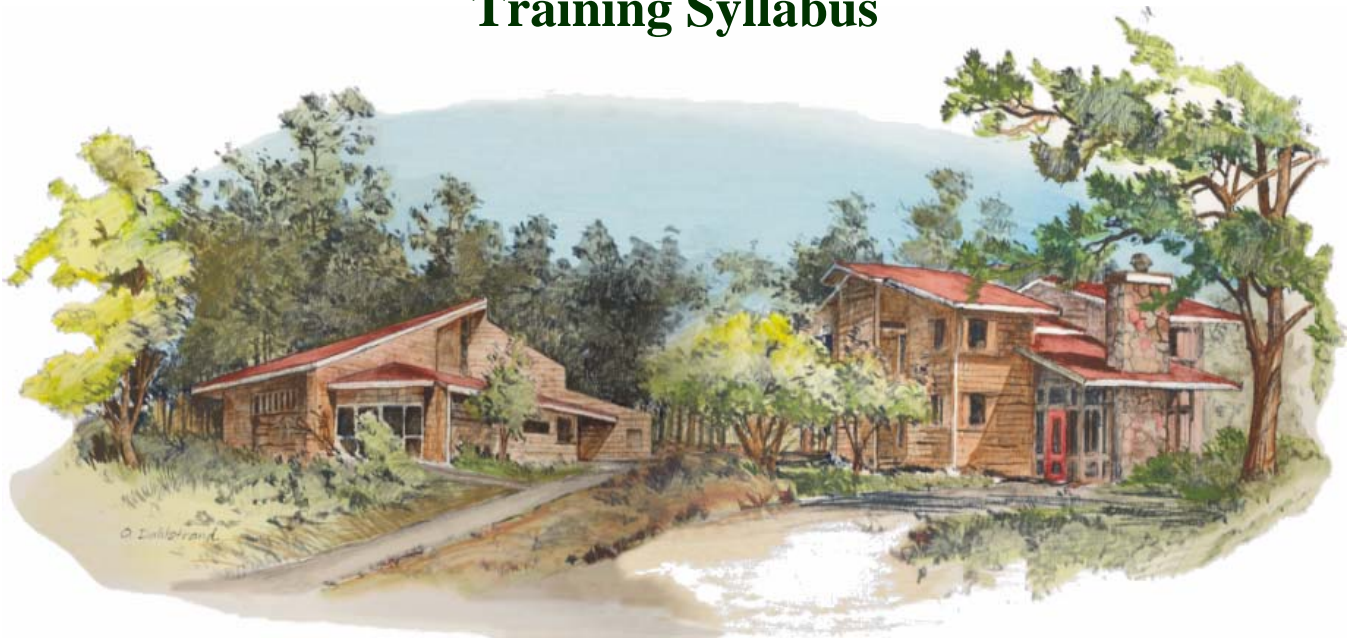


State of California . The Resources Agency . Department of Parks and Recreation

BASIC LANDSCAPING

January 7-12, 2007

Training Syllabus



William Penn Mott Jr. Training Center



Memorandum

Date: December 13, 2006

To: Supervisor

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

Subject: Employee Attendance at Formal Training

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 DanielsonTraining Specialist
Chuck Combs.....Training Specialist
Dave GalantiTraining Specialist
Sara SkinnerTraining 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
Brian PetersenProgram Assistant

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

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.

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.

In order to assist participants with limited mobility, Asilomar provides a shuttle to and from the dining hall. Please contact either Asilomar staff upon check in, or Training Center staff upon your arrival, for instructions on arranging a transport.

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 your preparation for formal training session at the William Penn Mott Jr. Training Center the following list is provided:

- ____1. Read and understand the Basic Landscaping program syllabus prior to your arrival at the Training Center.

- ____3. Arrange your travel through your District/Office.

- ____4. Remember to bring the following with you to training:
 - Program Syllabus.

 - Field uniforms (long or short sleeves, no ties). Review DOM 2300.

 - Gloves and other personal safety equipment (eye, ear and head protection, coveralls, RAIN GEAR, etc.).

 - Personal items (alarm clock, coffee cup, pens, pencils, recreation equipment, etc.).

POST-TRAINING ASSIGNMENT

Prior to 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). Once you login to the ETMS, you will need to fill out the evaluation form before you will be able to do anything else.

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.

BASIC LANDSCAPING GROUP 11 - A G E N D A - January 7-12, 2007

Lead Instructors: Bob Conlen, Brent Brody, and Dianne Yost

Special Notice: This program will be conducted at the Mott Training Center Shop Annex, 2211 Garden Road, Building C, Monterey, California. Vans are available to transport you to and from the Shop Annex and will leave the Mott Training Center promptly at 0800 daily and return by 1700.

Sunday

January 7

1500- REGISTRATION: *Check in at the Asilomar Administration Building.* All

Monday

January 8

0830-1000 Program Orientation, Expectations and MPC Registration Combs
1000-1100 Landscape Maintenance Program Brody
1100-1200 Pest Control on Park Lands Conlen
1200-1300 Lunch
1300-1630 Diagnosing Plant Problems Conlen

Tuesday

January 9

0830-1030 Turf Management Brody/Yost
1030-1200 Field Examples
1200-1300 Lunch
1300-1630 Historic Gardens/Landscapes Graham

Wednesday

January 10

0830-1200 Tree Hazard Program/Natural Landscape Maintenance Bakken
1200-1300 Lunch
1300-1630 Pruning Project Brody/Yost

Thursday

January 11

0830-1200 Irrigation Systems Brody/Cardoza
1200-1300 Lunch
1300-1630 Small Equipment Maintenance Linse/Beals

Friday

January 12

0830-1100 Basic Pipe Fitting and Remote Control Systems Brody/Cordoza
1100-1130 Examination Combs
1130-1200 Program Evaluation Combs
1200- Lunch and Departure All

BASIC LANDSCAPING TRAINING PROGRAM (36 HOURS)

PROGRAM OUTLINE Total Hours

<u>ORIENTATION</u>	1.0
<u>LANDSCAPE ENVIRONMENTS</u>	8.5
Formal Landscapes (Gardens and Turf)	
Natural Landscapes Maintenance	
Historic Gardens	
<u>PLANT CARE</u>	14.5
Turf Management.....	
Planting and Transplanting Techniques	
Pruning and Trimming Techniques	
Identifying Plant Deficiencies	
Diagnosing Plant Disorders.....	
Identifying and Controlling Common Pests	
<u>RELATED TOPICS</u>	11.0
Landscape Maintenance Program	
Small Equipment Maintenance.....	
Irrigation Systems.....	
Examinations.....	
<u>PROGRAM EVALUATION</u>	1.0

Total Hours 36.0

BASIC LANDSCAPING

PROGRAM ORIENTATION

Purpose: Participants will meet one another, the program coordinator and facilitator. The group will share expectations for the training program. In addition, program content will be reviewed and registration for Monterey Peninsula College completed.

Performance Objectives: By the close of the session the participants will

1. Review program content, procedure and evaluation processes.
2. Share and record expectations with group members.
3. Complete Monterey Peninsula College registration materials.
4. Review Training Center guidelines

LANDSCAPE ENVIRONMENTS

Purpose: To provide an understanding of the philosophies and requirements for maintaining landscaped gardens and natural areas of the California State Park System.

Performance Objectives: By the close of the session the participants will

1. Demonstrate an understanding of the variety of landscapes found in the California State Park System.
2. Understanding of the Department's philosophy for maintaining recreational landscapes, historic gardens and natural areas.
3. Identify specific impacts of visitor use on each landscape category.
4. Review specific maintenance activities, which must be performed to properly care for plant materials in each landscape category.

DIAGNOSING PLANT PROBLEMS

Purpose: To enable the participant to correctly evaluate common plant disorders.

Performance Objectives: By the close of the session the participants will

1. Identify the symptoms of common plant deficiencies (nutrients, minerals, moisture and light).
2. Identify the symptoms of common plant disorders.
3. Gain understanding in the treatment of common plant deficiencies and disorders.

PEST MANAGEMENT

Purpose: To enable the participant to effectively deal with common pest infestations.

Performance Objectives: By the close of the session the participants will

1. Demonstrate knowledge of the laws, policies and health and safety issues relating to the use of landscape chemicals in the California State Park System.
2. Identify common plant pests and their treatment.
3. Discuss general safety requirements for pesticide use.

PLANT CARE/PLANT GROWTH

Purpose: To provide the participant with instruction in caring for State Park landscape materials.

Performance Objectives: By the close of the session the participants will

1. Discuss correct watering and fertilizing procedures.
2. Demonstrate knowledge of correct planting and transplanting techniques.
3. Correctly trim and prune woody plant materials and roots.
4. Identify the growth characteristics of trees, shrubs and grasses.
5. Identify the elements needed by plants to maintain healthy growth.
6. Discuss the importance of soil structure in maintaining healthy plant growth.

SMALL EQUIPMENT MAINTENANCE

Purpose: To provide the participant with specific information needed to maintain landscapes within the State Park System.

Performance Objectives: By the close of the session the participants will

1. Perform routine maintenance and minor repairs on gasoline powered landscape maintenance equipment.
2. Identify common tools used in landscape maintenance, discuss their use and how they are purchased.

IRRIGATION SYSTEMS

Purpose: To provide the participant with specific information needed to maintain landscapes within the State Park System.

Performance Objectives: By the close of the session the participants will

1. Demonstrate the ability to design, install, maintain and repair common landscape irrigation systems.
2. State how to repair common garden valves.
3. State how to work with PVC, vinyl and galvanized iron pipe.

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

