

All-Sta Meeting Notes 1/6/25

Hosted by Jean Fike. Thanks Jean!

Updates with Kate D. (James is on vacation this week):

- Welcome Mike Poteet as our new VSP coordinator!
- Hiring update: SCC has determined all of these positions are essential. These positions were also in process before the directive to reduce budgets. SCC is not a cabinet agency, but also as a very small agency, not being able to hire 1-2 positions can have a big impact.
 - See open positions here:
[https://www.governmentjobs.com/careers/washington?department\[0\]=Conservation%20Commission&sort=PostingDate%7CDescending](https://www.governmentjobs.com/careers/washington?department[0]=Conservation%20Commission&sort=PostingDate%7CDescending)
 - VSP Specialist – this position will work closely with Mike. The first pull of applications is today.
 - IT support position – please share with your networks if you know anyone who would be a good candidate.
 - SW Regional Manager position open – Moving forward with the first round of interviews this week!

Budget process update:

- Later today SCC will share a public communication about Gov. Inslee's budget, explaining what the proposed budget means and how it fits into the overall budget process. This year, we will have a traditional table sharing SCC/Gov budget details as well as a second table that explains what the budget means.
- The governor's budget is a proposal to show priorities to the legislature. The legislature can take it and move forward word for word or create their own versions. It's a starting place.
- SCC is in the Gov's budget in many ways. This is a challenging time for WA State's financial situation, with a \$10-12 billion projected deficit. Overall, the budget doesn't pay for anything new, and some agencies are facing cuts. SCC fared very well. Maintained at current levels, and some programs saw some increases. with minor reductions.
- The Riparian Grant Program budget proviso carried forward a lot of old language from past appropriation and added new language that was pulled and enhanced from Gov's Riparian Roundtable process. Taking a lot of time and energy to change that. Working to talk to key legislators, budget writers, and Gov. staff. Good news is that it continues to fund RGP at \$20.
- CTA was not made ongoing in Gov. Inslee's budget. That is concerning for CDs. Still have session ahead where WACD can educate and connect with legislators. We asked for \$20M. Budget does still maintain the ongoing funding.
- If you have budget questions, please direct them to Kate, Sarah G. or Dani. Open to feedback to see if the second table makes sense.
- If you hear directly from a CD about a budget question, please send to their RM.

- Hearing that Gov. Ferguson will communicate his budget priorities to legislators. This is the first time in 12 years that we've gone through a process like this.

Policy update:

- This is a year of rebuilding and rethinking how best to increase capacity, efficiency, and effectiveness. Creating new systems.
- We will be changing how we run the Friday policy meeting. This meeting will be hyper-focused with the core policy team and WACD. We can then check in with staff topic experts as needed.
- Each week we'll be sending out a newsletter with updates. Sign up for policy updates via the newsletter – select “policy updates”:
https://public.govdelivery.com/accounts/wascc/subscriber/new?category_id=wascc_c6
- Will also give a leg session update at these all-staff meetings every two weeks.
- We will still have an internal bill tracking sheet for SCC staff. Posted on the intranet along with other legislative updates: <https://team.scc.wa.gov/team/policy-legislative-affairs>
- If something pops up that we need to keep on our radar or have questions, please reach out to Dani.

Presentation: Center for Technical Development (CTD)

- Presentation by Jan Thomas (Underwood CD employee, full-time working on CTD) and Ryan Williams (Cascadia CD Director and CTD co-chair)
- Slidedeck: (included below)
- Website: <https://www.wactd.org/>

Additional updates:

- Shana: If you haven't reviewed your GovDelivery subscription preferences lately, you may want to do that to make sure you are signed up for all of the things of interest that may have a nexus with your work area.
- Jon: Coffee Connection hosted by Jon Culp. Every Monday from 7:30-8 a.m.
- Jon: DEIB workgroup monthly meeting – 4th Tuesday of each month from 1-2 p.m. Anyone is welcome.
- Kaisha and Kate: No Jan. Commission meeting! Agenda was very light after just having a Dec. meeting. Thinking about how we best make use of our Commission time. Regular scheduled meeting in March. Will be looking at if we want to shift Dec. and Jan. timing with WACD and holidays.

- Sarah W.: Strategic plan updates will happen again from Feb. – April in preparation for the May Commission meeting and better integrate with our work.
- If anyone would like to facilitate next all-staff meeting? Please contact Lori.

CENTER FOR TECHNICAL DEVELOPMENT

SCC All-Staff Meeting Intro

JANUARY 6, 2025



Washington State
Conservation Commission
**CENTER FOR
TECHNICAL
DEVELOPMENT**

Agenda

Welcome & Introductions

CTD Presentation

- *Brief history/context of CTD*
- *Current CTD work*
- *Current collaboration with SCC*
- *Vision*

Q & A - Discussion



PURPOSE

To ensure that Washington's Conservation Districts and employees have equal access to the **proper professional development** opportunities to **advance technical expertise** and the support to **consistently plan and implement** diverse conservation programs unique to the clientele, available resources, and geographical influences of their region.



Evolution of the CTD

PHASE 1: Technical Work Group

(2008-2013-ish)

Community Organizing/
Building Momentum

PHASE 2: Tech and Prof Work Group

(2013-2016)

Piloting Statewide Training and Certification

PHASE 3: CTD Launch (2016-2023)

Launching Statewide Programs; part-time staff
WSCC funded

PHASE 4: CTD Build Out (2024 →)

Full-service training coordination, certification, and support; dedicated full-time staff

Leadership Team

The CTD wouldn't exist without a lot of great people working and supporting the group. We would like to acknowledge the current Leadership and Advisory Members for their dedication and efforts.

Current CTD Leadership Team:

- Jan Thomas, Co-Chair & Training Program Manager | jan@ucdwa.org | 509-637-7004
- Ryan Williams, Co-Chair | RyanW@cascadiacd.org
- Kelsi Mottet, Leadership Team Member | kelsi@whidbeycd.org | 360-499-9558
- Mike Palguta, Training Coordinator | mike@ucdwa.org | 509-637-7455
- Louise Margaret, Leadership Team Member | lmargaret@snohomishcd.org | 425-583-1450

Washington State Conservation Commission (WSSC) Advisor/Liaison

- Jean Fike (WSSC) | jfike@scc.wa.gov | (360) 764-0533



Ryan Williams
Cascadia CD



Jan Thomas
Underwood CD



Kelsi Mottet
Whidbey Island CD



Mike Palguta
Underwood CD



Louise Margaret
Snohomish CD



Current CTD Work

Training & Certification

- Individual assistance with navigating certification process
- Online and in-person training
- Coordinating with NRCS to place CD staff in their trainings
- WADE Conference assistance
- Training Library
- Training Events Calendar

Community & Resources

- Networking Forums
Cover Crop, Dairy, Farm, Plant Sale, Riparian, Water Resource, Wildfire & Forestry, Agroforestry, Engineering
- Conservation Planning Resources
- Personnel Database
- CTD Newsletter (monthly)
- CTD Website
- New Employee Resources

YOUR PROFESSIONAL DEVELOPMENT PATHWAY



Current CTD – SCC Collaborations

Webinars –

- SCC -> CTD
 - SCC staff bring webinar events to CTD; helping us provide timely, relevant information for district staff.
- CTD -> SCC
 - CTD executes -- sets up the Zoom registration, communicates with attendees, facilitates presenters, advertises, co-hosts/provides tech support during the webinar, processes, posts and shares the recording. Sends follow up emails as needed, advertises posted recording.

Networking Forums –

- SCC -> CTD
 - SCC program staff host or co-host forums, or bring agenda items as appropriate
- CTD -> SCC
 - CTD facilitates -- sets up the Zoom, advertises, co-hosts/provides tech support during the meeting, follows up on any training or coordination needs identified by the group

Training Needs –

- SCC -> CTD
 - SCC program staff shares training needs they've identified through their programs, or heard from districts/staff
 - Helps deliver training (either directly or by identifying a trainer)
- CTD -> SCC
 - provide information from past (or new) surveys to help inform district staff training needs for SCC program staff
 - SCC staff can direct CD staff to Jan for help with NRCS courses/certification

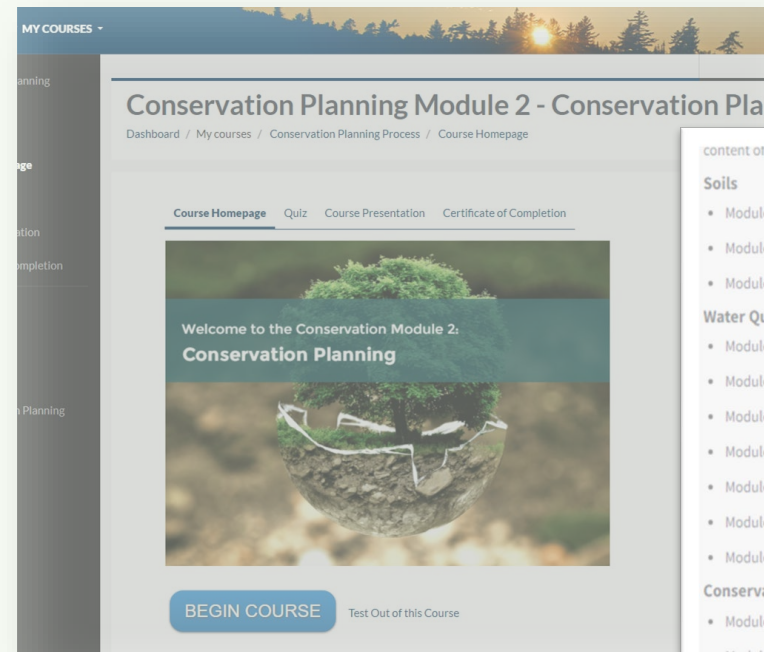
In-person Training Events –

- SCC -> CTD
 - SCC program staff brings training events to CTD to coordinate and deliver
- CTD -> SCC
 - CTD works with SCC staff and trainers to coordinate all aspects of the event; identify and secure venue, run registration and advertising, communicate with attendees, etc.
 - CTD manages paid contracts through Underwood CD. SCC provides additional budget to cover contract costs. Examples: MRSC Contracting Training, NFPA ASIP Training.

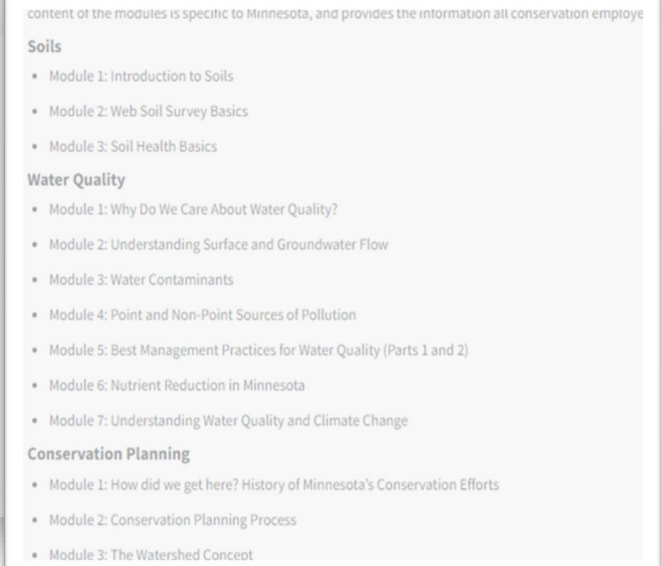


Future Vision & Opportunities

- Pilot a more comprehensive training program, modeled by successful program in Minnesota
- Coordinate and deliver more priority trainings for CD staff to address key gaps in partnership with NRCS
- Work proactively to ensure a consistent, high-quality training remains available to all CD staff whether they are working directly on federal programs or state and local programs



Online learning platform



Online learning platform can help us deliver:

- Asynchronous and live virtual training
- Provide curated 'learning paths' for identified groups
 - assign trainings for groups (e.g., discipline specific training for technical staff, governance training for board supervisors, management/leadership training, Intro to CDs 101)
- Track staff and specialties, completed training, and provide reports
- House static resources – recorded webinars, pdfs, presentation materials, etc. Searchable and sortable.
- Incorporate existing resources (annual Training Needs Inventory (TNI), training calendar, event registration, training library)
- Provide venue for Networking Forums (Slack-type conversation threads, resource libraries, meeting links)