, as a departmental employee, you will be expected to join in our continuing effort toward an effective relationship with each Asilomar concession staff member. On occasion, non-departmental groups may be staying in the same lodges. It is imperative that you represent the Department well on and off duty.
13. **REGISTRATION:** When you arrive at Asilomar Conference Grounds, go directly to the front desk at the Asilomar Administration Building for your room key and dining room ticket. If you require vegetarian meals, notify the front desk representative and your meal ticket will be marked accordingly.
14. **COURSE LEADERS:** The formal training you will attend is developed and, for the most part, conducted by experienced State Park employees in field and staff positions. Some courses will be conducted by qualified instructors from other agencies and educational institutions. Your course leaders have proven their ability and knowledge in their profession, and provide a level of expertise difficult to match.

15. **TRAINING CENTER STAFF:** A Training Center staff member has been assigned responsibility for your training group as well as for your training program. That staff member usually serves as a Course Leader as well as a Coordinator. During the program, you may be asked to assist Training Center staff in the logistics of your training program (organizing field trip transportation, supervising classroom breaks, etc.). Center staff will do all within their power to make your training experience pleasant and meaningful.
16. **TRAINING MATERIALS:** May be made available to you at both your unit and the Training Center. Handout materials issued at your unit should be brought to training for possible use. A conference binder or notebook will be issued to you at the training session for note taking and convenience in handling materials. Copies of DAM and DOM will be available to you for self-study. Bring your own pens and pencils.
17. **ATTENDANCE:** Regular attendance is a critical course requirement and your participation is important to the success of this training. All absences, except those of an emergency nature, must be approved in advance by the Training Specialist.
18. **COLLEGE CREDIT:** Most training programs are accredited by Monterey Peninsula College for lower division credit. If you successfully complete an accredited program, you will receive either a letter grade or a credit/no-credit designation.
19. **VEHICLES:** All vehicles should be parked in the lots adjacent to the Training Center. Any questions regarding use of a State vehicle while at the Training Center should be discussed with your supervisor prior to your departure for training, or with your Program Coordinator while at the Training Center.
20. **BICYCLES:** If you bring your bicycle, store it in the bicycle shed next to the Training Center. Bicycles may not be brought into any building nor chained to lamp posts, trees, etc. The Training Center has a limited number of bicycles available for your use. Prior to your use, you are required to complete a safety inspection and sign a waiver which is posted in the bicycle shed.
21. **MAIL:** Mail forwarded to you during your time at the Center should be addressed to you in care of:

Department of Parks and Recreation  
WILLIAM PENN MOTT JR. TRAINING CENTER  
P. O. Box 699, Pacific Grove, CA 93950
22. **CELL PHONES:** As a courtesy to your fellow participants and course leaders ensure that your cell phone is turned off during classes. Participants should not be receiving or making cell phone calls during class time. Please limit those calls to your breaks.

23. FAX: The Training Center's FAX number is (831) 649-2824.
24. TELEPHONE: Limit phone calls during classroom hours to urgent business or emergencies. Anyone wishing to contact you by telephone during working hours should call the Center at (831) 649-2954. Calls after 5 p.m. or during weekends should be made to (831) 372-8016, Asilomar Conference Grounds, and the caller should tell the switchboard operator you are with a Department of Parks and Recreations training group.
25. LAUNDRY AND DRY CLEANING: May be taken care of by you at one of several local establishments. An iron is available for 24-hour checkout from the Training Center front desk.
26. RECREATION: Facilities available on grounds include a heated swimming pool, ping-pong and pool tables, and a volleyball court. The Monterey area offers horseback riding, golf, tennis, racquetball, deep sea fishing, and many historical landmarks and scenic sights to explore.
27. POST-TRAINING ASSIGNMENTS: In connection with formal training are to be completed under the direction of your supervisor. See "Program Attendance Requirements" in this syllabus.
28. COFFEE BREAK REFRESHMENTS: Will be available throughout each session at the Center. You will be asked to contribute to the "Hospitality Fund" to defray expenses. Please bring your own coffee cup.



## **PROGRAM ATTENDANCE CHECKLIST**

To assist you in preparation for formal training at the Mott Training Center, the following list is provided:

1. Read and understand the Resource Management Cultural Syllabus prior to your arrival at the Mott Training Center.
2. Arrange your travel through your District/Unit Office.
3. Complete the following pre-training assignments:
  - a. Review the Post-Training Assignment page in this syllabus with your supervisor.
  - b. Complete the Pre-Training assignments on the following page.
4. Remember to bring the following with you to training:
  - Resource Management Cultural Syllabus
  - Alarm clock
  - Pens and pencils
  - Pre-training assignments
  - Optional: camera and binoculars
  - Coffee cup and/or refillable water bottles
5. Uniforms are not required for this program. However, when packing your suitcase please consider we represent the Department when in class and during on-site visits:
  - We will do some walking both in and outdoors, please bring suitable shoes and clothing.

## **PRE-TRAINING ASSIGNMENT**

In order to prepare for the field trip to Wilder Ranch, three articles will be sent via hard copy to your office. Please read these in advance. Familiarity with the resources will enable you to get the most out of the field exercises.

## **POST-TRAINING ASSIGNMENT**

Ninety days after the completion of this program, the employee and his/her supervisor should sit down and discuss the impact and assess the effectiveness this program has had on the employee. Then both the supervisor and employee should login to the Employee Training Management System (ETMS) and complete the Post-Training Evaluation form (an email will be sent to both employee and supervisor notifying them that the evaluation needs to be completed).

The post-training evaluation process is intended to provide a bridge between classroom instruction and the on-the-job application of training. The information obtained through this process will assist the training participant, supervisor, and Training Center in providing a return on the investment the Department has on training.

**RESOURCE MANAGEMENT: CULTURAL GROUP 6 – AGENDA**  
**June 4-8, 2007**

**Sunday**

**June 3**

|       |   |     |
|-------|---|-----|
| 1500- | Registration: <i>(Check-in at the Asilomar Administration Building)</i> | All |
|-------|---|-----|

**Monday**

**June 4**

|           |                             |               |
|-----------|-----------------------------|---------------|
| 0800-0830 | Orientation                 | Skinner       |
| 0830-1000 | Introduction                | Gray/Foster   |
| 1000-1200 | Hazardous Materials and You | Stratton/Byrd |
| 1200-1300 | Lunch                       |               |
| 1300-1400 | Holistic Stewardship        | Preston       |
| 1400-1500 | Holistic Stewardship        | Preston       |
| 1500-1600 | Vision and Mission          | Preston       |
| 1600-1700 | Vision and Mission          | Preston       |

**Tuesday**

**June 5**

|           |  |               |
|-----------|--|---------------|
| 0800-1000 | Vision and Mission                                 | Preston       |
| 1000-1200 | Cultural Tourism                                   | Preston       |
| 1200-1300 | Lunch  |               |
| 1300-1400 | Interpretive Overview Present Policy and Procedure | Pozzi         |
| 1400-1500 | Vision for Next 5-10 Years                         | Pozzi         |
| 1500-1600 | Integrating Interpretation and Cultural Resources  | Helmich       |
| 1600-1700 | Planning Discussion "How to Work Together"         | Preston/Pozzi |

**Wednesday**

**June 6**

|           |                      |                       |
|-----------|----------------------|-----------------------|
| 0800-1000 | Travel to Wilder     |                       |
| 1000-1100 | Wilder Overview      | Hylkema               |
| 1100-1200 | Groups Meet          | Preston/Group Leaders |
| 1200-1300 | Lunch                |                       |
| 1300-1400 | Groups Meet          | Preston/Group Leaders |
| 1400-1530 | Return to Asilomar   |                       |
| 1900-2100 | Discussion - Dessert | Informal              |

**RESOURCE MANAGEMENT: CULTURAL GROUP 6 – AGENDA**

**June 4-8, 2007**

**Thursday**

**June 7**

|           |  |                               |
|-----------|--|-------------------------------|
| 0800-0900 | NHL - Advanced   | Jackson-Retando               |
| 0900-1000 | Assistance, Grants & Publications                              | Jackson-Retando               |
| 1000-1100 | Unique Management Needs  | Jackson-Retando               |
| 1100-1200 | Discussion – New Ones, Integrity Issues<br>Cultural Landscapes | Jackson-Retando               |
| 1200-1300 | Lunch  |                               |
| 1300-1400 | Landscape Practical  | Wooley                        |
| 1400-1500 | GIS/GPS Applied  | Shanaberger/Shield/<br>Wulzen |
| 1500-1700 | GIS/GPS Applied  | Shanaberger/Shield/<br>Wulzen |

**Friday**

**June 8**

|           |   |                    |
|-----------|---|--------------------|
| 0800-0900 | Archaeological Damage Assessment  | Sampson/Fitzgerald |
| 0900-1000 | Archaeological Damage Assessment Discussion                               | Sampson/Fitzgerald |
| 1000-1130 | Planning Future Training; Service Managers;<br>Discussion of Other Issues | Group              |
| 1130-1200 | Evaluation and Wrap-up  | Skinner            |

**RESOURCE MANAGEMENT: CULTURAL**

**36 HOURS**

**PROGRAM OUTLINE**

**Hours**

PROGRAM ADMINISTRATION .....3.5  
Welcome, Applications, Course Review .....  
Evaluation and Wrap-up.....  
Introduction to Resource Management Cultural .....

VISION AND MISSION .....7.0  
Holistic Stewardship .....  
Vision and Mission .....  
Cultural Tourism .....

INTERPRETATION .....4.0  
Present Policy and Overview .....  
Vision for the Next 5-10 Years .....  
Integrating Interpretation and Cultural Resources.....  
“How to Work Together” .....

FIELD TRIP .....8.0  
Wilder Ranch State Park.....

MANAGEMENT AND APPLICATIONS ..... 13.5  
Hazardous Materials and You .....  
NHL Advanced .....  
Unique Management Needs.....  
New Ones, Integrity Issues, and Cultural Landscapes .....  
Landscape Practical.....  
GIS/GPS .....  
Archaeological Damage Assessment.....  
Discussion and Future Training.....

**TOTAL HOURS .....36**

## **RESOURCE MANAGEMENT: CULTURAL**

### **ORIENTATION**

**Purpose:** This program provides ongoing training to archaeologists and historians throughout the Department. Consistent with the Department's ongoing efforts to establish cultural resource management programs in the Districts, this training seeks to improve the effectiveness, consistency, and quality of the management of cultural resources throughout the State Park System. The weeklong program provides a forum for collaboration, networking, inspiration, and planning.

**Course Objectives:** By the conclusion of this program the participant will

1. Describe the concept of holistic historic site stewardship and associated management issues.
2. Define the importance and role of a vision and mission statement for managing an historic site.
3. Identify trends in cultural tourism and how they may effect management of the State Park System, with a particular emphasis on the impacts of tourism on cultural sites.
4. Discuss the Department's approach to interpretation and its implementation at cultural sites.
5. Demonstrate the best practices for disaster preparedness and response and the ways in which they can improve their readiness in the event of a natural or human induced disaster.
6. Recognize hazardous materials as they affect cultural resources in our parks. Understand the regulatory framework that can dictate mitigation protective measures to be taken when hazardous materials are present on-site.
7. List the responsibilities and techniques of National Historic Landmark management.
8. Identify and discuss cultural landscape issues, recordings, and analysis.
9. Apply archaeological damage assessment methodology to sites that have been damaged by natural or man-made events.

## **RESOURCE MANAGEMENT: CULTURAL**

10. Recognize the uses of GIS/GPS within the Department and the applications of these systems to cultural resource management.
11. Develop and plan future training opportunities.
12. Collaborate in the outlining of vision planning for future District Cultural Programs and discuss how these will improve the Department's protection and preservation of our valued cultural resources.



location map for  
**WILLIAM PENN MOTT JR. TRAINING CENTER**  
837 ASILOMAR BLVD.  
PACIFIC GROVE, CALIFORNIA 93950

