

Training for Montana Conservation Districts

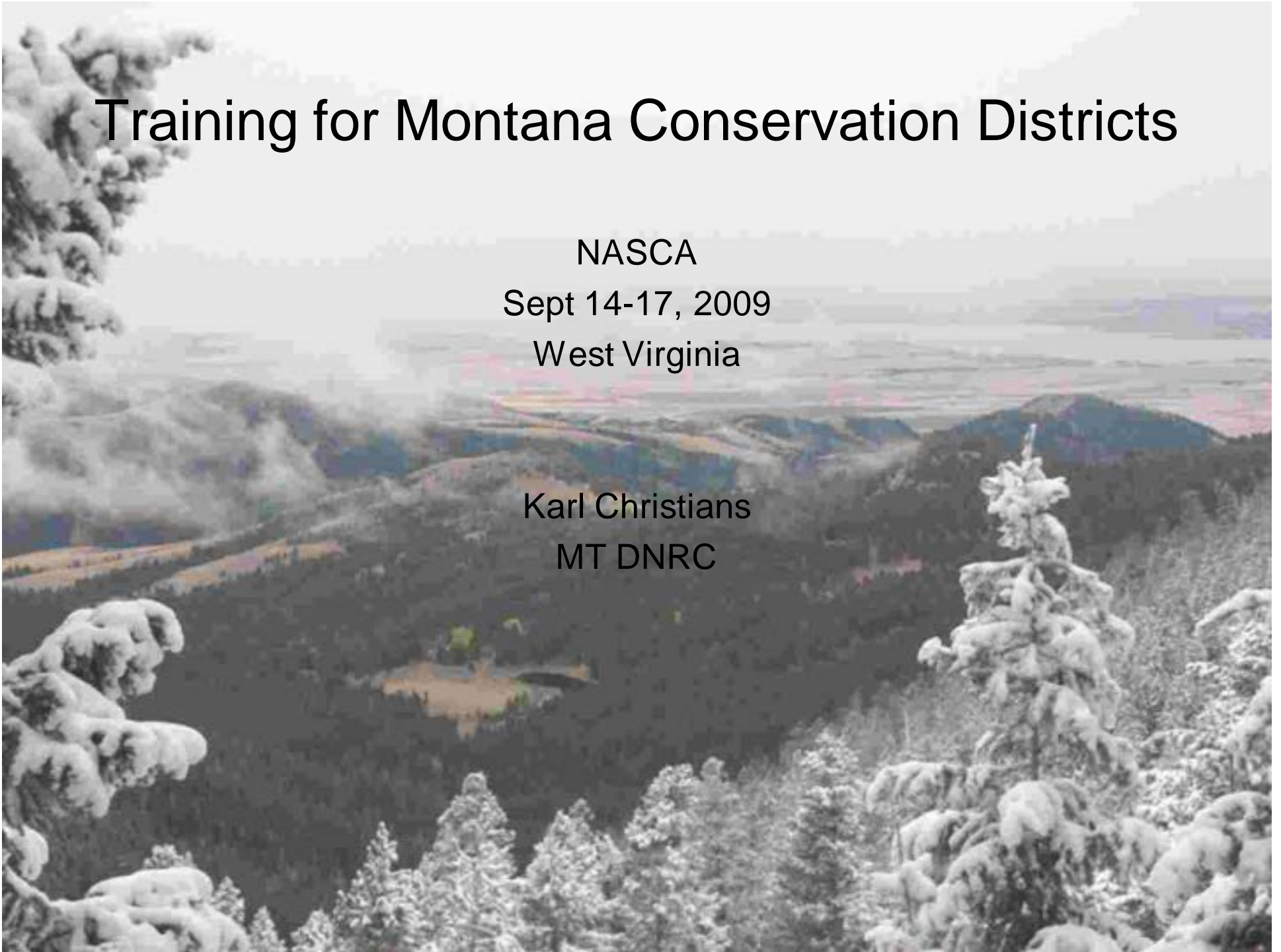
NASCA

Sept 14-17, 2009

West Virginia

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MT DNRC



Montana Conservation District Training

58 CD's

147,165 sq mi (WV = 24,230 sq mi)

750 miles from NW corner to SE corner

± 475 supervisors

Primary occupation is agriculture related.

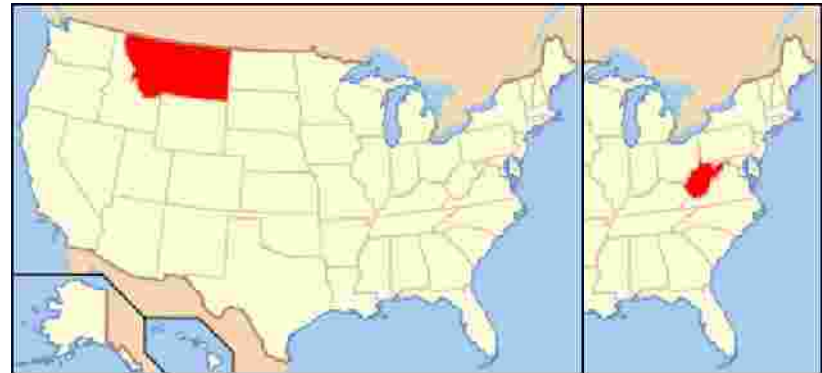
Primary staffing consist of one Administrator

Challenges for supervisors:

- Time to get away from occupation:
- Ability to travel and spend time away
- Economics (budget)

Challenges for DNRC:

- Size of state
- Time/logisitics



New Supervisor Training:

- Geared toward new supervisors, (invite entire board)
- Take it & tailor it to that district (prior to board meeting)
- Can do it anywhere... (office, restaurant, bar)
- Keep it relaxed..
- Four Modules
 - History of CD's:
 - What CD's Do:
 - CD Operations:
 - Orientation for CD Supervisors:
- 2-3 hours

What we found:

- Better attendance
- Relaxed and more open about their district
- Veteran Supervisors can add lib, experience, and examples of what they have done/doing
- Appreciate us bringing it to them
- Still a huge need for additional training

Ten Minute Training:

- Provide continual monthly training at the Board meetings
- Send out on first of each month
- Topics are timely for what is occurring with districts
- \pm 40 topics and counting
- designed to last 10 minutes (unless it's a real juicy topic)
- Designed to be brief and to the point (minimize long winded, texty versions)
- Add “did you know”, “helpful suggestions”, and “other” points
- Prepare a response sheet (Name of CD, Questions, and Sups attending the training)
- Q&A Sheet the following month

What we found:

- Very well accepted
- Like the format
- Look forward to the training
- Monthly responses from 32 CD's
- Generates discussion and thoughts (even from those who know it all)

Future Goals:

- New Supervisor training to all new supervisors within 6 months
- Continue Ten Minute training
 - have two or three completed prior to month due!!
- Develop a Five Minute training for the Administrators
- Develop Area workshops on numerous topics
 - explore using video conferencing
 - explore webinars for shorter timeframe workshops
 - explore any other options
- Work with MACD in looking into Certification Program