

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

First Annual  
Centennial Strategy for

# Mount Rainier National Park

August 2007

CENTENNIAL INITIATIVE



Site: MORA

Year: 2007

### Vision Statement

Mount Rainier was established in 1899 as the 5th national park, encompassing 235,625 acres on the western slope of the Cascade Range. At 14,410 feet, Mount Rainier is a towering, snow- and ice-covered volcano, reaching into the upper atmosphere of the Pacific maritime, producing spectacular cloud formations, vast amounts of rain and world-record snowfall. The park is a vital remnant of the primeval Cascade ecosystem, providing habitat for many species representative of the region. For generations, Native American tribes have been inspired by the Mountain and traditionally used the area for hunting and gathering, as well as spiritual and ceremonial purposes. The park is 97% designated Wilderness. Most developed areas are nationally significant and included in the National Historic Landmark District. Annually 2 million visitors experience the many and varied opportunities provided by the park.

Visitors in 2016 will come from a larger, more diverse population than today but they will enjoy the same experiences: hiking the trails, climbing the Mountain, snowshoeing, skiing, camping along glacier-fed rivers, photographing the wildflower meadows or simply admiring the views. Our vision is these visitors will have fun, explore nature and history, find inspiration and attain the highest quality experience - inspired by the abiding presence of the Mountain and by the restored resources...

We will rehabilitate and restore the natural communities to their proper balance. We will restore the National Historic Landmark District to its full glory, so visitors see Mount Rainier as the early 20th century NPS founders intended-a historic setting that is the embodiment of the national park idea. We will deepen our knowledge and understanding of ecological, wilderness, geologic and archeological resources. We will foster exceptional learning opportunities that connect people to the park.

We will promote park values and responsibility for the environment through enhanced partnerships in our local and global communities. We will further engage volunteers to work alongside park staff in our restoration work. We will value and nurture the individual talents and contributions of our employees, expand efforts to recruit new employees and develop a diverse workforce into tomorrow's leaders. We will hold the safety and wellbeing of every employee and visitor in the highest regard.

The Mountain inspires stewardship. Its protection and preservation will continue to be our legacy.

### Park/ Superintendent/ Program Manager

David V. Uberuaga, Superintendent

Site: MORA

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)

We will ensure visitor enjoyment by utilizing the Visitor Experience and Resource Protection (VERP) planning process for park developed areas. VERP Indicators, standards will be monitored & implemented for Wilderness and heavily visited frontcountry areas. We will develop & implement a Soundscape Monitoring Plan. We will monitor recreational use effects from the Crystal Mountain developed area. We will ensure visitor safety by managing hazard trees in high visitor use areas & managing habituated & food-conditioned wildlife.

We will implement an Education Program project to audio-describe the park A/V programs. We will also implement facility projects to develop accessible trails for the Resource Education Campus and to provide accessible restrooms at White River Entrance and in the Longmire Plaza. We will replace outdated exhibits at the Sunrise Visitor Center to make them accessible and construct a new accessible ramp to the main trailhead kiosk at Paradise.

We will continue to offer visitors a safe, rewarding & remarkable experience, while providing a variety of recreational activities consistent with Wilderness & NPS accessibility policies.

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

Site: MORA

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.

Many of the facilities at Mount Rainier are historic: 59 of the 208 buildings and 33 of the 56 housing units. The park also has Historic Landmark Designation. Most of the historic facilities are considered irreplaceable by the park and the nation.

Our goal is to restore the Mount Rainier National Historic Landmark District to its full glory, so visitors experience Mount Rainier as the early 20th century NPS founders and park planners intended - a historic setting that is the very embodiment of the national park idea. Rehabilitation of the historic buildings is a critical element of this goal, in particular these key projects need to be implemented:

- Longmire: Rehabilitation of the Community Building to restore it to its original appearance; restoration of the original roof features on the Old Administration Building; and installation of fire suppression systems in the Community Bldg, Admin Bldg, and Museum.
- Sunrise: Rehabilitate the Lodge; replace the roof covering on the Blockhouses and rehab the Stockade.
- Paradise: Complete the rehabilitation of the Paradise Inn and Annex, including interior finishes, interior room restoration, and historic furnishings.

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.

We will:

- Incorporate restoration techniques that protect ecosystems by increasing knowledge of ecological components & processes, controlling exotic species, monitoring & restoring threatened species of concern
- Develop an Exotic Plant Task Force to prevent introduction & spread of some 140 exotic plant species by documenting distribution, contain & eradicate 20 aggressive species & monitor new invasions
- Restore natural components & processes of heavily-visited sensitive plant communities (Paradise, Sunrise & trampled backcountry areas)
- Support recovery of listed species with comprehensive surveys & long-term monitoring for bull trout, Chinook salmon, Steelhead, marbled murrelets, & spotted owls
- Develop mitigation strategies to aid in species recovery including assessing the feasibility of reintroduction of some species such as the fisher
- Identify genetic populations of native fish to aid in stock restoration

Site: MORA

STEWARDSHIP

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

strategies

- Assess disease in aquatic breeding amphibians & define habitat relationships of terrestrial breeding amphibian Species of Concern
- To prevent further decline, develop and sustain long-term monitoring for state & federally listed Species of Concern

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.**

Mount Rainier has a vast array of buildings, roads & utility systems. The park has Historic Landmark Designation, with many facilities on the National Historic Register.

Asset data in the Facility Management Software System places the current replacement value (CRV) of all park assets at \$692 million. According to recommendations made by the Interior Planning, Design & Construction Council, we should be spending from 2 to 4% of the replacement cost of facilities on preventive maintenance per year. Based on a factor of 3%, applied to the \$692 million CRV, \$20.8 million should be spent annually just to hold the deferred maintenance backlog at its current level.

Our goal is to begin arresting the growth of the deferred maintenance backlog & improving the FCI of all park facilities, including 176 lane miles of paved roads & associated drainage structures, 26 miles of unpaved roads, 35 road bridges, 3 tunnels, 3 monuments, 260 miles of trails, 4 trail bridges, 7 campgrounds, 13 picnic areas, 208 buildings (59 historic), 56 housing units (33 historic), 22 water systems, 10 wastewater treatment systems, 9 electrical systems, 5 fuel systems, 3 amphitheaters & 4000+ signs.

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.**

We will:

- Strive to understand health or condition of ecosystems & consequences of significant threats such as climate change. Key indicators of resource or system conditions will be identified & monitored by establishing & maintaining inventory & long-term monitoring programs to measure status & health of the natural resources
- Fully implement vital signs monitoring for mountain lakes & ponds, wadeable streams, climate, glaciers, air quality, landbirds, owls, elk, landscape dynamics, forest & subalpine vegetation

Site: MORA

**STEWARDSHIP**

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

- Augment these programs with additional inventories for species where little/no current information is available to better understand their status such as invertebrates & non-vascular plants & specifically, glacier biota, insects, mollusks, geothermal resources, fungi, & cryptobiotic crusts
- Replicate historical biologic surveys to inform managers of ecosystem changes
- Inventory habitat & monitor changes through landform & soils mapping, acquisition & interpretation of remote sensing data
- Improve our ability to inventory & monitor by upgrading our Resource Lab
- Inform the public of status/trends in park ecosystem health with web-based & written publications

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

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

We will complete cultural resource inventories according to park priorities, including Cultural Landscape Inventories, List of Classified Structures Updates, and Archeological Sites Inventories.

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

Site: MORA

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)

At Mount Rainier National Park, established in 1899, the historic roads, buildings, trails & campgrounds contribute significantly to the scenic beauty and ambience of the park experience. The Mount Rainier National Historic Landmark District (NHLD) encompasses most of the park's historic developments and recognizes the importance of the park in the history of American park planning and design. The physical integrity of the developed areas set it apart from other national parks. No other collection of historic park roads, bridges, developed areas, and trails in the National Park System is more completely preserved. This is a cultural landscape of national significance in American & NPS history.

Our goal is to restore the NHLD to its full glory, so visitors experience Mount Rainier as the early 20th century NPS founders and park planners intended—a historic setting that is itself the very embodiment of the national park idea. Work involves restoring park entrances; rehabbing Longmire, Paradise & Sunrise; restoring The Wonderland Trail & Scenic Park Roads; rehabbing scenic overlooks, developed areas & historic campgrounds; documenting & protecting historic archeological sites.

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

Site: MORA

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)

We will:

- Through proactive research, provide sound scientific information for greater insight into history, natural resource components, systems & processes. The park is an ideal environment for assessing climate change effects on Cascade Mountain ecosystems.
- Document historic changes in the natural landscape through studies of forest succession & photographic analysis
- Using vital signs results, investigate causes of documented change
- Develop new interpretation tools suitable for assessing ecosystem health & predicting response to change
- Assess air pollution effects on park aquatic & terrestrial resources for development of critical load thresholds for ecosystems
- Conduct ethnographic & archaeological studies through paleoenvironmental reconstruction & by refining models to help understand long-term human land use in the park
- Assess cultural & environmental effects of Tribal traditional plant collection practices
- Through the Research Learning Network, engage college students in scientific studies that enhance visitor experience & appreciation of park ecosystems & prehistoric history
- Document park history through archival processing & updating Finding Aid

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

Site: MORA

STEWARDSHIP

Encourage children to be future conservationists.

Other Park/ Program performance goal(s)

The park's curriculum-based Education Program will facilitate student and teacher learning about the park's natural and cultural resources, resulting in enhanced stewardship of resources both inside and outside the park. Children will be inspired to future conservation actions and beliefs through implementation of park curriculum, programming at the park Education Center, Junior Ranger programs and park interpretive media. We will share with school children what we learn about climate change and engage them in finding solutions to the greatest environmental problem facing our generation.

Children will participate in both curriculum and non-curriculum based learning opportunities such as online Junior Ranger activities, learning about the sister mountain relationship between Mount Rainier and Mount Fuji, and completing global climate change classroom activities developed by park educators.

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

Site: MORA

**ENVIRONMENT**

**Reduce environmental impacts of park operations.**

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

We will improve our knowledge of ecological processes, test & implement techniques that protect air & water quality & continue to provide appropriate visitor use & facilities. Flood & debris flow hazards in developed areas will be identified, factors that control increasing debris flows evaluated & shoreline protection techniques that don't adversely affect physical, chemical & biological water quality attributes will be implemented. Long-term monitoring of water quality will be done to ensure park development doesn't impair aquatic ecosystems. To ensure that adjacent aquatic ecosystems are not impaired, we will manage stormwater runoff & develop treatment to stabilize & restore large steep road cuts.

We will monitor air quality related values in Wilderness and developed areas and assess & mitigate specific problems such as campground smoke. We will reduce emissions of carbon, particulates, and air contaminants in park operations by obtaining technical assistance in sustainability practices. We will develop transportation plans that effectively reduce air pollution emissions while not exceeding visitor carrying capacities.

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

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

We will reduce fossil fuel consumption in the park by expanding alternative energy infrastructure, employing more advanced sustainable practices, implementing visitor shuttles; and raising energy conservation awareness through education of park employees, volunteers, partners, and visitors. We will implement projects:

- Install Grid-Tied Photovoltaics System on Longmire Fire Shed & at Ohana to decrease greenhouse gas emissions from commercial power.
- Rehab Sunrise Power Plant by replacing Diesel generators with Photovoltaic System to complete alternative energy corridor on park eastside.

To reduce impacts of park operations on natural & cultural resources, we will develop and implement techniques to enhance our ability to protect natural & cultural resources from detrimental effects of park operations & construction projects. We will develop threshold sound levels to protect wildlife species. We will minimize our development footprint through enhanced project planning for protection of terrestrial & aquatic ecosystems & associated plant and animal communities. We will develop & implement long-term monitoring for species of concern in visitor & administrative areas.

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

Site: MORA

**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.**

We will:

- Implement facility projects to increase our alternative energy infrastructure & provide visitors information regarding fuel and cost savings that result: installation of Photovoltaic Systems at Ohanapecosh, Longmire & Sunrise. Greenhouse gas emissions will be decreased as the result of decreased use of commercial power & diesel generators.
- Expand the knowledge needed to protect & preserve Wilderness & its values through research & developing state of the art systems & practices in managing visitor impacts to the resource.
- Minimize the effects of human waste deposited in park Wilderness through increased education of the public, use of emerging technologies for individual collection & carryout of wastes and installation & maintenance of environmentally sensitive toilets.
- Plan, manage & operate in a way to minimize resource impacts
- Provide visitors & employees with tools & training about environmentally responsible practices & behaviors
- Minimize disturbance to natural landscapes & ecosystems
- Involve local community, park visitors & partners in these goals
- Review the program annually & set goals to ensure continual improvement for the upcoming years

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.**

We will demonstrate environmental excellence in a variety of ways:

- We will evaluate all aspects of the park fleet to determine additional opportunities for increased use of alternative fuel vehicles.
- We will implement various facility projects to increase our alternative energy infrastructure including installation of Photovoltaic Systems at Ohanapecosh and Longmire, which will be tied to the commercial power grid. Greenhouse gas emissions will be decreased as the result of decreased use of commercial power. We will also rehabilitate the Sunrise Power Plant by replacing the existing diesel generators with a photovoltaic system. This

Site: MORA

ENVIRONMENT

Inspire an environmental conscience in Americans.

will complete the alternative energy corridor on the eastside of the Park.

- We will initiate a Visitor Shuttle System (using alternative fuel buses), which will allow visitors to park their cars and use a shuttle bus to reach the popular destinations in the park. This will also demonstrate environmental excellence by reducing overall vehicle emissions in the park.

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.

We will ensure that design and construction of any new structure or major rehabilitation as a minimum meets LEED silver status.

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

Site: MORA

ENVIRONMENT

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

Other Park/ Program performance goal(s)

Through partnerships with the USFS, USGS, USFWS, NOAA and State agencies, we will develop strategies to protect natural ecosystems through research, inventory, monitoring, and implementation of regional plans.

- We will partner with the USGS in protecting air and water quality, enhancing our understanding of geologic hazards, and protecting plant and wildlife and associated habitat.

- We will partner with the USFS and the Washington State DOE in developing strategies to protect regional air quality.

- We will partner with NOAA and other agencies to enhance our understanding of climate change.

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

Site: MORA

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.

We will rehab major heavily-used trails & routes to provide a well maintained & safe trail system that reflects the park's commitment to best practices, natural & cultural resource protection, visitor satisfaction & visitor safety.

Rehabilitation on 2.1 miles of the Tahoma Creek Trail, 2.8 miles of the Tolmie Peak Trail, 4.8 miles of the Wonderland Trail from North Puyallup to Golden Lakes; and repair & reconstruction of 1.2 miles of the Mowich Lake access trails.

Replacement of the Ohana River Trail Bridge & Wonderland Trail Doe Creek Bridge. Wood bridges which are part of the National Historic Landmark District on the Northern Loop and Wonderland Trails will be rehabilitated.

Reconstruction of eroded trail tread throughout the 93-mile Wonderland Trail, which is part of the National Historic Landmark District.

Accessible trails will be expanded & improved to attract & retain diverse user groups and encourage aging family units to enjoy Mt Rainier together. These projects include rehabbing the historic trail from Paradise Visitor Center to the Meadows Trailhead (0.4 miles), rebuilding the Carbon River Rainforest Trail (0.7 miles) and rehabbing the paved Meadows trails.

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

Site: MORA

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.

Beginning in 2008 the Volunteer Coordinator position will be 100% base funded in a full-time capacity which will raise the overall annual visitor hours due to increased management capacity. Partnerships with the volunteer groups such as the Student Conservation Association, Washington Trails Association, and Earthcorp will receive additional emphasis. Volunteering at Mount Rainier National Park will be a highly sought after opportunity due to the high quality of the VIP organization, exemplary supervisor relations, VIP recognition and, of course, the spectacular settings that only Mount Rainier can offer.

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

Site: MORA

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)

In 2008 the park will receive additional seasonal staff that will increase our outreach and education efforts to all audiences including schools with boys and girls associations.

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

Site: MORA

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.

Mount Rainier will continue to use the NPS Graphic Identity standards to raise awareness of a national system of parks. We will continue to offer interpretive media and education support to lesser-known parks in our network and region through participation in the North Coast and Cascades Network interpretive workgroups, the Regional Parks as Classroom workgroup and in leadership of the Regional Media, Interpretation and Technology committee.

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.

Interpretive staff will receive interpretive training, with emphasis on the Interpretive Development Program modules, and orientation to park resources annually in order to provide high quality interpretive services to increase the percentage of park visitors attending ranger-facilitated programs.

By 2016, the number of on-site and off-site school programs presented will increase dramatically with full staffing of the new park Education Center and increased operations. The program will offer a variety of educational programming to meet park and stakeholder needs. Curriculum will be produced and implemented, teaching aids such as murals and teaching trunks will be developed and partnerships with educational institutions and teachers will be fostered to provide a diversity of educational opportunities.

In order to increase the capacity of the park's curriculum-based Education Program, staffing will include at least one additional permanent and one-two education seasonal/intern positions.

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

Other Park/ Program performance goal(s)

We will continue to develop open and trusting relationships with diverse populations to foster park stewardship through interactions with park Education and Outreach staff. Partnerships such as EarthCorps and SCA bring diverse populations into the park and create personal connections with the park and its resources for these young volunteers.

Through the incorporation of new technology in interpretive and virtual media, the park will reach non-traditional and younger audiences. Technologies such as podcasts, digital videos, and interactive exhibits will be incorporated into new visitor center exhibits, education efforts,

Site: MORA

RECREATION

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

Intelligent Transportation planning, and virtual media such as the park website.

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

Site: MORA

EDUCATION

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

- Other Park/ Program performance goal(s)

The park will partner with educators to implement a comprehensive curriculum-based education program. In collaboration with educators and educational institutions the park will offer high-quality programming, both in-park and in schools, and park-based online learning opportunities. Educators will attend teacher workshops, be involved in review and evaluation of curriculum and programming, and be involved as VIPs in the Education Program. The park will partner with organizations such as The Mountain Institute and Washington's National Park Fund to provide educator involvement opportunities in projects such as the Mount Rainier-Fuji Sister Mountain Curriculum and Teacher Exchange, Volcano Curriculum, and Teaching with Historic Places Curriculum development.

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

Site: MORA

**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.**

Incorporating new technology into interpretive and virtual media addresses the learning styles of many members of younger audiences and audiences the park has not yet reached. By incorporating new technology, as appropriate, Mount Rainier will reach non-traditional audiences. The park will implement advances in technology to enhance the newly redesigned park website and to incorporate real-time information thereby increasing the number of web hits. Virtual visitors will have 24 hour access to real-time information regarding parking availability, current safety information, and traffic and weather conditions.

Park electronic media & website needs and improved visitor services will be accomplished by an Audiovisual Specialist position. The AV Specialist will maintain and upgrade park electronic and interactive media and maintain the park website incorporating real-time, virtual and interactive features such as webcameras, podcasts, digital video programs, and multi-media features.

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

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

Interpretive media & technology will introduce nontraditional & underserved audiences, young people, families & all visitors, including virtual visitors, to park themes & resources. This will emphasize new technology & exciting media in interpretive media parkwide, including the website.

Replacement of visitor center exhibits will use new technologies to reach visitors who enjoy learning through electronic media. Park media will move into the 21st Century over the next 8 years by designing new interactive visitor center exhibits, electronic media & multimedia using new technology. The new AV Specialist will focus on maintaining existing & developing new electronic, interactive & multi-media. Projects include maintaining the new interactive & multimedia exhibits at Paradise, producing media programs such as podcasts & GPS Ranger programs & interactive electronic programs such as virtual hikes.

We will increase college student participation in park research by developing cooperative agreements with universities. Research results will be routinely communicated to the public through the Research Learning Network website, news or site bulletins focused on park research.

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

Site: MORA

**EDUCATION**

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

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

Develop and implement additional opportunities for children, ages 7 - 12 to participate in Mount Rainier's Junior Ranger programs such as a virtual Junior Ranger program, educational activities related to global climate change, and increased ranger-led Junior Ranger programs. An emphasis will be placed on getting children and their families to visit the park. These additional opportunities will increase the number of children enrolled in the Junior Ranger program.

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

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

Through effective interpretation field interpreters reveal meanings of park resources and connect generations of park visitors through direct park experiences. Additional field interpreters will increase capacity to perform on-site interpretive programs. To maximize the interpretive program effectiveness staff will receive interpretive training, with a focus on IDP modules, and orientation to park resources annually.

The park will seek out partners and neighbors to help convey park messages to a variety of audiences. Several of these partner organizations will be key in assuring that the Mount Rainier Institute is established and fully operational by the NPS Centennial.

The park's Education Program will facilitate student and teacher learning about the park's natural and cultural resources, connecting children and teachers to the park through curriculum-based learning.

To ensure that the quality of the interpretation and education programs remains high, staff will develop and implement a new Comprehensive Interpretive Plan and update the Long Range Interpretive and the Ten-Year Strategic plans.

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

Site: MORA

**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.**

In an effort to reach all audiences and increase visitor satisfaction and understanding the park will present interpretive messages using a range of approaches from personal interpretation services to static exhibits to interactive and virtual media. To communicate with Mount Rainier's broad cultural and ethnic visitor diversity the park will present messages in a variety of ways and voices, from multiple perspectives.

Increased staffing will impart a sense of ownership through effective interpretation and education services that reveal meanings of park resources and inspire people to protect the park for future generations.

An enhanced Outreach Program will convey basic park values to constituents. Park staff will work with partner organizations to ensure that the Mount Rainier Institute is established and fully operational by 2016.

New and updated exhibits, waysides and interpretive media will increase visitor understanding and appreciation of park resources and increase visitor satisfaction. Interpretive media design will address visitor accessibility needs.

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

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

Increase visitors' understanding and appreciation of park ecosystems: Park research results will be routinely communicated to the public through development of a program that addresses interpretation of scientific research through web-based and written materials.

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

Site: MORA

**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.**

Establish and serve as key partner in a network/regional recruiting/outreach team using updated multi-lingual/multi-media programs to market NPS employment internship, volunteer and recreational opportunities

Enhance the physical accessibility of park facilities to enhance recruitment/retention of physically-challenged staff and improve visitor experience.

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.**

Improve retention of highly-skilled workers and leaders through enhanced technology and effective utilization of worklife programs and incentives such as telecommuting, educational, and scheduling flexibilities

Provide for electronic/virtual access/processes for employment, promotion, training, benefits, and payroll information for all employees.

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

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

Serve as a training ground for development of mission critical skills in shortage occupations including Utility Systems, Contracting, Historic Architecture, Historical Landscapes, Curatorial and Compliance programs.

Utilize NHLD as a field school for historic preservation skills, techniques and practices focusing on the development/enhancement of specialized skills in historic masonry and log structure restoration.

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

Site: MORA

**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.

Develop effective leadership through a structured competency-based training program for all supervisors and managers.

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

Other Park/ Program performance goal(s)

Provide for continuing education for natural and cultural resources professionals: In order to keep up with continually changing techniques and new information on ecosystems and cultural resources, we will provide professional training and educational opportunities to staff specialists in their fields within their program areas.

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

Site: MORA

**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.**

Establish a required formal, competency-based safety training program for all employees and supervisors.

Expand employee fitness program into a healthy lifestyles program emphasizing "whole person" wellness.

Create a multi-lingual, multi-media safety message and education program, emphasizing geo-hazard, wilderness travel and environmental hazards awareness.

Improve capacity for geo-hazard/emergency response and communication using enhanced technology and resources to provide for employee, visitor and community safety.

Increase resources and technology to address avalanche and extreme winter environmental conditions that threaten employee and visitor safety.

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

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

Serve as a demonstration area for use of new technology and practices to mitigate health risks associated with human waste management in the park's high use alpine and wilderness areas.

Provide permanent employees working in the field and seasonal employees with Wilderness First Aid training, as a routine part of their safety orientation.

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

Site: MORA

**PROFESSIONALISM**

Model what it means to work in partnership.

Other Park/ Program performance goal(s)

Enhance NPS role in regional partnership for geo-hazard response in the Puget Sound. We will partner with USGS and establish a network of additional volcanic activity monitoring stations on the mountain.

Model effectiveness of NPS Community Planning professional involvement in gateway community partnerships to enhance visitor experience, assist with transportation planning and realization of economic benefits to communities resulting from these partnerships.

Engage in active partnerships with non-profit organizations for Fundraising, in-kind support, and advocacy of park mission and needs.

Collaborate with city/state/county/local park organizations and national forests, and the conservation community, to enhance the recreational opportunities and experiences of our common constituents.

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

Site: MORA

**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.

Enhance skills/capabilities of park staff in the use of technology and media tools to enhance collaboration with partners, efficiency of practices, and information/education to the public.

Develop professional expertise in public relations, business relations and external affairs

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