

THE
**FUTURE
OF
AMERICA'S
NATIONAL
PARKS**

First Annual
Centennial Strategy for

Natchez Trace Parkway and Neighboring Sites

August 2007

CENTENNIAL INITIATIVE



Site: NATR

Year: 2007

Vision Statement

The Natchez Trace Parkway, in concert with the Servicewide Mission, will continue to preserve the pastoral and rural Southern landscapes of the Parkway for the public's safe and pleasurable motoring experience by striving to ensure that the parkway viewshed remains uncluttered with billboards and commercial development. In order for the Parkway to maintain the scenic integrity of the motor road and provide for a leisurely driving experience, external incompatible influences must be minimized. By working hand-in-glove with the local governing and land management entities throughout the Parkway's adjoining neighbors, protection of the Parkway's scenic viewshed of the rural Southern landscape can be perpetuated for the enjoyment of future generations

The Parkway will continue to work with other entities to preserve the pre-historical, historical, and cultural components of the old Natchez Trace located within and outside of the National Park Service boundaries. A diverse outdoor recreation experience will be maintained throughout the Parkway to include picnicking, camping, day hikes, equestrian access, long-distance backpacking, and bicycling. Stewardship of natural resources will be enhanced to provide a haven for Threatened and Endangered Species of flora and fauna. The managed cultural landscape of the Natchez Trace motorway will be maintained to provide for a visually pleasing and leisurely motoring experience.

The Natchez Trace Parkway will continue to improve the level of integration of resource management and historic preservation information into educational programming to take better advantage of strategic learning opportunities. Based on professional opinions and public program feedback, we will seek to identify research needs of the Parkway. The Parkway will broaden the information base used in educational program development to include information resources found outside of the park such as those available at local universities, regional agencies and businesses, and ensure that resource educators are informed about trends and findings in current scholarship and that this information finds its way into public programs. This was the vision for the past and it will continue to be the vision for the future of the Natchez Trace Parkway.

Park/ Superintendent/ Program Manager

Stennis R. Young, Acting Superintendent

Site: NATR

STEWARDSHIP

☒ Provide inspiring, safe, and accessible places for people to enjoy - the standard to which all other park systems aspire.

☒ Other Park/ Program performance goal(s)

Visitor amenities such as parking pullouts, comfort stations, picnic areas, campgrounds and other facilities are provided at intervals along the Parkway motor road. All of these facilities are maintained at a high quality level. Interactions with the general public and the overall high standards of maintenance expected from the Natchez Trace Parkway are atypical of usual maintenance support services requirements. The major functions of the maintenance operations include Parkway Mowing, Parkway Custodial Services, Roads Maintenance, Grounds Maintenance, Building Maintenance, Utility Systems, Radio Communications System, Trails Maintenance, Special and Seasonal Events, Shop Operations and Equipment Maintenance, and Marine and Waterways.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

STEWARDSHIP

☒ **Improve the condition of park resources and assets.**

☒ **Rehabilitate high-priority historic buildings to good condition, and help communities to preserve their history through programs like Preserve America.**

The proper stewardship of the Parkway's cultural resources into the next century encompasses ensuring that the Parkway's historic structures are in good condition, that applicable preservation and protection standards for the Parkway's museum collections are met, and that the Parkway's archeological sites are in good condition. Meeting these goals fully will be dependent on receiving additional funding for the following PMIS projects: Repair Mount Locust Stand; Rehabilitate and Install HVAC in Tupelo Homesteads #12, #13, #20, and #34; Develop Tupelo Homestead Structures and John Gordon House Historic Structure Reports; Install Fire and Security Systems at Mount Locust; Develop Plans and Specifications for Rehabilitation of the Historic Gordon House; and Rehabilitate the John Gordon House.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Restore native habitats by controlling invasive species and reintroducing key plant and animal species.**

The quantity of disturbed wetlands and upland areas that may be restored is pending availability of funds and personnel. 1.3 acres of fallow agricultural fields will be allowed to naturally revegetate. This previously disturbed land will be monitored for encroachment by non-native, invasive plants. Any exotic vegetation discovered will be controlled to aid the restoration process.

The Parkway has identified approximately 45 acres of kudzu on lands currently open to the visiting public. The Parkway will employ the Gulf Coast Network Exotic Plant Management Team (EPMT) to control the kudzu with approved herbicides. The acreage the EPMT will control each year is not consistent and will be influenced by EPMT staffing and weather. To achieve a high degree of control, each site must be re-treated for a minimum of five consecutive years.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Improve high-priority assets to acceptable condition, as measured by the Facility Condition Index.**

Old Trace sections last assessed but known to be in good condition will also be reassessed.
An approved pest management plan for the Parkway will correct deficiencies in the visitor center, Mount Locust, and the curatorial storage building. Temperature, humidity, natural and ultraviolet light monitors will be purchased and installed in the new visitor center and in Mount Locust. The Parkway will purchase a monitor to measure the visible spectrum of light and

Site: NATR

STEWARDSHIP

☒ **Improve the condition of park resources and assets.**

natural light for Mount Locust staff. The Parkway Cultural Resource Management Specialist will re-locate and assess the condition of ten archeological sites per year and if the condition assessment is less than good, protective actions will be initiated to improve the sites' condition.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Improve the natural resources in parks, as measured by the vital signs developed under the Natural Resource Challenge.**

A two-year fish survey, funded by the Service's Inventory and Monitoring (I&M) Program will be completed. It will provide an assessment of our three known Threatened or Endangered Species (TES) fish and the quality of their habitat. This information alone will allow us to upgrade their status and partially satisfy the goal. Additionally, some minor tree clearing by in-house staff on one stream should improve the habitat for Tennessee Yellow-eyed Grass, another TES. A comprehensive vegetation inventory will be completed and provide a current assessment to two other TES plants, leafy prairie-clover and Price's potato-bean. Current Parkway management practices and programs are managing its two Species of Management Concern populations (southern pine beetle and beaver) at self-sustaining levels.

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☒ **Complete all cultural resource inventories for designated priority resources.**

The Natchez Trace Parkway has a myriad of Cultural Resources. More than 180 separate segments of the historic Old Trace have been identified within the Parkway's boundaries that are on the National Register and represent about 97 miles of the historic route. Other historic properties include structures, roads, Civil War battlefields and campsites, an open-pit, iron-ore mine, historic inn sites, historic houses, and some 36 known cemetery sites on or adjacent to the Old Trace. A complex of 35 dwellings (Tupelo Homesteads) built in the mid-1930s as a federal subsistence experiment, located near Parkway Headquarters in Tupelo, Mississippi is recognized as a historic district in the National Register of Historic Places. More than 356 archeological sites are located on Parkway lands, highlighted by six American Indian mounds interpreted for visitors. The most significant of these sites is Emerald Mound near Natchez, Mississippi, the second-largest ceremonial mound in the United States and a designated National Historic Landmark.

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Site: NATR

STEWARDSHIP

☒ Set the standard of excellence in urban park landscape design and maintenance.

☒ Other Park/ Program performance goal(s)

The Parkway is a splendid example of an integral connection between landscape architectural design and roadway engineering. The Parkway's importance as a designed cultural landscape will only increase as residential and other types of development move into areas within its viewshed. With increasing development of agricultural lands into residential or industrial sites, the southern agrarian theme that the Parkway is famous for could quickly vanish. To ensure that the cultural landscape of the Parkway is maintained, long- and short-term natural and cultural resource planning, NEPA, and Section 106 Compliance documents will be prepared, and monitoring activities will be conducted.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

STEWARDSHIP

☒ Assure that no compelling chapter in the American heritage experience remains untold and that strategically important landscapes are acquired, as authorized by Congress.

☒ Other Park/ Program performance goal(s)

To support this goal, the Parkway proposes to conduct feasibility studies leading to completion of a museum and cultural center to interpret the Chickasaw Indian Nation's rich cultural heritage as it relates to the "Old Southwest United States" and the Old Natchez Trace. The Natchez Trace Parkway traverses lands that were the historic traditional homelands of the Chickasaw Nation and is rich in archeological resources attributed to the Chickasaw Nation's ancestors. The archeological resources associated with the Chickasaw are one of the major features of the Natchez Trace Parkway. No other park in the NPS System has the concentration of archeological resources associated with the Chickasaw Nation. The Natchez Trace is presently very limited in interpretation of the rich Native American heritage of the Chickasaw Nation. A museum and cultural center interpreting the culture of the Chickasaw would bridge the gap in providing the necessary cultural information of the Chickasaw people to visitors of the Parkway.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

STEWARDSHIP

☒ **Serve as the Preeminent resource laboratory by applying excellence in science and scholarship to understand and respond to environmental changes.**

☒ **Other Park/ Program performance goal(s)**

Current Parkway management practices and programs are managing to a desired condition fourteen percent of the five invasive populations. An on-going investigation into the biological control of red imported fire ants, along with in-house efforts to spot-treat fire ant mounds in developed areas, will allow for their population within the park to be managed to a desired condition. Parkway streams will be monitored and if they do not meet water quality standards, corrective action will be initiated. The Parkway will coordinate with the appropriate state agencies (e.g. Department of Environmental Quality, etc.) to ensure that the quality of lakes, reservoirs, and estuaries entering or fully contained within the boundaries of the Parkway is not diminished by Parkway actions.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

STEWARDSHIP

☒ **Encourage children to be future conservationists.**

☒ **Other Park/ Program performance goal(s)**

The Parkway's Outreach Program is currently informal and consists of park staff and managers who attend local community meetings and events. A new formal program will be designed to make contact with and deliver Park messages to area organizations and businesses, and Park visitors, that may not have the opportunity to have a formal or informal contact with a uniformed Park employee. A primary focus of the program is the education of employees who can help communicate accurate Park stories to visitors, such as tour group leaders, and employees who work at area accommodations. The Outreach Program will be offered both inside and outside the Park. It will be a free service to any interested organization or group who participate in the programs or tours of the Natchez Trace Parkway.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

ENVIRONMENT

☒ Reduce environmental impacts of park operations.

☒ Reduce the environmental impacts of park operations on air and water quality.

Natchez Trace Parkway staff will strive to apply environmentally friendly practices and systems to reduce energy needs and adverse environmental impact while providing for human safety and preservation of the Parkway's natural and cultural resources and values. To achieve this goal, the Natchez Trace Parkway will:

- Comply with all applicable laws and regulations related to environmental protection.
- Consider environmental impact in all planning, purchasing, and operating decisions.
- Purchase products that are non-toxic, biodegradable, and made of recycled and recyclable materials where feasible.
- Minimize or eliminate the generation of hazardous and other waste, maximize recycling and properly dispose of all generated waste.
- Continue the use of best management practices and consider the use of alternative, clean, and renewable energy sources in future operations, where feasible.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

ENVIRONMENT

☒ **Inspire an environmental conscience in Americans.**

☒ **Establish programs to showcase exemplary environmental practices and increase visitor awareness of how the practices apply to their daily lives, as measured by surveys.**

To achieve this goal, the Natchez Trace Parkway will educate our staff and encourage environmental responsibility on and off the Parkway, and promote environmental stewardship to visitors and neighboring communities we serve and coexist with.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Demonstrate environmental excellence through increased use of alternative energy and fuels at every park.**

To achieve this goal, the Natchez Trace Parkway will continue the use of best management practices and consider the use of alternative, clean, and renewable energy sources in future operations, where feasible.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Serve as a model for energy efficiency, under Executive Order 13423, by ensuring Leadership in Energy and Environmental Design (LEED) standards.**

To achieve this goal, the Natchez Trace Parkway will consider environmental impact in all planning, purchasing, and operating decisions.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Other Park/ Program performance goal(s)**

To achieve this goal, the Natchez Trace Parkway will purchase products that are non-toxic, biodegradable, and made of recycled and recyclable materials where feasible, and minimize or eliminate the generation of hazardous and other waste, maximize recycling and properly dispose of all generated waste.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

ENVIRONMENT

☒ Engage partners, communities, and visitors in shared environmental stewardship.

☒ Other Park/ Program performance goal(s)

We will promote environmental stewardship to visitors and neighboring communities we serve and coexist with, and educate our staff and encourage environmental responsibility on and off the Parkway.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

RECREATION

☒ Encourage collaboration among and assist park and recreation systems at every level—federal, regional, state, local—to help build an outdoor recreation network accessible to all Americans.

☒ Rehabilitate over 2,000 miles of trails within or connected to national parks, including trails accessible to those with disabilities.

The Natchez Trace Parkway is the administrator of the Natchez Trace National Scenic Trail. It is the most unique trail in the National Trail System, in that it is completely within the boundary of a single federal entity, the Natchez Trace Parkway. As such, trail construction and maintenance activities must conform to agency policy. Additionally, they need to be conducted in concert with other park activities. Finally, the interest from the trail community includes user groups with vast differences. Horseback riders, mountain bikers, recreational and competitive cyclists, and new user groups continually seek advances in the trail program to reach their audiences. Program oversight and direction, therefore, involve collaborating with a variety of user groups with specialized requests.

☒ The work described currently is supported by OFS and/ or PMIS

☒ Other Park/ Program performance goal(s)

In 2003, a study was completed by FHWA to determine the feasibility, cost, and time required to construct a multi-use trail along existing parts of the Natchez Trace Parkway. The Congressional delegates of Mississippi and Tennessee, numerous municipalities, civic, and bicycle groups are strong supporters of constructing a multi-use trail. A total of \$55 million will be needed for the planning, design, and construction of 29 miles of multi-use trail near Jackson and Natchez, Mississippi.

A partnership with the City of Ridgeland, Mississippi has resulted in construction of approximately 2 miles of the multi-use trail on Parkway property from Old Canton Road to US 51. The City is also planning to construct an additional 1.5-mile section of the trail on the Parkway from US 51 to Highland Colony Parkway, and a short connector crossing Old Canton Road on a newly constructed bridge.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

RECREATION

☒ Establish "volun-tourism" excursions to national parks for volunteers to help achieve natural and cultural resource protection goals.

☒ Increase annual volunteer hours by 100 percent, from 5.2 million hours to 10.4 million hours.

The volunteer program will be utilized to enhance interpretive programs. Volunteers will be used at campgrounds, visitor contact stations, and other locations to improve operational efficiency or support special events. The improvement and creation of full-hookup RV pads at key areas within the Parkway would allow the park to host more volunteers and allow them to stay longer.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

RECREATION

☒ Expand partnerships with schools and boys and girls associations to show how national park experiences can improve children's lives.

☒ Other Park/ Program performance goal(s)

Other social, private, and nonprofit organizations including, but not limited to, the Cultural Alliance of Tupelo-Lee County, Tombigbee Pioneer Group, Bush River Band, and Madison Middle School contribute to the Parkway's interpretive programming. A partnership was formed with the Tennessee Land Trust to help protect the viewshed of the Natchez Trace Parkway. Conservation easements are sought by the Land Trust on farms adjacent to the Parkway which precludes development in the future. We will continue our relationship with the Tennessee Land Trust to protect additional adjacent lands which could adversely affect the rural nature of the Parkway viewshed. We will make a concerted effort to maintain these partnerships into the next century.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

RECREATION

☒ Focus national, regional, and local tourism efforts to reach diverse audiences and young people and to attract visitors to lesser-known parks.

☒ Increase visitation by 25 percent at lesser-known parks through a national tourism effort aimed at helping people to discover the breadth of parks and experiences.

The Parkway maintains its innovative partnership with the Trace Tourism Compact, Inc., a tri-state organization of tourism officials, to develop unique materials and distribution avenues to increase the public's knowledge about the Parkway and its adjacent local communities. The Compact's members will educate travel writers and tour operators about the Parkway as well as their own communities at national and international tourism trade shows.

☒ The work described currently is supported by OFS and/ or PMIS

☒ Increase the number of visitors that attend ranger-facilitated programs such as campfire talks, hikes, and school programs.

To increase the number of ranger-facilitated programs on the Parkway it is a fundamental requirement to increase the number of rangers. The current level of interpretative ranger staffing makes it difficult to do any ranger led programs. Despite this obstacle, the current staff does a remarkable job to reach the visitors they do. With even a slight increase of seasonal staff, the number of ranger led programs could multiply. The number of visitors reached would also multiply. Statistically the visitors are in the park, but there are too few interpretive rangers to engage them in programs. In the future, we will make a concerted effort to increase the number of uniformed interpretive staff and hire a new Chief of Interpretation as funds become available.

☒ The work described currently is supported by OFS and/ or PMIS

☒ Other Park/ Program performance goal(s)

The Parkway has made tangible strides to make its interpretive rangers more accessible. The visitor center staff in Tupelo began a daily roving schedule last summer (06) that facilitated thousands of visitor contacts out along the Parkway. These roves resulted in impromptu interpretive programs at several prehistoric mound sites. Additionally, the staff began doing weekend programs at two nearby campgrounds, one run by the Army Corps of Engineers, and one by the Mississippi State Parks. In addition to the Parkway, the Natchez Trace Parkway also administers the Natchez Trace National Scenic Trail, Brices Cross Roads and Tupelo National Battlefield Sites. In August, all four sites unveiled new websites that are far more comprehensive than their predecessors, offering visitors another avenue to connect to the park's numerous resources.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

EDUCATION

☒ Cooperate with educators to provide curriculum materials, high-quality programs, and park-based and online learning.

☒ Other Park/ Program performance goal(s)

The Parkway will present formal and informal interpretive programs to the public and to school and education groups. Programs will be both on the Parkway and off the Parkway and will further the mission of the National Park Service. If interpretive staffing reaches beyond what is needed to "keep the doors open," the Parkway could take advantage of the Parks-as-Classrooms program to host workshops with local teachers to develop curriculum-based lesson plans designed to be used in schools as pre-visit activities, for activities in the park, and post-visit follow-ups. Lessons will meet the curriculum standards set by Mississippi, Alabama, and Tennessee. These activities can all be published on the web and made available for teachers and students everywhere.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

EDUCATION

☒ Introduce young people and their families to national parks by using exciting media and technology.

☒ Increase the number of web hits through the introduction of advanced, interactive features that attract young people to national parks.

Due to the linear nature of the Parkway and the impracticality of staffing many of its important resources with interpreters, the Parkway will concentrate on non-personal media to convey messages to visitors. The Parkway currently depends on brochures and interpretive signs but needs more devoted energy to creating interactive tools. As funds become available, a non-personnel media specialist will be sought who could greatly improve the updating and creation of signs and brochures. S/he could also expand the park's website and take better advantage of the web's possibilities, including the utilization of web-cams, the development of Junior Ranger activities on the web and downloadable programs that can be taken out onto the Parkway, including MP3 programs and other palm held technologies, and a GPS ranger program. These developments will significantly increase the number of web hits, and expand the user base to include more young people than the web-site currently does.

☒ The work described currently is supported by OFS and/ or PMIS

☒ Other Park/ Program performance goal(s)

The National Park Service tradition of providing personal interpretive services is the foundation of the public perception of parks and the "ranger image." While the single most effective communicator of the Parkway's compelling stories has traditionally been the uniformed park ranger sharing "the park story" at the actual site of the story, partners are playing an increasingly important role, directly or indirectly, in providing core interpretive services throughout the park. Audio and audiovisual media are critically important tools in the Parkway's interpretive program. The Natchez Trace is in need of a new film that reflects the newest information on the Parkway because the current film was created long before the Parkway was complete. Because Natchez Trace is so long, most visitors only experience areas near their point of entry or speed past many of the natural and cultural sites. The new park film would allow visitors to see the big picture as it pertains to Natchez Trace Parkway. We will seek partnership funding to produce this film in the future.

☐ The work described currently is supported by OFS and/ or PMIS

Site: NATR

EDUCATION

☒ Promote life-long learning to connect generations through park experiences.

☒ Enroll an additional two million children in the Junior Ranger program.

The Parkway has created a new Junior Ranger booklet that is designed to for three different age levels and also offers an opportunity to become a Junior Chief Ranger. The program is much more suited to linear nature of the Parkway and, if made available on-line, will give young visitors a chance to engage in the parks' resources as soon as they enter the Parkway, not just when they get to the visitor center. Because this new program addresses three age groups and provides a much more comprehensive Parkway experience, the appropriateness and popularity of the program should grow significantly.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

EDUCATION

☒ **Impart to every American a sense of their citizen ownership of their national parks.**

☒ **Increase visitors' satisfaction, understanding, and appreciation of the parks they visit.**

Three existing visitor centers/contact stations located on the Natchez Trace Parkway form the core of a "visitor center personal services" program at the Parkway. These visitor centers provide current and reliable information, orientation, and interpretive services in response to customer needs. Park staff and volunteers are able to take advantage of even brief visitor contacts by imparting messages of resource appreciation, preservation and safe use. They also serve as the Parkway's primary contact point for nearby communities, and perform a vital role in interpreting park and servicewide programs and policies to local individuals, businesses, and organizations. Visitor centers are recognized nationally by the visiting public and, in many ways, serve as our corporate identity. They represent a major financial and staff investment by management, and are the most effective way to orient, inform, and educate the visiting public about the resources that parks protect and preserve for future generations. As funds become available, we will seek to increase visitor centers at the northern terminus, Meriwether Lewis, and at the southern terminus.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Other Park/ Program performance goal(s)**

Rehabilitation of the Meriwether Lewis site is a proposal we will actively seek funding to accomplish in an attempt to enhance stewardship of this great American hero's burial site and monument. A great deal of interest in the monument and surrounding Pioneer Cemetery has been generated partially because of the Lewis and Clark Expedition Bicentennial. In response to this increase in visitation, the Natchez Trace Parkway is proposing to rehabilitate the Cultural Landscape of the Meriwether Lewis monument to enhance visitor services and more accurately reflect the historical setting.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

PROFESSIONALISM

☒ **Be one of the top 10 places to work in America.**

☒ **Meet 100 percent of diversity recruitment goals by employing people who reflect the face of America.**

Much of the greatness of the National Park System lies in the diversity of the people upon who rests the burden of protecting the natural and cultural treasures entrusted to the National Park Service.

In order to promote diversity at the Natchez Trace Parkway, first we have implemented an affirmative employment program. We employ an active effort to seek out, recruit, and promote qualified minorities and women in all categories where there are underrepresented or conspicuously absent from the work force. Second, we ensure that no employee is treated differently in or is unfairly excluded from any employment practice. We will strive to eradicate every form of prejudice or discrimination based upon any non-merit factor including race, gender, religion, age, national origin, or disability. Third, we will ensure that all employees work in a comfortable atmosphere, free from sexual harassment, or any other form of abuse or hostility. This philosophy will be carried into the next century.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Attain the highest employee satisfaction rate of all federal agencies, as measured by Office of Personnel Management surveys.**

The Natchez Trace Parkway will continue investment in training and development that is essential for improving the performance of the Parkway workforce and enhancing the services provided to our visitors. Training and Development is essential in attracting and retaining a knowledgeable and skilled workforce.

Encouraging employees to be accountable for continuous learning is important to us. We are dedicated to providing the Federal human resource development community and its strategic partners the necessary guidance and tools that assist agencies to achieve their strategic goals and create a highly trained workforce.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Other Park/ Program performance goal(s)**

The Parkway's objective of training is to develop government employees through the establishment and operation of progressive and efficient training programs, thereby improving public service, increasing efficiency and economy, building and retaining a workforce of skilled and efficient employees, and installing and using the best modern practices and techniques

Site: NATR

PROFESSIONALISM

☒ Be one of the top 10 places to work in America.

in the conduct of Parkway business. Parkway Supervisors at all levels will ensure that adequate, responsive, and quality training is provided to their employees. Employees must acquire and maintain those knowledge, skills, and abilities needed for high quality performance and optimum contributions to the goals and objectives of Natchez Trace Parkway.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

PROFESSIONALISM

☒ **Use strategic planning to promote management excellence.**

☒ **Establish a structured professional development curriculum to provide park managers with the skills to apply best business practices and superior leadership.**

Supervisory training will be accomplished in the future by utilizing each supervisors Individual Development Plan (IDP) combined with ongoing corporate training within the Divisions such as Law Enforcement Refresher Training, District Ranger meetings, Field Training Leads, Basic LE Supervisory Training, USDA Graduate Courses, etc. We are a TEL site and have used TEL courses to help meet supervisory training requirements. We have also used web based training such as Discrimination and Whistleblowing in the Work Place for all employees and Leading a Diverse Workforce which all supervisors were required to complete. The Parkway's objective of training is to develop government employees through the establishment and operation of progressive and efficient training programs, thereby improving public service, increasing efficiency and economy, building and retaining a workforce of skilled and efficient employees, and installing and using the best modern practices and techniques in the conduct of Parkway business. Parkway Supervisors at all levels will ensure that adequate, responsive, and quality training is provided to their employees.

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☒ **Other Park/ Program performance goal(s)**

A five-year Strategic Plan has been written for the Natchez Trace Parkway to guide management into the future. The Parkway preserves outstanding representations of America's natural, cultural, and recreational resources of national significance. These resources constitute a significant part of America's heritage, character, and future. The Parkway not only directly and indirectly preserves these national treasures; it also makes them available to millions of visitors from throughout the country and the world every year. This Strategic Plan was written to fulfill the requirements of Section 104 of the National Parks Omnibus Management Act of 1998. The law was a catalyst for our staff to examine its fundamental mission and to take a fresh, longer range view, in precise terms, of what results or outcomes we needed to achieve to more effectively and efficiently accomplish that mission. Performance management ensures that daily actions and expenditure of resources are guided by long- and short-term goal setting in pursuit of accomplishing an organization's primary mission, followed by performance measurement and evaluation.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

PROFESSIONALISM

☒ **Promote a safety and health culture for all employees and visitors.**

☒ **Reduce the number of employee lost-time incidents and serious visitor injuries by 20 percent.**

The Parkway will continue an aggressive safety program to identify and eliminate work place hazards and unsafe acts. Employees will participate in safety training, inspections, and job hazard analyses to become more safety conscious and perform job tasks in a safer and more efficient manner. Inspections of the work place and task reviews will be performed to identify unsafe conditions and/or unsafe acts. Elements of behavior-based safety will be enhanced to identify the actual reasons for the accidents to prevent future incidents. The Parkway Safety Committee will conduct reviews on lost-time injuries to determine their cause and make recommendations to mitigate future accidents. The Parkway will continue its employee safety "award" instead of reward program to recognize employees for accident-free performance.

☒ The work described currently is supported by OFS and/ or PMIS

☒ **Other Park/ Program performance goal(s)**

Injuries resulting from motor vehicle crashes account for 98% of Parkway visitor accidents. Traffic will be monitored through patrol functions and warnings and violation notices will be issued to educate visitors about potential traffic infractions and construction activities. Safety checkpoints will be conducted to reduce the number of visitors operating vehicles while under the influence and the number of seatbelt and license violations. Safety messages on wildlife collisions, traffic hazards, obeying traffic regulations, driving while fatigued and similar subjects will be distributed through interpretive media and conveyed through ranger contacts, interpretive programs, the Parkway Traveler Information System (TIS), and materials provided at visitor contact stations. Daily dispatch support services are provided by the Parkway to support law enforcement and emergency services operations. To decrease visitor accidents/safety incidents, maintenance resources will be devoted to road surface and shoulder repairs, hazardous tree and limb removal, sight distance clearing, and upkeep of trails, regulatory signs, and water and sewer systems.

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Site: NATR

PROFESSIONALISM

☒ Model what it means to work in partnership.

☒ Other Park/ Program performance goal(s)

The Parkway, with assistance from Park partners, has traditionally participated in major park-wide and region-wide special events such as the Meriwether Lewis Craft Fair, The Mount Locust Frontier Days and cultural-related activities for Women's History, Black History, Hispanic History, and Native American History. Park staff also participates in special events held/hosted in gateway communities such as Tupelo and Saltillo Christmas Parades. These events attract and build local constituencies that may not be reached by mainstream interpretive programming. They also build partnerships and increase networking with local communities and individuals, as well as provide opportunities for the visiting public to see fast-disappearing cultural activities that may be unfamiliar to them. Many of these activities are regional in nature and help preserve the cultural and traditional folkways of the Mississippi, Alabama, and Tennessee region. To take full advantage of the educational opportunities these events provide, resource preservation messages are incorporated into event activities.

☒ The work described currently is supported by OFS and/ or PMIS

Site: NATR

PROFESSIONALISM

☒ Make national parks the first choice in philanthropic giving among those concerned about environmental, cultural, and recreational values.

☒ Improve communications and marketing capacity to increase public understanding of our mission, opportunities, and benefits.

The Parkway maintains its innovative partnership with the Trace Tourism Compact, Inc., a tri-state organization of tourism officials, to develop unique materials and distribution avenues to increase the public's knowledge about the Parkway and its adjacent local communities. The Compact's members will educate travel writers and tour operators about the Parkway as well as their own communities at national and international tourism trade shows.

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