

LEVERAGING PARTNERSHIPS TO HELP MANAGE BACKCOUNTRY SITE HAZARD TREES

KATHRYN WRIGLEY

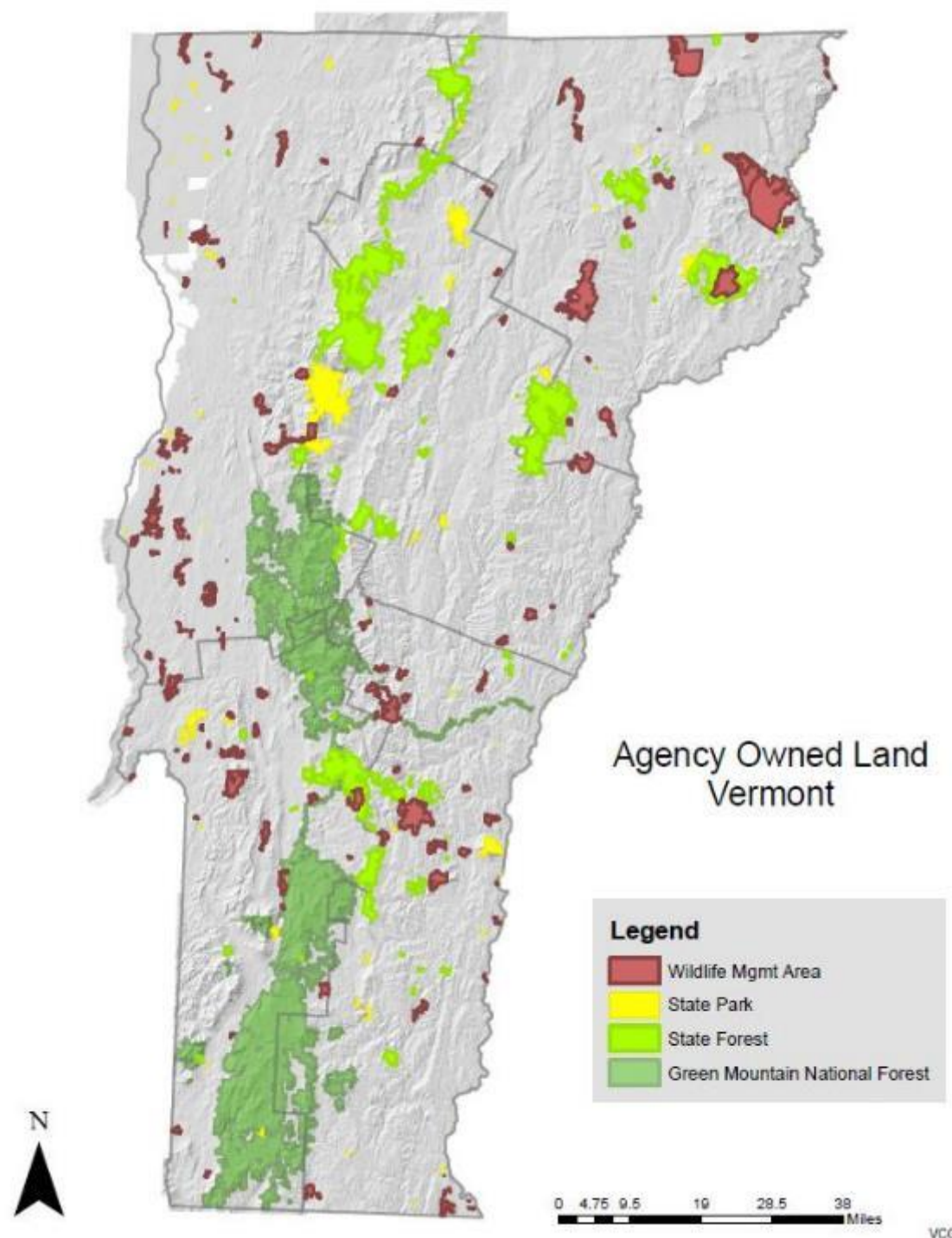
FOREST RECREATION SPECIALIST

ESSEX JUNCTION DISTRICT OFFICE

DEPT. OF FORESTS, PARKS & RECREATION



CONTEXT



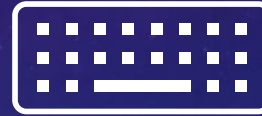


How many people are currently working
with a state agency?

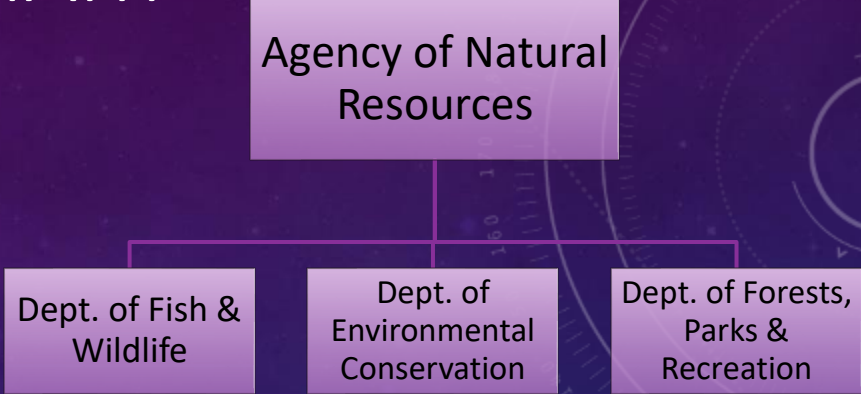
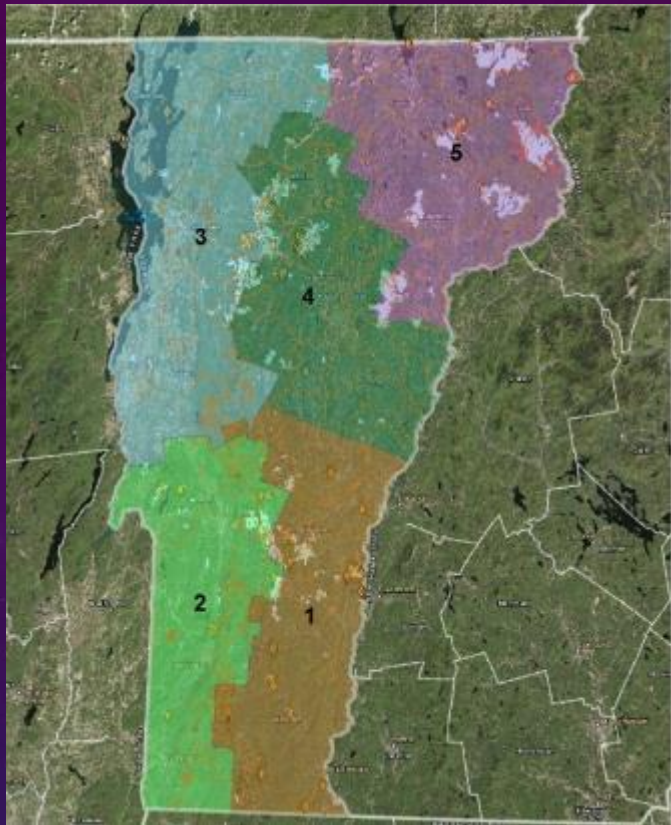




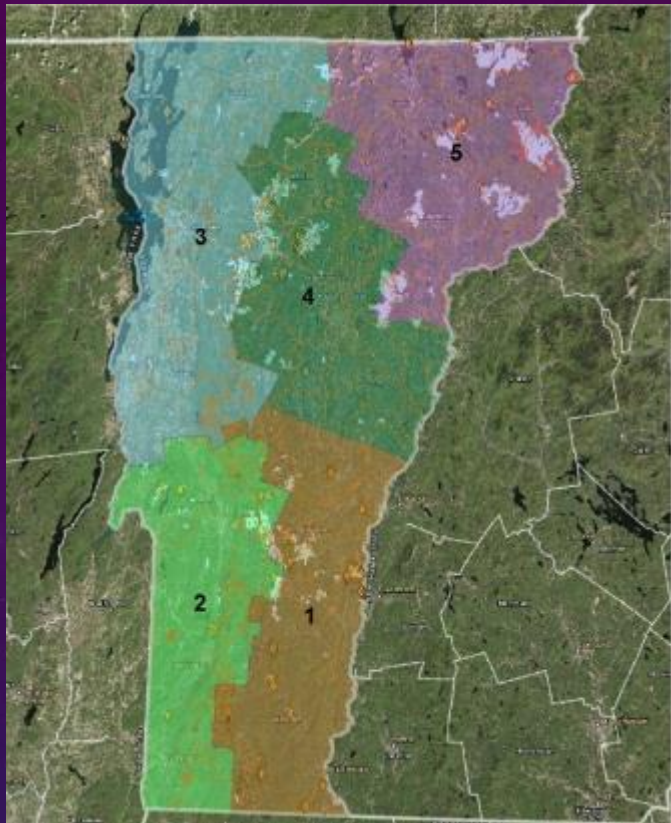
What State agencies are you working with?



ORGANIZATIONAL CHART



ORGANIZATIONAL CHART



Agency of Natural Resources

Dept. of Fish & Wildlife

Dept. of Environmental Conservation

Dept. of Forests, Parks & Recreation

Dept. of Forests, Parks & Recreation

Division of Parks

4 regions

Division of Forestry

5 districts

Division of Lands Admin & Rec

Statewide

Private Land Program Mgr (18)

Forest Protection Program Mgr (10)

State Lands Program Mgr (19)

Urban Forestry Program Mgr (2)

Operations Program Mgr (6)

Wood Energy Program Mgr (2)

COMPETENCIES IRL

 PARTNERING	 COMMUNITY COLLABORATION	 STRATEGIC THINKING	 PARTNERSHIP MANAGEMENT	 ACCOUNTABILITY
Partner Culture Awareness	Collaborative Leadership	Vision	Developing and Managing Agency Agreements for Partnership	Consensus Building
Team Building	Conflict Management	Entrepreneurship	Donation and Fundraising Activities in Partnerships	Financial Management
Teamwork	Facilitation	External Awareness	Influencing/Negotiating	Planning and Evaluation
Leveraging Partnerships			Political Savvy	

COMPETENCIES IRL



BACKGROUND



- FPR created a Hazard Tree Procedure
- The Forest Health Program began assessing trees in State Parks
- Hazard Trees were removed by Forest Health or State Park employees
- Now most Hazard Tree removal is contracted out to Tree Service Companies
- Success!

BACKGROUND

- FPR expanded its Hazard Tree Procedure to include backcountry sites
- No capacity added

Consensus
Building

Leveraging
Partnerships



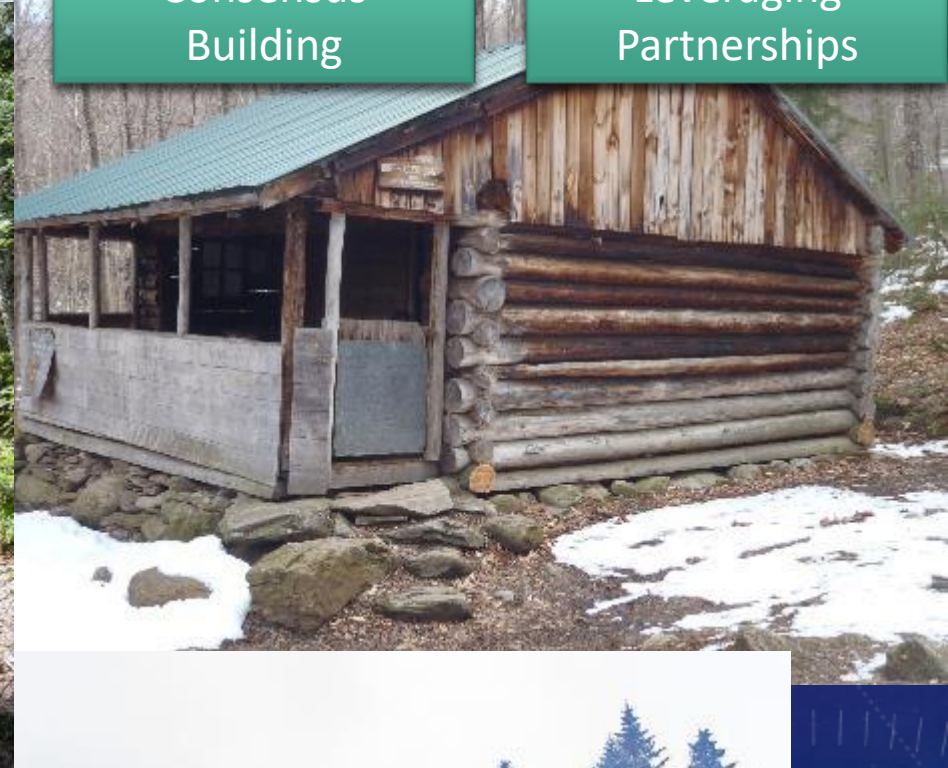
BACKGROUND

- FPR expanded its Hazard Tree Procedure to include backcountry sites
- No capacity added
- Challenging for districts due to the number and the remote location of backcountry sites



Consensus
Building

Leveraging
Partnerships



BACKGROUND

- FPR expanded its Hazard Tree Procedure to include backcountry sites
- No capacity added
- Challenging for districts due to the number and the remote location of backcountry sites
- Most of the backcountry sites are Long Trail shelters that are managed by FPR's long-term partner, the Green Mountain Club



Consensus
Building

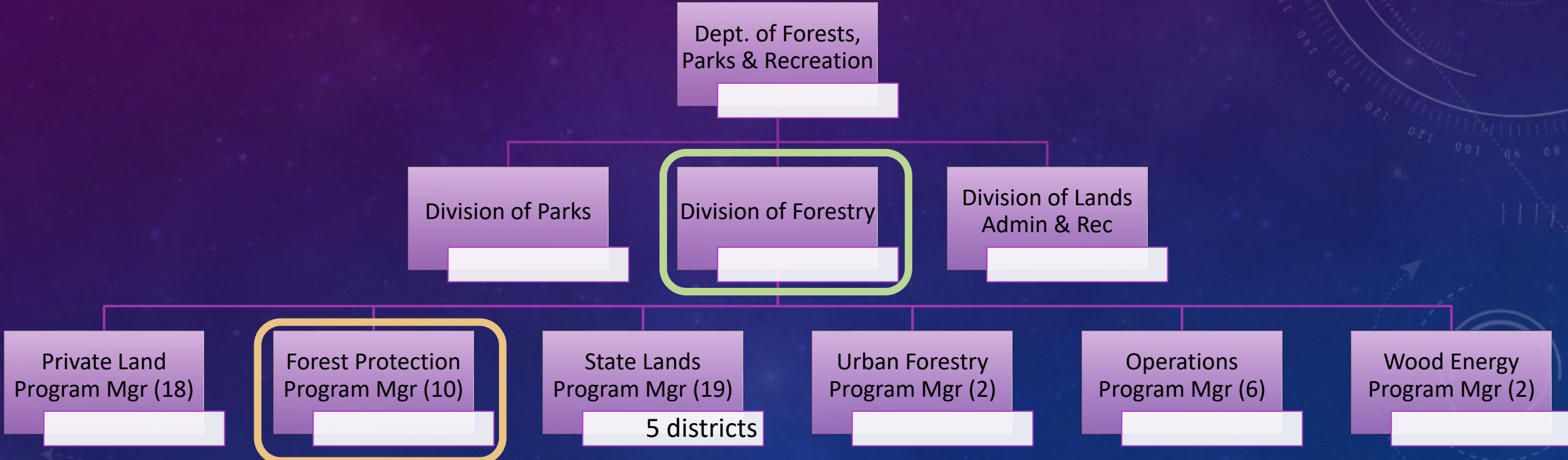
Leveraging
Partnerships



BACKGROUND - INTERNAL

Planning & Evaluation

Political Savvy



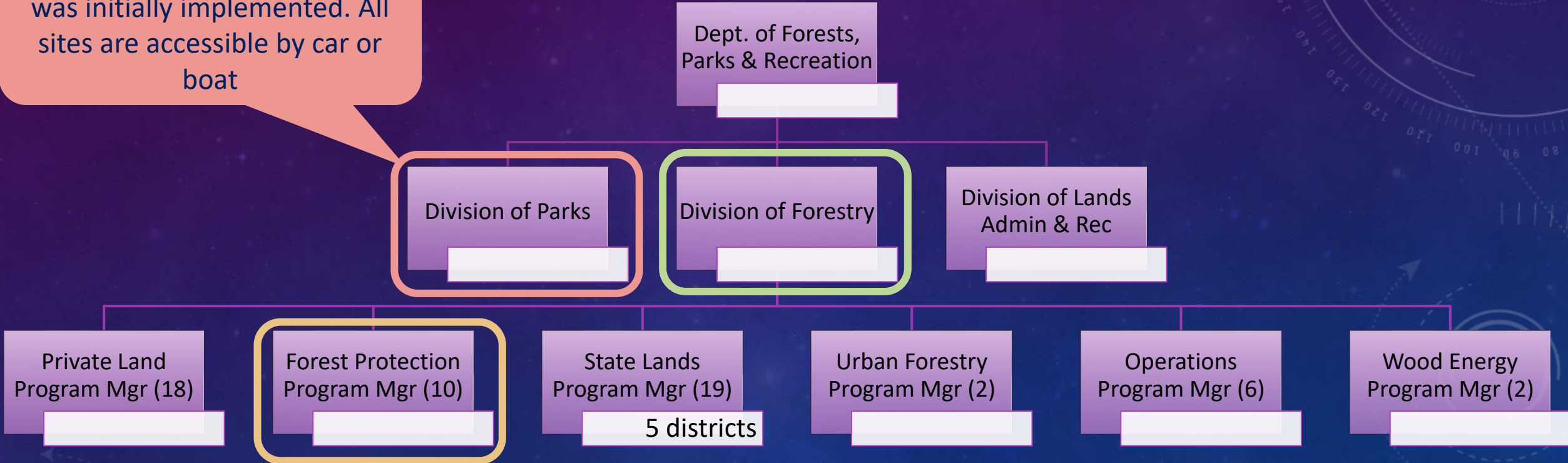
Initially: Created & Executed HT Procedure in Parks

BACKGROUND - INTERNAL

Planning & Evaluation

Political Savvy

Where Hazard Tree Procedure was initially implemented. All sites are accessible by car or boat

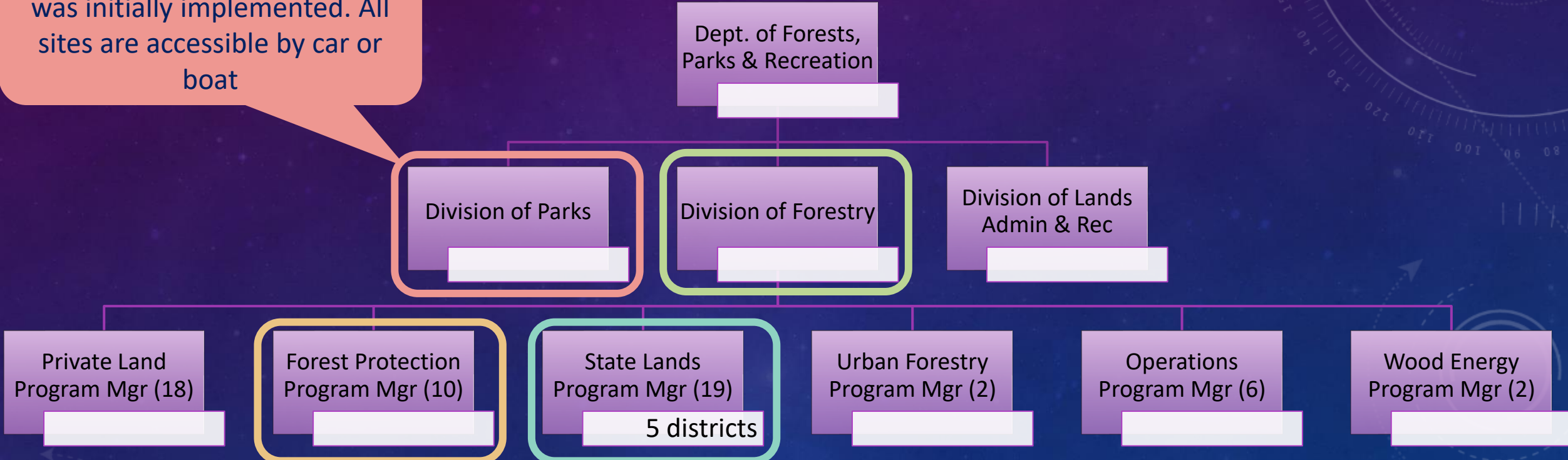


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BACKGROUND - INTERNAL

Planning & Evaluation
Political Savvy

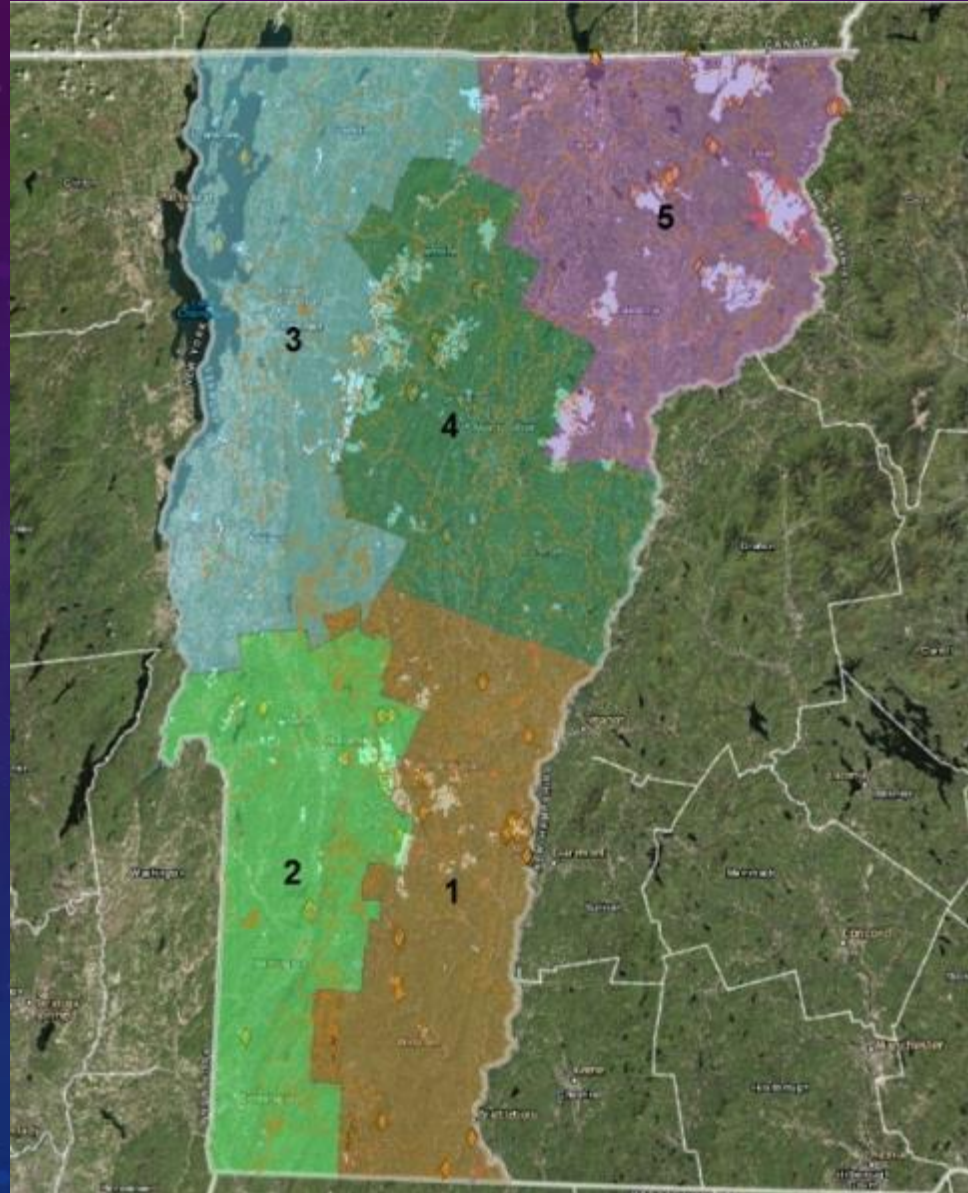
Where Hazard Tree Procedure was initially implemented. All sites are accessible by car or boat



Initially: Created & Executed HT Procedure in Parks

2017: HT Procedure implementation expanded to Backcountry Sites & Trailhead Parking Areas on State Lands
All sites only accessible by foot

LONG TRAIL SHELTERS ON STATE LAND



Partner Cultural
Awareness

Leveraging
Partnerships

LONG TRAIL SHELTERS ON STATE LAND

Partner Cultural Awareness

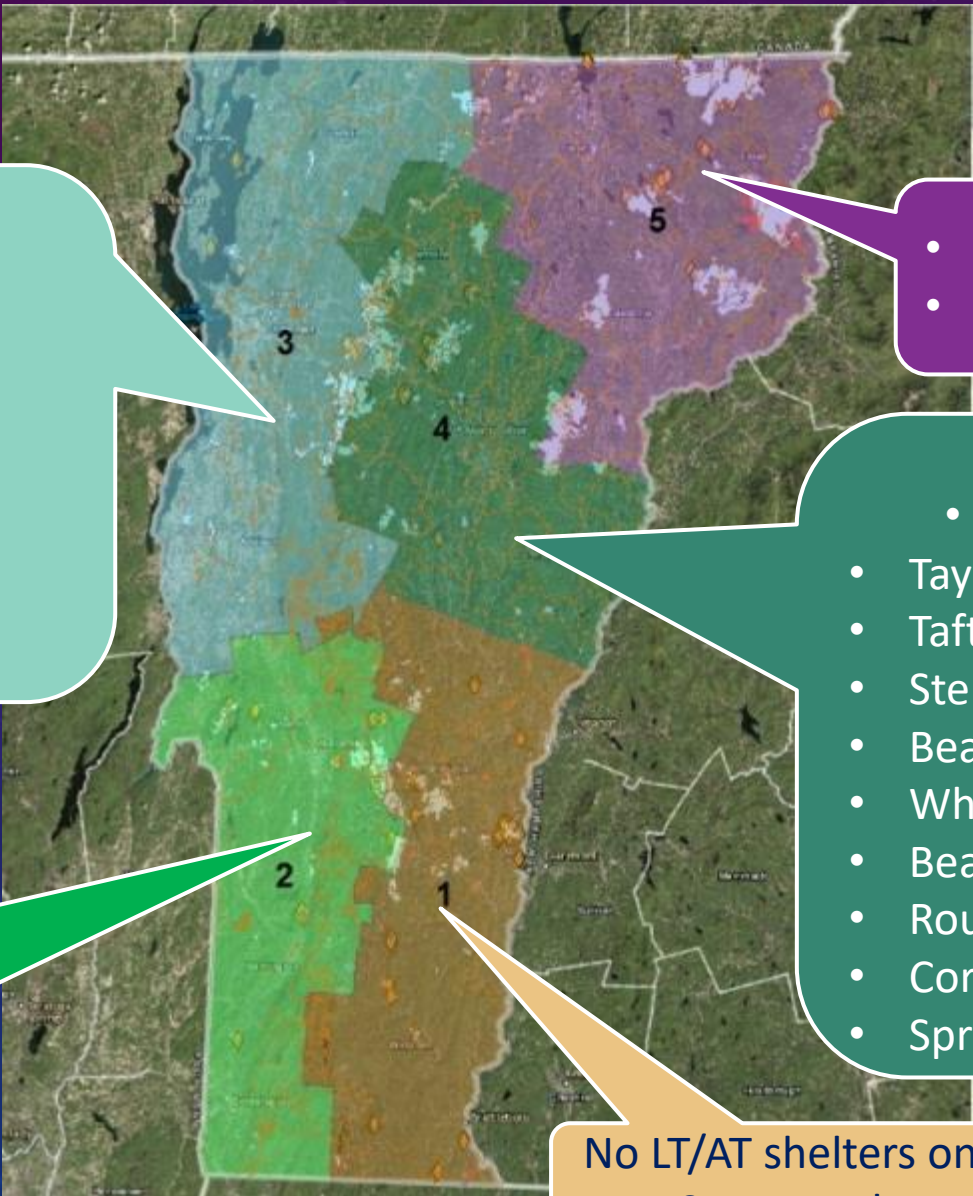
Leveraging Partnerships

- Theron Dean Shelter (~4 miles)
- Birch Glen Camp (~3 miles)
- Montclair Glen Lodge (~4.5 miles)
- Hump Brook Tenting Area (~4 miles)
- Bamforth Ridge Shelter (~5 miles)
- Buchanan Shelter (~6 miles)
- Twin Brooks Tenting Area (~7 miles)
- Butler Lodge (~4 miles)

- Jay Camp (~.5 miles)
- Journey's End Camp (~2 miles)

- Puffer Shelter (~6 miles)
- Taylor Lodge (~3 miles)
- Taft Lodge (~4 miles)
- Sterling Pond Shelter (~4 miles)
- Beaver Meadow Lodge (~5 miles)
- Whiteface Shelter (~14 miles)
- Bear Hollow Shelter (~8 miles)
- Round Top Shelter (~6 miles)
- Corliss Camp (~3 miles)
- Spruce Ledge Camp (~6 miles)

- Gov. Clement Shelter (~5 miles)
- Cooper Lodge (~12.5 miles)
- Pico Camp (~6 miles)
- Churchill Scott Shelter (~4 miles)



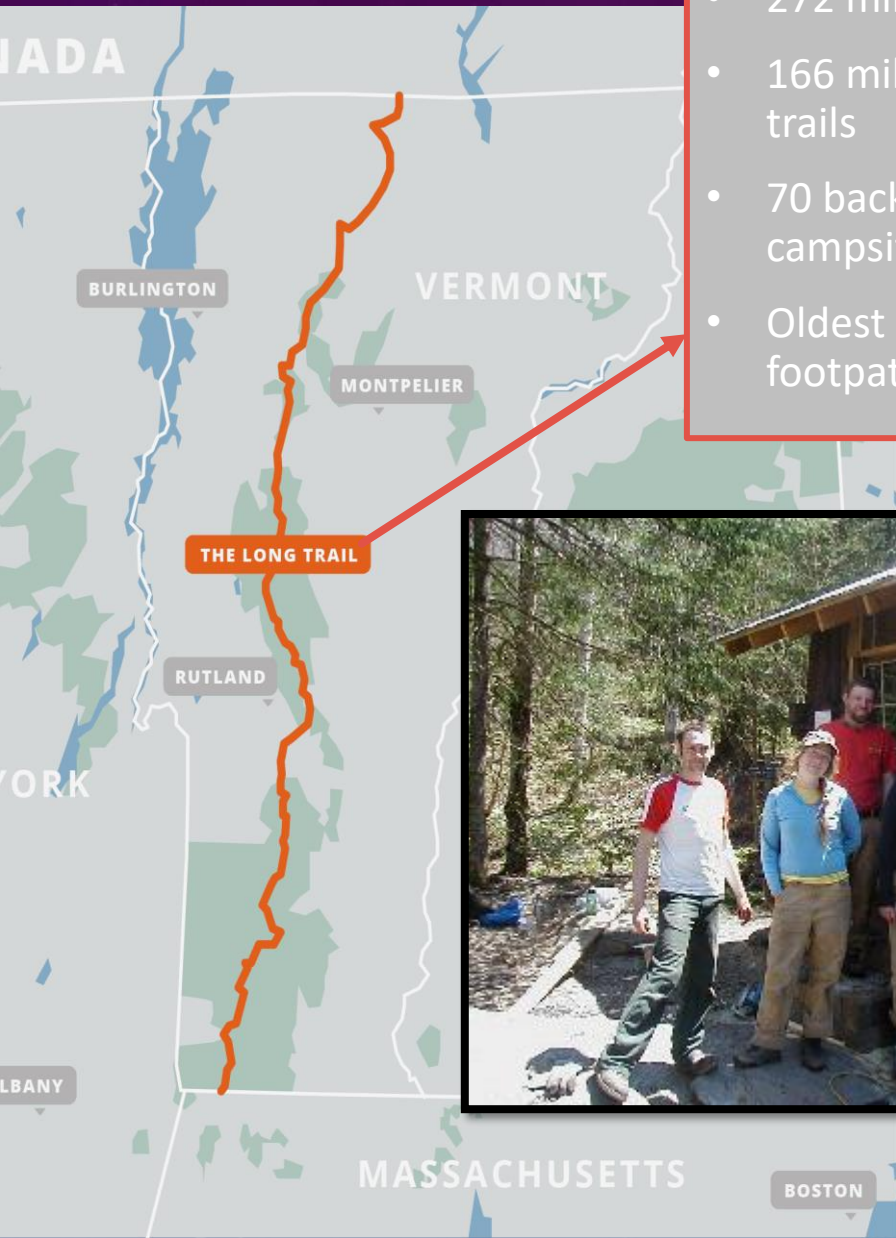
No LT/AT shelters on State Land

BACKGROUND - EXTERNAL

Collaborative
Leadership

Partner Cultural
Awareness

Political
Savvy



- 272 miles
- 166 miles of side trails
- 70 backcountry campsites
- Oldest continuous footpath in the U.S.



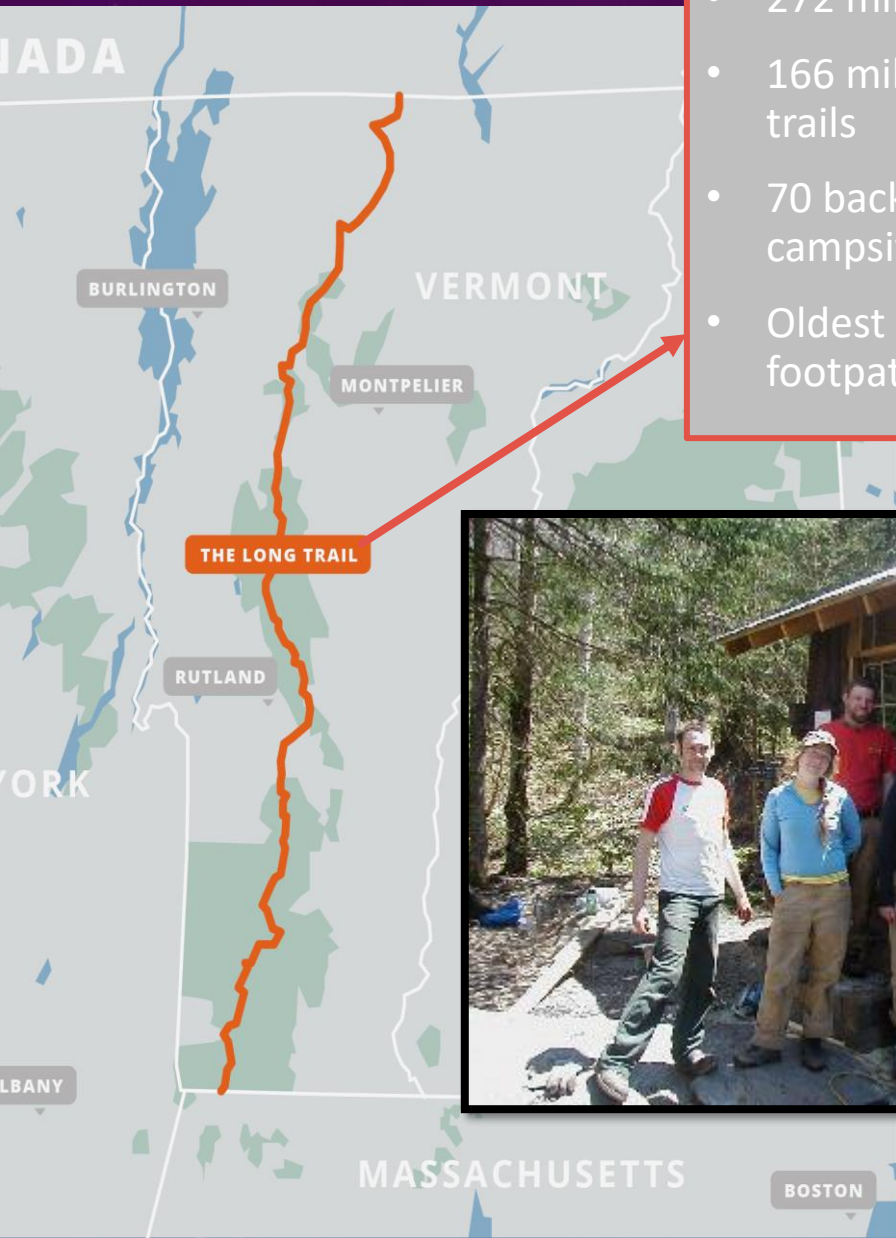
- GMC has staff and volunteer shelter adopters who already go to these locations on an annual basis
- GMC has an MOA with FPR

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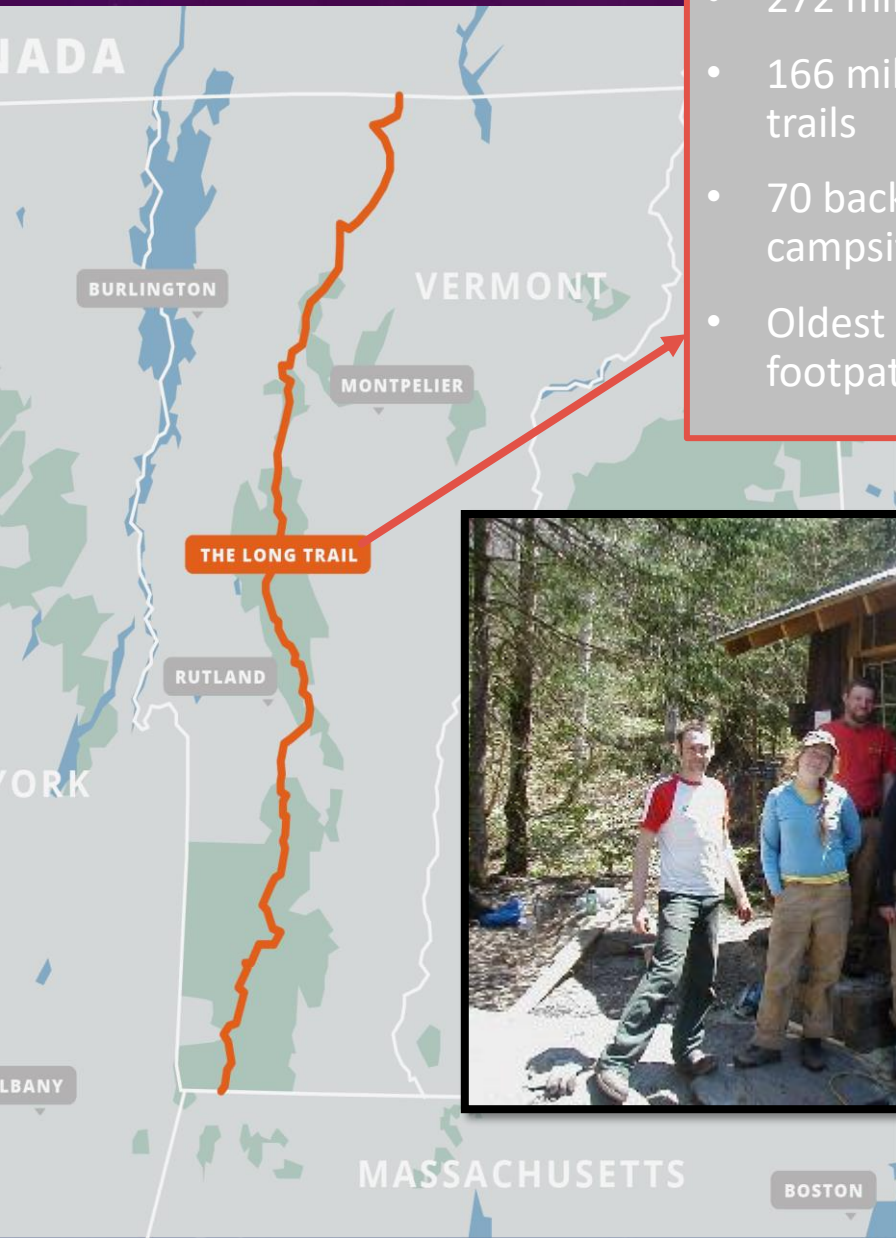
- GMC has staff and volunteer shelter adopters who already go to these locations on an annual basis
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- GMC staff and volunteers currently do similar work with the USFS on the Green Mountain National Forest

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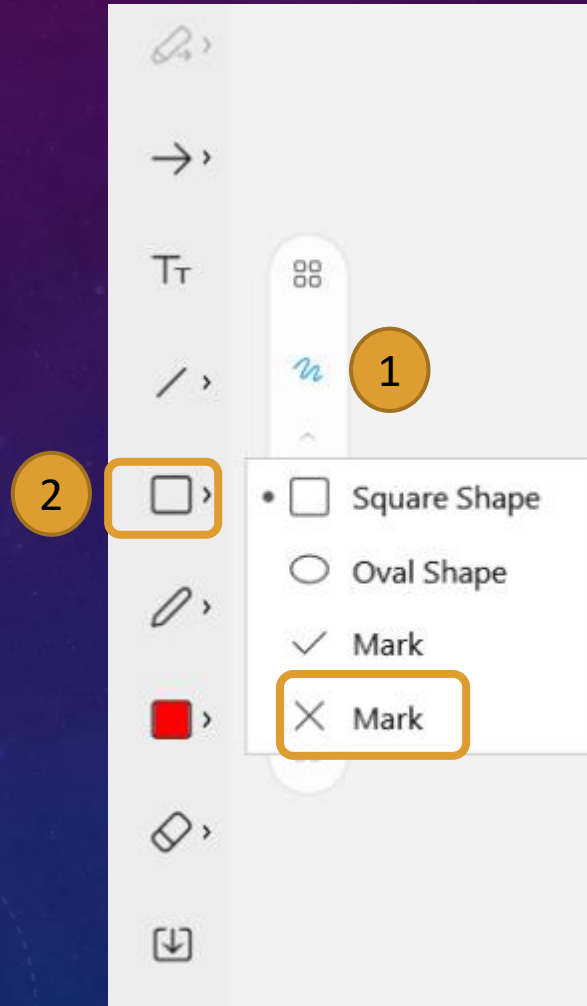
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- GMC has staff and volunteer shelter adopters who already go to these locations on an annual basis
- GMC has an MOA with FPR
- GMC staff and volunteers currently do similar work with the USFS on the Green Mountain National Forest
- FPR reached out to GMC to explore what a collaboration around Hazard Tree management might look like

IF LIFE IS A GROUP PROJECT

Where do you fall on the spectrum?



1. Hover your mouse over the Popsicle stick controls (left side of WebEx window) and **click the squiggle icon** to open the **Annotation Toolbar**
2. Click the right arrow next to the **Square** tool, and select **X Mark**
3. On the next slide, mouse-click to make your X Mark on the 4 spectrum lines.
4. When done, click the Square tool to de-select.

IF LIFE IS A GROUP PROJECT

Where do you fall on the spectrum?

Plan it all
out
before
you start

Jump
right in,
figure it
out as
you go

Finish early

Procrastinate

Early riser

Night Owl

Work
alone

Group
work

ENGAGING WITH THE GREEN MOUNTAIN CLUB



Structured Decision Making Process:

A step-wise process used to analyze a problem and generate decisions to accomplish an objective



ENGAGING WITH THE GREEN MOUNTAIN CLUB

Collaborative Leadership

Partner Cultural Awareness

Facilitation

Entrepreneurship

Strategic Thinking

Structured Decision Making Process:

A step-wise process used to analyze a problem and generate decisions to accomplish an objective

Steps:

- Problem Definition
- Objectives
- Alternatives
- Consequences
- Tradeoffs
- Uncertainty
- Risk Tolerance
- Linked Decisions



ENGAGING WITH THE GREEN MOUNTAIN CLUB

Collaborative Leadership

Partner Cultural Awareness

Facilitation

Entrepreneurship

Strategic Thinking

Structured Decision Making Outcomes transferred to A3 Lean Form

A3 No. and Name	Team members (name & role)	Stakeholders (name & role)	Department	Organisation objective
	1.	1.		
	2.	2.		
Team Leader (name & 'phone ext)	3.	3.		
	4.	4.		
1. Clarify the problem		4. Analyse the Root Cause		7. Monitor Results & Process
Is:				
Is not:				
Problem statement:				
2. Breakdown the problem		5. Develop Countermeasures		8. Standardise & Share Success
		Countermeasure		
		Impact on target		
		1		
		2		
3. Set the Target		6. Implement Countermeasure		
1				
2				

CURRENT CONDITIONS

Collaborative
Leadership

Facilitation

- What is the problem or need? Assessing & Mitigating Hazard Trees at remote locations
- What facts or data indicate there is a problem? The fact that Districts have not been able to accomplish this yearly
- How big is the problem? It is statewide, but it is a discrete problem.
- What impact is the problem having? FPR is not staying in alignment with the goals of the Hazard Tree Procedure

GOALS



What are you hoping to achieve?

1. Have GMC assist with the Hazard Tree Assessment portion of the FPR procedure at backcountry sites in the 2021 field season
2. Have GMC assist with the mitigation portion of the FPR Hazard Tree procedure at backcountry sites in the 2022 field season

GOALS



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What does better look like?

Hazard Tree Procedure occurring regularly at identified backcountry sites on state land

ANALYSIS OF CONDITIONS



- Why are current conditions the way they are? The procedure's application to new locations was expanded
- What are the root causes? Lack of capacity to assess the number of backcountry sites on state lands
- What is keeping you from doing better? A knot of language in FPR policies and procedures that focuses specifically on state employees and does not consider our partner organizations

PROBLEM!

GMC is ON BOARD! BUT



PROBLEM!

GMC is ON BOARD! BUT

The FPR Hazard Tree
Procedure language itself
needs to be changed



SPEED BUMP

Who has an example of a time that you wanted to do something with a partner organization that had to be negotiated internally before you could go forward with the activity?



Political
Savvy

Facilitation

Planning &
Evaluation

PROPOSED CHANGES

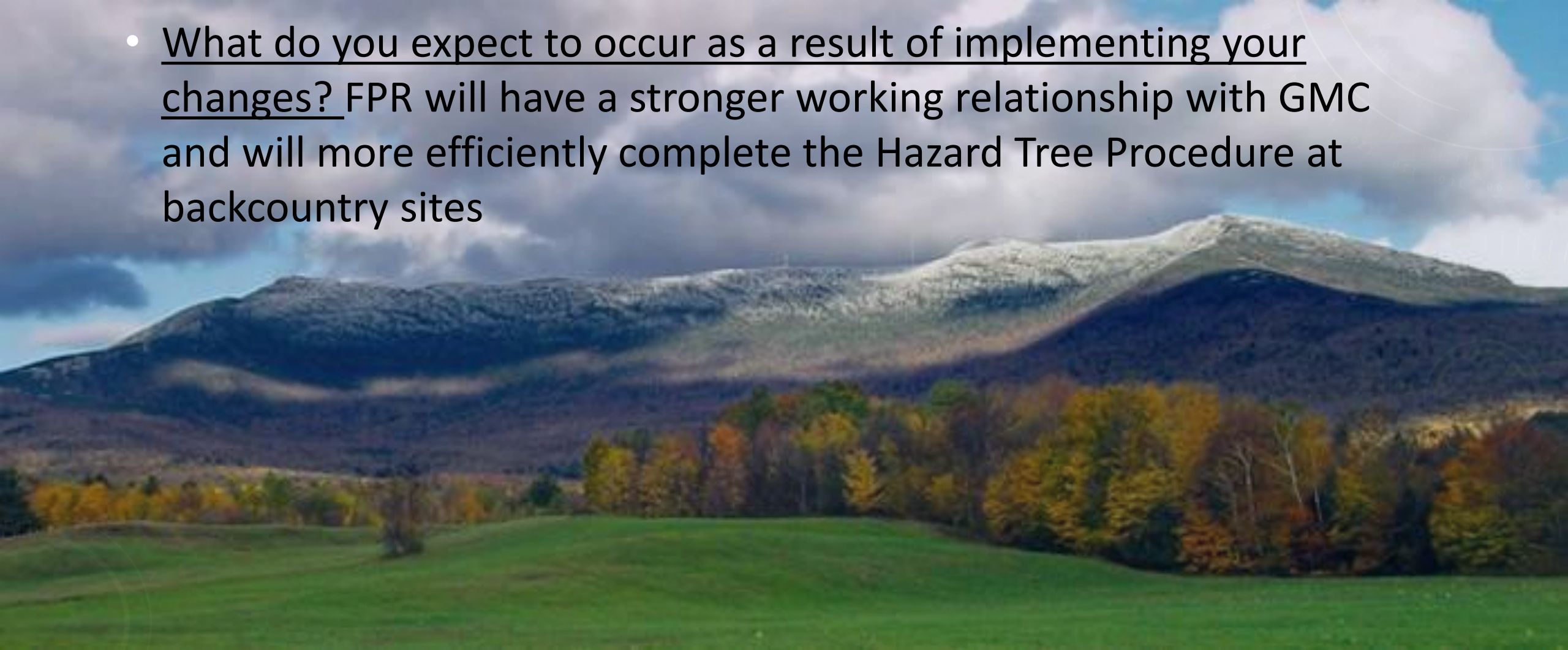
- What do you plan to do about the problem? Work with higher ups to find answers to questions generated during meetings with GMC. Most importantly, can we change the procedure language.
- Why do you believe it will work? The GMC is a long-time partner organization that is motivated and interested in participating in the management of the resource. FPR strives to work as efficiently as possible to maintain State Lands.

EXPECTED RESULTS

Leveraging
Partnerships

Political
Savvy

- What do you expect to occur as a result of implementing your changes? FPR will have a stronger working relationship with GMC and will more efficiently complete the Hazard Tree Procedure at backcountry sites



WHAT NOW?

- The procedure language change may take time – I check-in with the Forest Health Program Mgr. about every 2 weeks via email or Teams Chat
- I update GMC about once a month via email, even if it is just to say – there's no change



OPPORTUNITIES & CHALLENGES

If procedure language is changed...

- Updating FPR State Lands staff of the procedure change and the implications for our work
- Working with GMC to coordinate training
- Working with GMC to ensure clear tracking & communication about who is trained to do hazard tree assessment
- Coordinating a handful of joint backcountry site Hazard Tree Assessment days with key GMC staff to ensure a solid foundation
- Working internally to figure out how to have GMC participate in the Hazard Tree Removal (mitigation) at backcountry sites in the next 2-5 years



QUESTIONS?

