



CATOCTIN MOUNTAIN PARK

“It is common sense to take a method and try it. If it fails, admit it frankly and try another. But above all, try something.”

— Franklin Delano Roosevelt





CATOCTIN MOUNTAIN PARK

PARK PURPOSE

The purpose of Catoctin Mountain Park is to provide meaningful recreational opportunities and serve as a setting and buffer for the Presidential Retreat, while protecting and interpreting the park's natural, historical, and cultural resources in the regenerative spirit of 1930s New Deal conservation programs.

VISION STATEMENT

Catoctin Mountain Park is an extraordinary place that inspires employees to ensure high quality visitor services, sound resource management practices, and recreational opportunities for all.



MISSION



The Department of the Interior conserves and manages the Nation's natural resources and cultural heritage for the benefit and enjoyment of the American people, provides scientific and other information about natural resources and natural hazards to address societal challenges and create opportunities for the American people, and honors the Nation's trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities to help them prosper.



The National Park Service preserves unimpaired the natural and cultural resources and values of the national park system for the enjoyment, education, and inspiration of this and future generations. This agency cooperates with partners to extend the benefits of natural and cultural resource conservation and outdoor recreation throughout this country and the world.



CORE VALUES

The park's fundamental beliefs that frame our overall performance and organizational behaviors.

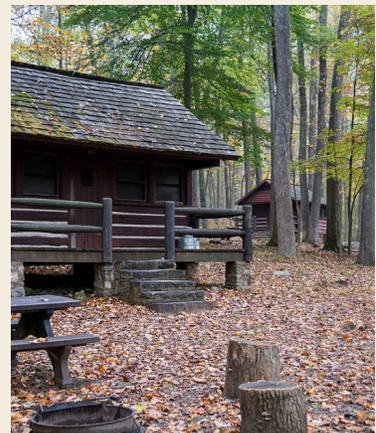
- > **Teamwork** – We work collaboratively with park staff, partners, volunteers, and local communities to accomplish common goals.
- > **Integrity** – We work honestly and transparently with each other and the public to ensure operational accountability.
- > **Respect** – We embrace a wide diversity of opinions and perspectives in defining and pursuing our goals.
- > **Stewardship** – We responsibly manage the natural, cultural, financial, and human resources entrusted to our care.
- > **Empowerment** – We value and invest in our employees and their development in order to promote creativity, adaptability, and a high caliber of expertise and service.
- > **Wellness** – We believe the park can elevate well-being by providing for the safety, health, and enjoyment of park staff and visitors.

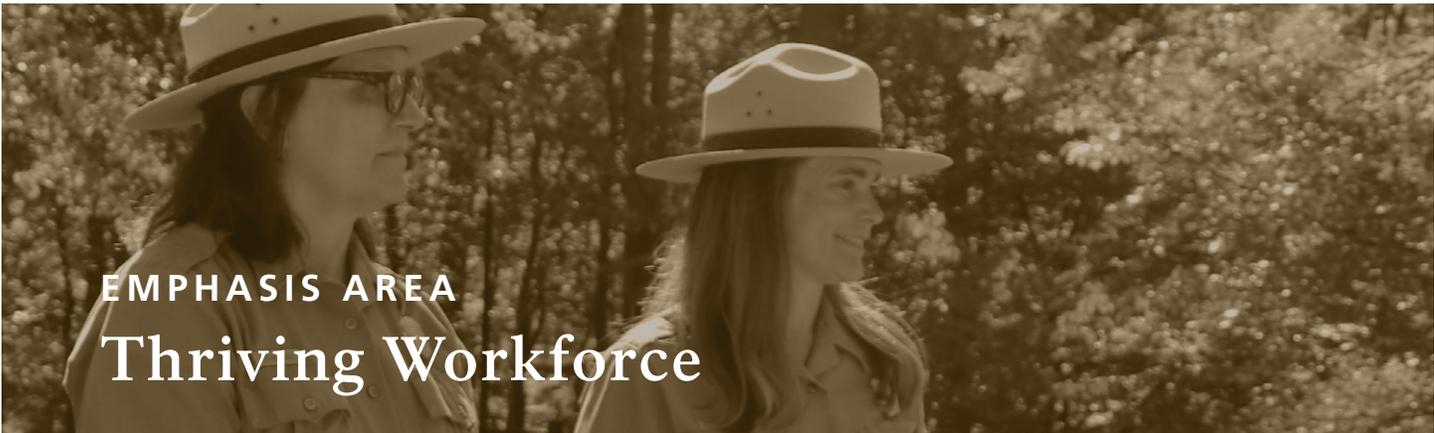
EMPHASIS AREAS

Emphasis Areas are broadly defined categories used to define and focus the use of our discretionary time, effort, and financial resources. Within each Emphasis Area, Outcomes are used to identify specific goals that we will work toward over the next 3-5 years.

Key Actions represent measurable, on-the-ground activities that drive progress toward Outcomes and may take one or more years to accomplish. Key Actions will be used to develop the park's annual work plan and will be reviewed and updated annually.

- » THRIVING WORKFORCE
- » EXCEPTIONAL VISITOR EXPERIENCES
- » RESOURCE STEWARDSHIP
- » OPERATIONAL EXCELLENCE AND SUSTAINABILITY
- » RELEVANT COLLABORATION





EMPHASIS AREA

Thriving Workforce

EMPHASIS AREA OUTCOME	RELATED KEY ACTIONS
<p>OUTCOME 1 We provide all employees access to professional and personal development assignments and activities.</p>	<ul style="list-style-type: none"> > Identify and support training opportunities to promote career and personal development for all staff, with an emphasis on the consistent use of Individual Development Plans (IDPs). > Support individual and agency developmental efforts, including details and mentorships. > Engage volunteers in relevant development activities.
<p>OUTCOME 2 We actively cultivate a professional and diverse workforce.</p>	<ul style="list-style-type: none"> > Recruit through a variety of methods and sources to attract candidates from diverse backgrounds. > Conduct thorough reference checks on all hires. > Formalize park interview panel process for all permanent hires.
<p>OUTCOME 3 We promote and sustain employee empowerment as a pillar of park operations.</p>	<ul style="list-style-type: none"> > Develop work priorities and goals with employee input through the consistent use of individual and division work plans. > Connect employees to the mission and purpose of the park by tying individual performance plans to the park’s strategic plan. > Enable all employees to make operational decisions at the appropriate level.
<p>OUTCOME 4 We advance employee health, safety, and wellness through workplace improvements.</p>	<ul style="list-style-type: none"> > Provide quality and affordable park housing. > Provide a variety of wellness activities for all employees and volunteers. > Improve and modernize employee work spaces to promote operational efficiency and flexibility.

EMPHASIS AREA

Exceptional Visitor Experiences

EMPHASIS AREA OUTCOME	RELATED KEY ACTIONS
OUTCOME 1 All visitors have the opportunity to access and enjoy park resources.	<ul style="list-style-type: none">> Expand accessibility of park programs and facilities to attract diverse visitation.> Develop innovative programs and techniques to meet varied educational and recreational interests.
OUTCOME 2 Visitors have clean, safe, and well maintained facilities.	<ul style="list-style-type: none">> Maintain and update trail system to improve connectivity to park facilities and nearby attractions.> Maintain and improve visitor use facilities to meet projected visitor needs (parking lots, VC, restrooms, picnic areas, campground, etc.)> Maintain interpretive resources to enhance visitor understanding (waysides, blacksmith shop, sawmill exhibit, charcoal trail, whiskey still, etc.)
OUTCOME 3 Visitors receive professional law enforcement and emergency services.	<ul style="list-style-type: none">> Maintain highly skilled and properly equipped law enforcement and emergency services staff.> Provide proactive presence throughout the park through systematic patrols and inter-divisional work.
OUTCOME 4 Visitors have access to information and programs that create safe, positive, and meaningful experiences.	<ul style="list-style-type: none">> Connect employees and visitors to park resources using consistent and creative outreach and information sharing.> Adopt and use current and emerging technology to expand outreach to new and diverse audiences and engage them in park-based activities.> Effectively communicate information to visitors both on site and remotely.> Provide high quality interpretive and educational programs which incorporate new information and relevant strategies.



EMPHASIS AREA
Resource Stewardship

EMPHASIS AREA OUTCOME	RELATED KEY ACTIONS
<p>OUTCOME 1 Park natural resources are understood, protected, preserved and/or restored.</p>	<ul style="list-style-type: none">> Identify, prioritize, and implement inventory and monitoring of natural resources, including rare species, in collaboration with National Capital Area staff and other research partners.> Develop a strategy for identifying, prioritizing, and controlling exotic species.> Preserve native species diversity and abundance through the use of prescribed fire.
<p>OUTCOME 2 Park cultural resources are understood, protected, preserved and/or restored.</p>	<ul style="list-style-type: none">> Establish and implement a preservation maintenance plan for historic cabin camps.> Prioritize and create baseline documentation for historic structures and landscapes, including a National Register Nomination for Mission 66 and Job Corps resources, and a Cabin Camp Cultural Landscape Report.> Inventory, organize, and preserve records to identify information gaps.> Create a records management system that enables park-wide access and use.
<p>OUTCOME 3 We communicate resource knowledge, priorities, and challenges internally and externally.</p>	<ul style="list-style-type: none">> Convey the importance of resource stewardship through the development of concise and useful products to support maintenance and interpretive program needs.> Support resource protection efforts through targeted identification of high value resources.> Provide for safe visitor and staff interactions with natural resources by sharing facts and best practices.



EMPHASIS AREA

Operational Excellence and Sustainability

EMPHASIS AREA OUTCOME

RELATED KEY ACTIONS

OUTCOME 1

We use available staffing and financial resources efficiently and effectively.

- > Identify, prioritize, and fill positions as opportunities arise.
- > Actively pursue supplemental funding for long term infrastructure investment.
- > Develop volunteer program to meet mission critical needs.

OUTCOME 2

We prioritize long-term value and sustainability in managing infrastructure, operations, and personnel.

- > Pursue leasing of cabin camp facilities.
 - > Exercise efficient funds management through transparent and collaborative budget processes.
 - > Incorporate emerging technology into park operations.
 - > Conduct regular work group planning to ensure divisional activities support park-wide priorities.
 - > Improve visibility and availability of recycling facilities for visitors and park staff.
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EMPHASIS AREA

Relevant Collaboration

EMPHASIS AREA OUTCOME

RELATED KEY ACTIONS

OUTCOME 1

We actively engage partners, volunteers, and stakeholders in collaborative efforts to achieve park goals.

- > Establish specific and clear goals for formal partnerships through updated agreement documents.
- > Identify current and future operational goals that can be achieved using volunteers or partners.
- > Engage stakeholders and establish new relationships to meet identified goals.
- > Establish and maintain clear and effective lines of communication with all partners.

OUTCOME 2

The park is recognized as a leader in conservation and stewardship.

- > Formally change park name to establish a distinctive identity.
 - > Develop interest and support among stakeholders and elected officials for expanding the profile and influence of the park.
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