

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

First Annual
Centennial Strategy for

Castillo De San Marcos National Monument

August 2007

CENTENNIAL INITIATIVE



Site: CASA

Year: 2007

Vision Statement

In 2016 Castillo de San Marcos and Fort Matanzas National Monuments will be implementing effective strategies to preserve and care for park resources and provide a high quality visitor experience. Our parks and our employees will set a high standard for environmental leadership, and we will strive to become a "greener" park. Our recreational opportunities will center on resource-friendly/visitor-friendly activities and opportunities. Our parks will promote health and wellness for for employees and for visitors. We will evaluate our educational programs and strive to seek a balance between a quality experience for educational groups and for other members of the visiting public. Our parks will provide managers, supervisors and leaders with support for professional development that leads all of our employees to their highest possible level of professional accomplishment.

Park/ Superintendent/ Program Manager

Gordie Wilson

Site: CASA

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)

The President's 2008 budget includes funding for two subject-to-furlough law enforcement rangers. If funded, these positions will enable us to improve visitor safety and resource protection by increasing night patrols and reducing the amount of illegal activities, including resource-related crimes, that are currently going on at both parks.

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

Site: CASA

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.

1. Treatment of the horizontal surfaces of the Castillo will be completed. This will reduce damaging water infiltration into the structure.
2. Pending approval and funding, all coquina structures will be re-pointed with a compatible lime-based mortar and the destructive portland cement-based mortars will all be removed.
3. Compliance and consultation will be completed for appropriate surface treatment for coquina structures.

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

Site: CASA

STEWARDSHIP

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

☒ Other Park/ Program performance goal(s)

If the proposed FY 2008 budget is passed it will give us additional maintenance funding. This funding will be used to maintain the 20 acres of grounds surrounding the Castillo to a higher standard in this urban setting.

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

Site: CASA

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)**

The Castillo de San Marcos will broaden the participation of culturally affiliated Indian tribes to help us in telling the compelling stories of the Indian imprisonments in the fort during the 19th century.

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

Site: CASA

STEWARDSHIP

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

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

CASA/FOMA will upgrade the Junior Ranger Program to encourage children to be future conservationists. We will revise our Junior Ranger guide books to broaden the applicable age groups the program can reach.

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

Site: CASA

ENVIRONMENT

☒ **Reduce environmental impacts of park operations.**

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

Our parks will continue to address deficiencies and attain best practices through the environmental audit program.

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

Site: CASA

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.**

The park will continue to upgrade the park's websites to offer dynamic and meaningful cyber visits that are geared toward young people.

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

Site: CASA

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.**

Supervisors and managers will continue to explore recruitment avenues that enhance opportunities to achieve diversity goals.

☐ 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.**

Our parks will continue to focus on recruiting and developing the best possible supervisors. Our supervisors will balance agency goals with individual employee needs and desires. Our supervisors will be pro-active and effective communicators and they will demonstrate positive can-do attitudes. Our supervisors will be team players who understand and share the overall park vision and mission and ensure that their work units "make everyone else look good".

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

Site: CASA

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.**

The park will establish key competencies for each supervisory position in the park and develop individual development plans for supervisors to gain all required competencies for their positions. Our supervisors will be leaders by example, not just supervisors of record.

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

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

The park management team will participate in the establishment of annual goals. The annual goals will be meaningful and relevant to the park mission. The team will share accountability for achieving the highest possible success of the park programs. More importantly, the team will work to help each other achieve respective goals.

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

Site: CASA

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.**

We will continue to foster an accident-free park environment by encouraging an active safety committee for the park and within each division. We will utilize positive reinforcement to encourage employee and visitor safety improvements.

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