

STRATEGIC PLAN

OCTOBER 1, 2000 – SEPTEMBER 30, 2005



Glacier Bay National Park and Preserve

April, 2000



STRATEGIC PLAN

Glacier Bay National Park and Preserve

Fiscal Years 2001-2005

Approved:

Tomie Patrick Lee, Superintendent

Date

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PREFACE

This *Strategic Plan* was written to fulfill the requirements of the Government Performance and Results Act. Following is a brief overview of that law, passed by the U.S. Congress in 1993.

It should be noted, however, that the *Strategic Plan* is much more than just a response to legislative mandate. The law was a catalyst that caused the park staff to reexamine its fundamental mission and to take a fresh, longer range view, in concrete terms, of what results or outcomes it needed to achieve to more effectively and efficiently accomplish that mission. It caused us to reexamine the present condition of the natural and cultural resources in our care, the status of our visitor services, and the existing fiscal, human, and other resources at our command to do our job. It pushed our sights above the usual daily focus on activities and products to take in the bigger picture of where we are and where we need to be. It encouraged us to think and plan in new ways. The effort wasn't easy, was even painful at times. The results, however, will be better planning, better management, and better communication with all of our constituencies and stakeholders, as well as amongst ourselves, about where we are, where we need to be, and how we are going to get there.

Government Performance and Results Act of 1993 (GPRA)

GPRA is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the “*performance management revolution*” already embraced by private industry and many local, state, and national governments.

In a nutshell, *performance management* ensures that daily actions and expenditures of resources are guided by long- and short-term goal setting in pursuit of accomplishing an organization's primary mission, followed by performance measurement and evaluation. Importantly, the goals are quantifiable and measurable results or outcomes, rather than efforts or outputs (activities, services, products). The established and proven performance management approach is to ***establish goals – allocate resources to accomplish those goals – take action/do the work – measure results – evaluate and report performance – use evaluation to adjust goals and reallocate resources – and continue the loop.*** This process sharpens our focus on accomplishing our mission in the most efficient and effective ways, and holds managers and employees accountable on a clear and measurable basis.

The approach seems so elegantly simple and logical that one is compelled to ask, “Isn't that what everyone is already doing?” In fact, most federal agencies have not traditionally done business this way. They have been funded and conducted their business by activities rather than by goals. Too often they have conducted business year after year based on what they have always routinely done, rather than in pursuit of mission-oriented goals. Too often they have not measured their performance in terms of results achieved, but rather in level of activities conducted, products produced, or services provided – if they have measured performance at all. And too often managers and employees have not been held accountable for their performance in achieving concrete, results-oriented goals, and have not communicated the outcomes of their work to their important constituencies – the American people, the Congress, even the President. So performance management, as embodied in GPRA, is new, revolutionary, and vitally important to a more effective, efficient, and credible federal government.

GPRA requires federal agencies to develop and use three primary documents in conducting their business. These documents are also to be submitted to the Congress and the Office of Management and Budget (OMB):

1. **Strategic Plan** of no less than five years duration, reviewed and revised every three years, and containing:
 - mission statement based in law, executive order, etc.;
 - long-term goals, which are objective, quantified, and measurable, to accomplish mission;
 - how goals will be accomplished, an adequate explanation including "...operational processes, skills and technology, and the human, capital, information and other resources required to meet those goals...";
 - relationship of annual goals to long term goals, a description of how long term goals are carried out in annual goal increments;
 - key external factors which could positively or negatively affect goal accomplishment; and
 - program evaluation methodology, a description of how mission and goals were arrived at and a schedule for future program evaluations.
 - GPRA also requires consultation with affected and interested parties in the development of the Strategic Plan, and it requires that the plan be
 - developed by federal employees (versus contractors, etc.).

2. **Annual Performance Plan** tiered off the Strategic Plan each year, showing how long term goals will be accomplished in annual increments, and containing:
 - annual goals to incrementally achieve long-term goals in Strategic Plan;
 - annual work plan, i.e. explanation of how annual goals will be accomplished – "briefly describe the operational processes, skills and technology, and the human, capital, information and other resources required to meet the performance goals..."; and
 - basis for measuring results – "...provide a basis for comparing actual program results with the established performance goals..." and "...describe the means to be used to verify and validate measured values."

3. **Annual Performance Report** reviewing each year's successes and failures and identifying areas where activities or goals need to be revised in the future, addressing:
 - what annual goals were met or exceeded;
 - what annual goals were not met;
 - why annual goals were not met; and
 - what remedial action will be taken for goals not met.

Importantly, GPRA mandates that long-term and annual goals be **results or outcomes** rather than outputs (activities, products, or services) and that they be "objective, quantifiable, and measurable" so that performance can be adequately measured and reported, progress on mission accomplishment assessed, and managers and employees held accountable.

While the National Park Service has long been a mission-oriented organization, it has also had a long tradition of planning, managing, and budgeting by activity, problem solving and issue resolution. Its response to GPRA requirements will help it focus on accomplishing mission through establishing long-term and annual goals, allocating resources to those goals, and measuring and reporting results.

About This Plan

In consultation with Congress, OMB and other interested parties, the National Park Service (NPS) developed its own unique GPRA implementation process. Using this process, the NPS methodically developed its first "servicewide" *Strategic Plan* and submitted it on September 30, 1997. That plan was revised and published electronically on

January 15, 2000. A copy of revised plan is available for review at Glacier Bay National Park headquarters. It is also available on the Internet at <http://www.nps.gov>.

The NPS manages the National Park System, which consists of 379 units located in nearly every state and territory of the nation. Thus, the NPS is fundamentally a field-based, resource preservation and visitor service organization, where results or outcomes actually occur in the parks rather than Washington headquarters. In addition, the NPS has legislated partnership responsibilities, carried out by central offices throughout the country, to provide technical assistance and grant funding to other non-federal preservation entities. Therefore, as part of its GPRA implementation process, NPS decided that each of its component parks, programs, and offices would develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. The National Park Management Omnibus Act of 1998 codified into law that all field units of the National Park System would write Strategic Plans and Annual Performance Plans consistent with the Government Performance and Results Act.

The local plans address the long-term goals in the “servicewide” plan that are appropriate to the individual units as parts of the overall National Park System, NPS, and its mission. Then they add goals specific to their own legislative mandates, missions, resources, visitor services, and issues needs. The local plans, then, are a blend of national and local missions and goals.

This *Strategic Plan* for Glacier Bay National Park and Preserve follows this pattern. It is a five-year plan covering fiscal years 2001 through 2005. It consists of a mission statement born out of the NPS organic act as well as the specific legislation establishing this park. It contains mission goals, closely paralleling the “servicewide” mission goals, that illustrate in broad brushstroke what we do far beyond just five years – “in perpetuity” - to accomplish our stated mission. It then contains long-term goals, which target in quantified, measurable ways what we will accomplish in the next five years toward achieving our overall mission goals and mission. The long-term goals address both appropriate “servicewide” goals as well as park-specific outcomes. The goal numbering protocol follows that of the “servicewide” plan with park-specific suffixes. Since not all servicewide goals apply to Glacier Bay National Park and Preserve, some numbers are skipped. In addition, there are numbers containing 0’s which are not in the servicewide plan and indicate park-specific goals.

Following the simple goal listing, each long-term goal is repeated with one or more explanatory paragraphs that give background, detail, and other information useful to help the reader understand the goal as well as to sketch in how the goal will be accomplished.

After these goal explanations, the plan contains a general section on “How Goals will be Accomplished” which briefly sketches the park’s organization, staffing, fiscal, infrastructure, and other resources available to achieve the plan’s long-term goals. This is followed in turn by brief discussion of “Key External” factors over which park staff may have influence but not control, and which could positively or negatively affect goal achievement.

Finally, there is a brief discussion of how the contents of the plan were arrived at, and a listing of those who were consulted in the development of the plan.

It should be noted that the goals in this plan are generally predicated on “flat budgets” for the next five years. Other than increases for inflation, we assumed no major increases in funding. Where increases in appropriations were known or are likely, they were taken into account. Where other funding sources (donations, fee revenues, etc.) were “reasonably assured”, they too were taken into consideration when setting performance targets. Obviously, limits on funding constrain what can be accomplished toward our goals and mission. GPRA, however, is distinctly not about discussing budget shortfalls or requesting or justifying additional funding. Rather it is about planning, managing, and communicating what we can accomplish with what we already have. Performance target numbers speak for themselves about how well funded we are to accomplish our mission, and where targets are low, additional budget discussions might be generated. But this is not the primary purpose of the plan.

We would, however, be remiss in our duties as stewards of and storytellers about the priceless natural and cultural resources - defining America’s heritage - which are in our care if we did not duly note that we sincerely believe we are under-funded and under-staffed to fully achieve our important mission and goals. On the other hand, we also

recognize that we are but one of many worthwhile federal enterprises which compete for scarce and precious tax dollars, and we are pursuing a wide variety of alternative management, funding, and staffing scenarios to supplement our appropriations. In the meantime, we welcome the opportunity to respond to the requirements of GPRA with this *Strategic Plan* and its companion documents to better plan, manage, and communicate how - and how well - we are achieving our mission through performance goals supported by existing, and largely flat, levels of funding.

Each year that the *Strategic Plan* is in effect, beginning with fiscal year 2001 (October, 2000) there will be a companion *Annual Performance Plan* which shows in annual goals, that year's targeted incremental achievement of each long-term goal, and a work plan for accomplishing that increment. Each year there will also be an *Annual Performance Report* discussing actual achievement of the prior year's annual goals and progress on long-term goals.

Additional copies of the Glacier Bay National Park and Preserve *Strategic Plan* are available at park headquarters in Gustavus, Alaska. Questions and comments are welcome and encouraged and can be addressed to the Superintendent, Glacier Bay National Park and Preserve, P. O. Box 140, Gustavus, AK 99826. As they are written and approved, copies of the current year's *Annual Performance Plan* and *Annual Performance Report* will also be available on request, with questions and comments equally welcome.

INTRODUCTION

About the Park

This five-year *Strategic Plan* has been written for Glacier Bay National Park and Preserve, one of 379 units of the greater National Park System administered by the National Park Service, U.S. Department of the Interior.

The National Park System preserves outstanding representatives of the best of America's natural, cultural, and recreational resources of national significance. These resources constitute a significant part of America's heritage, character, and future. Along with similar resources of local, state, tribal, and national significance administered by other public and private organizations and supported by National Park Service technical assistance and grant funding support, Glacier Bay National Park and Preserve is a vital part of America's national system of parks and other preserved resources. The National Park Service not only directly and indirectly preserves these myriad national treasures, it also makes them available to millions of visitors from throughout the country and the world every year.

Glacier Bay National Park and Preserve was established by presidential proclamation as Glacier Bay National Monument in 1925. The Monument was expanded by another presidential proclamation in 1939, and designated a National Park and Preserve and expanded by Congress in 1980 as part of the Alaska National Interest Lands Conservation Act (ANILCA). The park is located in Southeast Alaska. Containing 3.3 million acres, it preserves tidewater glaciers, superlative scenic grandeur, historic value, exquisite wilderness and marine resources, and unique opportunities for the study of glaciers and associated terrestrial and marine plant and animal community succession processes in perpetuity. This extremely valuable part of America's heritage is made available to over 450,000 visitors each year for their experience, enjoyment, understanding, and appreciation.

The international significance and value of Glacier Bay National Park and Preserve has been recognized by its designation as both a Biosphere Reserve (1986) and a World Heritage Site by the United Nations Educational, Scientific and Cultural Organization (UNESCO).

The NPS Organic Act (1916), amendments, and ANILCA (1980) are key laws describing purposes and management requirements for the park. Moreover, most of the park is designated as wilderness, including rare marine wilderness areas. These wilderness resources are subject to the management protections and requirements of the Wilderness Act of 1964. Many other federal laws, such as the Endangered Species Act, also direct management activities within the park. NPS works closely with the public and a variety of federal, State of Alaska, Native, community and Canadian agencies and governments to effectively manage the park. Significant park issues in recent years have addressed commercial fishing, vessel management, backcountry and wilderness use, subsistence and related Native cultural activities, and replacement of aging facilities and infrastructure.

I. MISSION of the National Park Service at Glacier Bay National Park and Preserve

It is the mission of the National Park Service to achieve, maintain and communicate Glacier Bay National Park and Preserve's status as a superlative Park, Biosphere Reserve and World Heritage Site. NPS will manage use to provide a unique, inspirational visitor experience while protecting the area's marine, glacial and terrestrial ecosystems. NPS will recognize and perpetuate Park values, including those associated with the Tlingit homeland, wilderness, and solitude.

The mission of the National Park Service at Glacier Bay National Park and Preserve is rooted in and grows from the park's original proclamations, mandates found in the NPS Organic Act and its amendments, the Alaska and park specific statutory requirements of ANILCA, and recent law passed by Congress addressing commercial fishing activities in the park (P. L. 105-277, as amended by P. L. 106-31). Our mission statement is a synthesis of these mandated purposes, plus the park's primary significance as itemized below.

Legislative Intent

The presidential proclamations of 1925 and 1939 that established and expanded Glacier Bay National Monument, the Alaska National Interest Lands Conservation Act of 1980, the NPS Organic Act and amendments applicable to all national park areas, and P. L. 105-277 as amended, all provide specific statutory requirements for management of Glacier Bay National Park and Preserve. These mandates include:

- Preservation and protection of the area's tidewater glaciers, vegetation, unique opportunities for scientific study of glaciers and related flora and fauna changes over time, and historic value associated with early explorers and scientists; (Proclamation)
- Preservation of lands and waters containing nationally significant natural, scenic, historic, archeological, geological, scientific, wilderness, cultural, recreational and wildlife values; (ANILCA)
- Preserve unrivaled scenic and geological values associated with natural landscapes; (ANILCA)
- Maintain sound populations of, and habitat for, wildlife species of inestimable value to the citizens; (ANILCA)
- Preserve the natural, unaltered state of the coastal rain forest ecosystem; (ANILCA)
- Preserve wilderness resources and related recreational opportunities; (ANILCA)
- Maintain opportunities for scientific research and undisturbed ecosystems. (ANILCA)
- Glacier Bay National Park "in large part...[is] intended to be [a] large sanctuary where fish and wildlife may roam free, developing their social structure and evolving over long periods of time as nearly as possible without the changes that extensive human activities would cause." (ANILCA)
- "Conserve the scenery and the natural and historic objects and wildlife therein and to provide for the enjoyment of the same in such manner and by such means as will leave them unimpaired for the enjoyment of future generations." (NPS Organic Act)

P. L. 105 – 277, passed in October 1998 and amended in May 1999, specifically addressed commercial fishing activities in the marine waters of the park. This legislation restated closure of wilderness waters to commercial fishing, closed additional non-wilderness areas within Glacier Bay proper to commercial fishing, requires a phase-out of all commercial fishing from within Glacier Bay. The law allows existing commercial fisheries to continue in the marine waters of the park outside of Glacier Bay proper under a NPS/state cooperative fisheries management plan consistent with park purposes and values, and the opportunity for the study of marine resources.

Purpose

From these statutory requirements therefore, the purposes of Glacier Bay National Park and Preserve are to preserve its accessible tidewater glaciers, superlative scenic grandeur, historic value, and unique opportunities for the study of glaciers and associated plant and animal community succession processes. The area is preserved to protect fish and wildlife populations and their habitats, unaltered and undisturbed ecosystems and opportunities for scientific research, and wilderness resource values and related recreational opportunities. In the preserve, hunting and subsistence uses by qualified local residents, and activities necessary to support the Dry Bay commercial fishery, are allowed to continue as long as they are compatible with park purposes. In the marine outer waters of the park, commercial fishing activities are allowed to continue subject to a federal/state cooperative fisheries management plan consistent with park purposes and values, and opportunity for study of marine resources.

Significance

The primary significance of Glacier Bay National Park and Preserve can be summarized as:

- Tidewater Glaciers: the park encompasses the complete spectrum of glaciation.
- Biological Succession: the park offers an outstanding opportunity to observe and study the responses of plant and animal communities to the glacial regime.
- Scientific Study: the park provides opportunities for scientific study of glacial behavior and resulting movements and developments of flora and fauna, and of certain relics of ancient interglacial forests.
- Fish and Wildlife Habitats and Migration Routes: the park is a significant feeding, migration and/or habitat for humpback, orca and minke whales, harbor seals, Steller sea lions, brown and black bear, moose and colonial seabirds.
- Historic Interest: the park recognizes visits by explorers and scientists since the early voyages of Vancouver in 1794 who have left valuable records of such visits.
- Wilderness: Glacier Bay National Park Wilderness encompasses approximately 2,770,000 acres that provide outstanding wilderness recreational opportunities.
- World Heritage Site: the park area is the southern and primary coastal component of a 25,000,000-acre World Heritage Site.
- Biosphere Reserve: the park is a primary component of the Glacier Bay/Admiralty Island Biosphere Reserve.
- Alsek River: the park area contains significant segments of the Alsek and Tatshenshini Rivers, having outstanding pre-historic, historic and recreational significance.
- Tlingit Homeland: the park is recognized as an ancestral homeland for the Huna Tlingit.
- Marine Sanctuary: the park marine waters afford opportunities for study of major elements of marine biological science.

Mission Statement

It is the mission of the National Park Service to achieve, maintain and communicate Glacier Bay National Park and Preserve's status as a superlative Park, Biosphere Reserve and World Heritage Site. NPS will manage use to provide a unique, inspirational visitor experience while protecting the area's marine, glacial and terrestrial ecosystems. NPS will recognize and perpetuate Park values, including those associated with the Tlingit homeland, wilderness, and solitude.

Mission Goals

Glacier Bay National Park and Preserve's mission is accomplished through pursuit of the following broad, "in perpetuity" mission goals:

Goal Category I Preserve Park Resources

- Ia Natural and cultural resources and associated values at Glacier Bay National Park and Preserve are protected, restored, and maintained in good condition and managed within their broader ecosystem and cultural context.
- Ib Glacier Bay National Park and Preserve contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Goal Category II Provide for the Public Enjoyment and Visitor Experience of the Park

- IIa Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.
- IIb Park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.

Goal Category IV Ensure Organizational Effectiveness of the Park

- IVa The National Park Service uses current management practices, systems, and technologies to accomplish its mission.
- IVb The National Park Service increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

II. LONG-TERM GOALS

During the next five years the National Park Service will achieve the following specific long-term goals in pursuit of its mission and mission goals at Glacier Bay National Park and Preserve. These long-term goals are objective, quantified, and measurable. Due dates, performance indicators, performance target numbers, desired condition, and baselines, as appropriate, are embedded in each goal statement in order to avoid separate long lists of performance measures. Each long-term goal is listed in the context of the mission goal it is targeting to achieve. Following this simple listing, each mission and long-term goal is repeated in the context of background or explanatory information.

IIa. Long-term Goal Listing

Mission Goal Ia: Natural and cultural resources and associated values at Glacier Bay National Park and Preserve are protected, restored, and maintained in good condition and managed within their broader ecosystem and cultural context.

Long-term goals:

- Ia0 Wilderness Condition - By September 30, 2005, 2,658,511 of 2,658,511 acres (100%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the Wilderness Management Act and the park's Wilderness Management Plan.
- Ia0 Native Entities - By September 30, 2005, working relationships will be established with 7 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Auke Kwaan, Goldbelt, Champagne-Aishiak, Tlingit-Haida, Huna Totem).
- Ia0 Consumptive Uses - By September 30, 2005 all resource consumptive activities occurring in Glacier Bay National Park and Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.
- Ia08 Archaeological Sites - By September 30, 2005, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.
- Ia2 T & E Species - By September 30, 2005, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.
- Ia3 Clean Air - By September 30, 2005, air quality in Glacier Bay National Park & Preserve has remained stable or improved.
- Ia4 Water Quality - By September 30, 2005, Glacier Bay National Park and Preserve has unimpaired water quality.

- Ia5 Historic Structures - By September 30, 2005, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.
- Ia6 Museum Collections - By September 30, 2005, 120 (52%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.
- Ia9A Paleontological Resources - By September 30, 2005, 3 (100%) of 3 paleontological localities known as of FY2000 in Glacier Bay National Park and Preserve are in good condition.

Mission Goal Ib: Glacier Bay National Park and Preserve contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Long-term goals:

- Ib01 Data Sets - By September 30, 2005, 20 (20%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.
- Ib2A Archaeological Baseline - By September 30, 2005, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).
- Ib2B Cultural Landscape Baseline - By September 30, 2005, the number of Glacier Bay National Park and Preserve cultural landscapes inventoried, evaluated, and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 3.
- Ib2C Historic Structures Baseline - By September 30, 2005, all 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.
- Ib2D Museum Collections - By September 30, 2005, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7547 in FY1999 to 9547 (21% increase).
- Ib2E Ethnographic Resources Baseline - By September 30, 2005, the number of Glacier Bay National Park and Preserve ethnographic resources inventoried, evaluated, and entered on the National Park Service Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 6.
- Ib3 Vital Signs - By September 30, 2005, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.

Mission Goal IIa: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

Long-term goals:

- IIa1 Visitor Satisfaction - By September 30, 2005 95% of park visitors are satisfied with park facilities, services and recreation opportunities.
- IIa2 Visitor Safety - By September 30, 2005, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days

Mission Goal IIb: Park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.

Long-term goals:

- IIb1 Visitor Understanding and Appreciation - By September 30, 2005 86% of park visitors understand the significance of the park.
- IIb1X Educational Programs - By September 30, 2005, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.

Mission Goal IVa: The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

Long-term goals:

- IVa01 Data Systems - By September 30, 2005, 80% of highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.
- IVa09 Sustainability - By September 30, 2005, 40% of all park infrastructure and equipment as identified in the Facility Management Maintenance System inventory are sustainable as determined by condition assessment and present technology, standards and guidelines.
- IVa3A Performance Plans Linked to Goals - By September 30, 2005, 100% of Glacier Bay National Park and Preserve employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.
- IVa4A Underrepresented groups in permanent workforce - By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at 7 of 12 positions (58%).
- IVa4B Women, Minorities in Temp, Seasonal workforce - By September 30, 2005, the total number of Glacier Bay National Park and Preserve temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 51 (57% of workforce).

- IVa4C Individuals with disabilities in perm. Workforce - By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.
- IVa4D Individuals with disabilities in temp. Workforce - By September 30, 2005, the number of Glacier Bay National Park and Preserve seasonal or temporary positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.
- IVa5 Employee Housing - By September 30, 2005, the number of Glacier Bay's employee housing units listed in poor or fair condition is reduced from 9 in FY1997 assessments to 5 (44% reduction).
- IVa6a Employee Lost-Time Injury Rate - By September 30, 2005, the number of Glacier Bay National Park & Preserve employee lost-time injuries is reduced from the FY1995-FY1999 five-year annual average of 3 to 2.5
- IVa6B Continuation of Pay Hours - By September 30, 2005, the number of hours of Continuation of Pay at Glacier Bay National Park & Preserve will be at or below 16 hrs.
- IVa7 Line-Item Construction - By September, 30 2005, 100% of Glacier Bay National Park and Preserve's line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule, and construction parameters.

Mission Goal IVb: The National Park Service increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

Long-term goals:

- IVb1 Volunteer Hours - By September 30, 2005, maintain the number of Glacier Bay National Park and Preserve's volunteers hours at 3,490 hours (73% of the 1997 baseline).
- IVb2A Cash Donations - By September 30, 2005, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.
- IVb2C Cooperating Associations - By September 30, 2005, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (100% increase).

Iib. Goal Explanations

Goal Category I: Preserve Park Resources

The mission goals and long-term goals in goal category I are inclusive of the mandates in Glacier Bay National Park and Preserve's authorizing proclamation and the NPS Organic Act "to conserve the scenery and the natural and historic objects and the wild life therein..." Subsequent legislation reinforced and expanded these mandates. All goals that pertain to resource preservation and the acquisition of knowledge from and about the resources to meet this mandate are appropriate to this category.

Mission Goal Ia: Natural and cultural resources and associated values at Glacier Bay National Park and Preserve are protected, restored, and maintained in good condition and managed within their broader ecosystem and cultural context.

This Mission Goal, which encompasses the broad mandate of the NPS Organic Act and subsequent legislation, includes the concepts of biological and cultural diversity. Broader ecosystem and cultural context includes both natural and cultural systems that extend beyond the park unit to nearby lands. Park cultural context refers to park resources preserved and interpreted in relationship to other, larger historical events or cultural processes. For park units sharing resource management concerns with other countries, broader context includes appropriate international cooperation. Special international designations, such as world heritage sites and biosphere reserves are part of the broader cultural and/or ecological context. Various parks' enabling legislation requires protection of the scenic grandeur of landscapes. The mandates of the Wilderness Act require preservation of wilderness values in designated or proposed wilderness. Incompatible influences must be minimized to preserve scenic grandeur and wilderness values in a natural area, or the integrity of a cultural landscape. Long-term goals related to this mission goal include the protection, restoration, or maintenance of ecosystems, rare plant and animal populations, archeological and ethnographic resources, world heritage sites, historic structures and objects, research collections, cultural traditions, and subsistence activities, relevant to the purpose and/or significance of the site. Long-term goals that deal with threats to natural or cultural landscapes or the perpetuation of wilderness values also relate to this mission goal, as do goals that seek cooperation with neighboring land managers and that promote ecosystem management.

Long-term Goals Addressing Mission Goal Ia

Ia0 Wilderness Condition - By September 30, 2005, 2,658,511 of 2,658,511 acres (100%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the Wilderness Management Act and the park's Wilderness Management Plan.

Glacier Bay National Park and Preserve will be preparing a Wilderness Management Plan beginning in FY00. The plan is expected to be completed by FY02. In the interim, park managers will use the backcountry conditions described in the Wilderness Visitor Use Management Plan to guide backcountry management. The park will first focus on bringing management of park marine wilderness into compliance with the Wilderness Management Act in FY01-03. Following completion of the Wilderness Management Plan, designated wilderness lands will be brought into compliance with the Plan.

Ia0 Native Entities - By September 30, 2005, working relationships will be established with 7 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Auke Kwaan, Goldbelt, Champagne-Aishiak, Tlingit-Haida, Huna Totem).

This goal enhances relationships with native entities through comprehensively designed cultural programs and specific projects designed to involve native entities in park management.

Ia0 Consumptive Uses - By September 30, 2005 all resource consumptive activities occurring in Glacier Bay National Park and Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.

Consumptive uses include commercial fisheries, subsistence fisheries (Dry Bay), sport fisheries, personal use fisheries, authorized hunts (moose, wolf, bear - Dry Bay), and proposed hydroelectric power project.

Ia08 Archaeological Sites - By September 30, 2005, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.

Glacier Bay National Park contains numerous archeological sites. Many of these sites have not been reported in the ASMI database. Site assessments will be conducted on these sites and data will be reported to ASMI. Due to climatic conditions in Southeast Alaska, it is likely that many sites will continue to deteriorate over time. Some minimal work will focus on maintaining key archeological sites in "good" condition.

- Ia2 T & E Species - By September 30, 2005, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.
- Threatened species in Glacier Bay National Park are the humpback whale and Steller's sea lion. The park will maintain stable populations of these species each fiscal year.
- Ia3 Clean Air - By September 30, 2005, air quality in Glacier Bay National Park & Preserve has remained stable or improved.
- Visitors to Glacier Bay National Park & Preserve come from around the world with the expectation of viewing the park through pristine air quality conditions. Cruise ships and tour boats, the park landfill incinerator, and external sources outside the park in Gustavus, Juneau and beyond can have a negative effect on air quality within the park. Through research, monitoring, enforcement of air quality standards, and cooperation with outside agencies, the air quality within the park will remain in a stable or improved condition.
- Ia4 Water Quality - By September 30, 2005, Glacier Bay National Park and Preserve has unimpaired water quality.
- Potential sources of water contamination in Glacier Bay National Park and Preserve include point sources at Bartlett Cove and Dry Bay and non-point sources associated with vessel traffic throughout the Park and Preserve. Upgrading park sewage systems and developing management strategies to minimize the potential for water contamination from vessels will ensure that the Park's water quality is maintained.
- Ia5 Historic Structures - By September 30, 2005, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.
- Thirteen structures are listed on the List of Classified Structures for Glacier Bay National Park and Preserve. The 1985 General Management Plan describes a course of "benign neglect" in relation to the maintenance of historic structures within the Park and Preserve. These structures have not been maintained and will not be maintained unless the GMP general policy on historic structure maintenance is revised.
- Ia6 Museum Collections - By September 30, 2005, 120 (52%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.
- Standards for museum conditions ensure that museum objects are preserved for future enjoyment by visitors and/or use by park and other scientists.

- Ia9A Paleontological Resources - By September 30, 2005, 3 (100%) of 3 paleontological localities known as of FY2000 in Glacier Bay National Park and Preserve are in good condition.

Glacier Bay National Park contains 3 known sites of paleontological deposits containing numerous marine fossils. These sites are important in that they geologically link Glacier Bay with similar deposits found in Russia.

Mission Goal Ib: Glacier Bay National Park and Preserve contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

The National Park Service has fundamental information needs for making decisions about managing natural and cultural resources within the national park system. The National Park Service also contributes to scholarly and scientific research. To meet this goal, parks must routinely use scholarly and scientific research and consultation with park-associated communities. Goals that research park resources, either in the field or through documentary sources, and goals that link research data to decision making, are supported by this mission goal.

Long-term Goals Addressing Mission Goal Ib

- Ib01 Data Sets - By September 30, 2005, 20 (20%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.

The Glacier Bay National Park and Preserve Resource Management Plan will discuss a range of natural and cultural issues, prioritize important datasets needed to resolve resource issues, and identify management actions focused on resolving issues. The RMP is expected to be completed in 2000. While the park has not identified the full range of data needs as yet, park staff have prioritized (in anticipation of the completed RMP) datasets which should be collected in the interim. Datasets to be collected include: 1) whale numbers, 2) harbor seal numbers, 3) Steller sea lion numbers, 4) bald eagle productivity, 5) coastal mapping, 6) subtidal assessment, 7) sea otter population and distribution, 8) bear/human interactions, 9) visitor/vessel distribution, 10) tanner crab effort and harvest, 11) Dungeness crab effort and harvest, 12) small schooling fish distribution, 13) gull productivity, 14) tanner crab movement patterns, 15) oceanographic conditions, 16) kittiwake productivity, 17) visitor satisfaction, 18) whale/vessel interactions, 19) underwater acoustics, 20) air quality.

Ib2A Archaeological Baseline - By September 30, 2005, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).

Glacier Bay National Park and Preserve supports numerous archeological sites. Many of these sites have only recently been discovered; site reports have not been completed for approximately 15 known sites. In the next 5 years, reports on these sites will be completed and site records will be entered into the national database (ASMIS).

Ib2B Cultural Landscape Baseline - By September 30, 2005, the number of Glacier Bay National Park and Preserve cultural landscapes inventoried, evaluated, and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 3.

Park staff have identified at least 3 potential Cultural Landscapes within the Park and Preserve. These include (but are not limited to): Bartlett Cove, Dundas Bay, and Berg Bay. Cultural Landscape studies will be conducted in the next 5 years to determine if these areas are significant cultural landscapes.

Ib2C Historic Structures Baseline - By September 30, 2005, all 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

Thirteen structures are listed on the List of Classified Structures for Glacier Bay National Park and Preserve. Information for all of these structures will be updated.

Ib2D Museum Collections - By September 30, 2005, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7547 in FY1999 to 9547 (21% increase).

Glacier Bay National Park and Preserve has a backlog of approximately 173,016 museum objects waiting to be catalogued. In FY01 and 02, we will catalog approximately 250 items a year. In FY03-05, we will catalogue approximately 500 objects each year.

Ib2E Ethnographic Resources Baseline - By September 30, 2005, the number of Glacier Bay National Park and Preserve ethnographic resources inventoried, evaluated, and entered on the National Park Service Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 6.

Glacier Bay is committed to collecting information about the various cultures associated with the Park and Preserve. Ethnographic information will be collected through a series of studies on both native and non-native cultures. In FY01, the database will be updated to contain information regarding the Ethnographic Resource Inventory, the Traditional Berry Picking Project, and the Maritime Anthropology - Commercial Fishing. In the following years, additional ethnographies will be collected including a study of traditional seal hunting practices (completed in 2002), a Bartlett Cove Ethnography (2003), and a Maritime Anthropology - Other Vessels (2005).

Ib3 Vital Signs - By September 30, 2005, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.

Glacier Bay National Park will hold a series of workshops involving key publics, resource experts and park staff to identify the vital resources and ecosystem processes the park will monitor to ensure that the physical and biological processes of the park are proceeding unimpaired.

Goal Category II: Provide for the Public Enjoyment and Visitor Experience of the Park

The mission goals and long-term goals in Goal Category II embrace the mandate in the Glacier Bay National Park's authorizing legislation and the NPS Organic Act: "...to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for the enjoyment of future generations." Subsequent legislation reinforced and expanded this mission. All goals that pertain to visitor satisfaction, enjoyment, safety, appreciation, and understanding of park resources and facilities is appropriate to this category.

Mission Goal IIa: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

Enjoyment of the parks and their resources is a fundamental part of the visitor experience. Visitor enjoyment and safety are affected by the quality of park facilities and services, whether provided by the National Park Service, a concessioner, or a contractor. Availability of park facilities, services, and recreational opportunities refers to convenient locations and times of operation that fit visitors' transportation and schedule needs. Accessibility for special populations refers to their accommodation when visiting federal and concession-operated facilities or participating in authorized recreational activities in accordance with Uniform Federal Accessibility Standards. Diversity of facilities and services refers to a range of appropriate accommodations and recreational opportunities (at various prices and levels of expertise and interest) for park visitors seeking various park experiences. Quality of facilities and services refers to well-presented, knowledge-based information and orientation exhibits and brochures. Appropriate recreational opportunities are consistent with a park's purpose and management and are not harmful to resources or park visitors.

Long-term Goals Addressing Mission Goal IIa

- IIa1 Visitor Satisfaction - By September 30, 2005 95% of park visitors are satisfied with park facilities, services and recreation opportunities.

Glacier Bay National Park & Preserve staff will perform a wide variety of monitoring and management functions to ensure that appropriate services, facilities and opportunities exist for park visitors. Appropriate park facilities and services include NPS and commercial visitor services occurring on park lands and support services occurring outside the park (such as reservation services). Recreational opportunities include appropriate access and provision for recreational opportunities in both developed areas and wilderness or backcountry areas.

- IIa2 Visitor Safety - By September 30, 2005, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days

During the years 1995 through 1999, the average visitor accident/incident rate, as defined in the technical guide, has been 2.50 visitor accidents/incidents per 100,000 visitor use days. The majority of the park's EMS/SAR responses are to incidents not caused by environmental or park facility factors but instead are made up of pre-existing illnesses on cruise ships, concession employee injuries on the job, or general visitor illnesses. The baseline accident rate at the park is far below the national average, however the park will continue to strive to maintain or lower the accident rate among visitors.

Mission Goal Iib: Park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.

Visitors' park experiences grow from enjoying the park and its resources to understanding why the park exists and the significance of its resources. Satisfactory visitor experiences build public support for preserving this country's heritage as contained in the parks. Support for parks also comes through recognition by international program designations such as World Heritage Site and biosphere reserve. Long-term goals related to learning and understanding park and resource purpose and significance relate to this mission goal.

Long-term Goals Addressing Mission Goal Iib

Iib1 Visitor Understanding and Appreciation - By September 30, 2005 86% of park visitors understand the significance of the park.

The park will provide a range of services for park visitors that include pre-trip information, orientations for boaters and backcountry users, interpretive programs, emergency response and educational presentations.

Iib1X Educational Programs - By September 30, 2005, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.

The park will conduct a variety of educational programs ranging from classroom visits in local communities, including native villages, to structured field trips in the park.

Goal Category IV: Ensure Organizational Effectiveness of the Park

The goals in Goal Category IV support the National Park Service mission. This category generally relates to efficient and effective governmental processes rather than to the results of those processes. These goals measure workplace standards such as diversity and competency levels, as well as program efficiencies, such as accuracy of construction cost estimates. Goals in Category IV are the ways that the National Park Service has chosen to better accomplish its mission of protecting park resources, providing for visitor understanding and enjoyment, and assisting others in preserving their resources and the enjoyment of those resources by their constituents.

Mission Goal IVa: The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

To become more responsive, efficient, and accountable, the National Park Service must integrate its planning, management, accounting, reporting, and other information resource systems. Integrating or interfacing these systems will provide better cross-communication during daily operations and help the National Park Service develop required annual performance plans in compliance with the Government Performance and Results Act. Modern electronic technology makes it possible to integrate/interface these systems among the park units, central offices, and program centers. Improvements in the areas of workforce diversity, employee safety, employee housing, and employee performance standards will help the National Park Service accomplish its mission. Long-term goals pertaining to organizational responsiveness, efficiency, and accountability are related to this mission goal.

Long-term Goals Addressing Mission Goal IVa

- IVa01 Data Systems - By September 30, 2005, 80% of highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.

Glacier Bay National Park's information systems (network, computers, software, and telecommunications) are vital for ensuring the organizational effectiveness needed to accomplish the park's mission goals. The park's Information Management committee will update its Information Management Strategy to identify the highest-priority information systems conditions and tasks needed to achieve the park's mission goals.

- IVa09 Sustainability - By September 30, 2005, 40% of all park infrastructure and equipment as identified in the Facility Management Maintenance System inventory are sustainable as determined by condition assessment and present technology, standards and guidelines.

Glacier Bay National Park and Preserve infrastructure and equipment condition assessments will be maintained by park staff and outside professional resources. Poor or fair condition assessments signify that items are not sustainable. Recommendations will be made during these assessments to reduce the impacts to the park in the form of reduced consumption of fuels and increased operational efficiency of utility systems. Condition assessment will be upgraded to reflect improvements made. Additional funding proposals for these recommendations will be written and submitted to accomplish this work as needed.

IVa3A Performance Plans Linked to Goals - By September 30, 2005, 100% of Glacier Bay National Park and Preserve employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Every permanent, term and temporary (seasonal) NPS employee has a required Employee Performance Plan and Results Report (Form DI-2002). Past performance plans have been task statements emphasizing individual outputs rather than individual contributions to the overall NPS mission or organizational outcomes. This goal directly ties individual performance goals to organizational outcomes. Glacier Bay National Park and Preserve will first develop performance plans incorporating strategic plan results for its managers and supervisors, then expend the process to include performance plans for all employees.

This goal will be measured annually by supervisors/managers certifying that Employee Performance Plan and Results Reports are related to organizational goals set forth in the park's strategic plan. This goal ensures employee performance plans are linked to park strategic and annual performance goals. It implements the NPS Strategic Plan by connecting individual performance to organizational success.

IVa4A Underrepresented groups in permanent workforce - By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at 7 of 12 positions (58%).

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization. The NPS occupational series targeted as underrepresented, and potentially applicable to the GLBA organizational structure, include, 025-Park Management, 170-Historian, 193-Archeology, 301-Administration and Programs, 301-General Biological Science, 1010-Exhibits Specialist, 1015-Museum Curator, 1640-Facility Management. The park will concentrate recruitment and hiring efforts on these occupational series where they are used.

IVa4B Women, Minorities in Temp, Seasonal workforce - By September 30, 2005, the total number of Glacier Bay National Park and Preserve temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 51 (57% of workforce).

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization.

IVa4C Individuals with disabilities in perm. Workforce - By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization.

An individual with a disability is defined as a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment. Major life activities are activities that an average person can perform with little or no difficulty such as walking, breathing, seeing, hearing, learning, or working. A qualified employee or applicant with a disability is someone who satisfies skill experience, education and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position.

IVa4D Individuals with disabilities in temp. Workforce - By September 30, 2005, the number of Glacier Bay National Park and Preserve seasonal or temporary positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.

The National Park Service workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in the civilian workforce figures in certain occupational series. In many occupations, minorities, women, and/or individuals with disabilities are severely underrepresented, and separation rates for these groups are often times higher than, or equal to, the rate at which the Service hires them. The National Park Service is committed to increasing the diversity in its workforce and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented to achieve consistency with their percentages of representation in the civilian labor force.

Management at Glacier Bay National Park and Preserve will be held accountable for increasing diversity based upon their opportunities to recruit and hire employees at various grade levels throughout the organization.

An individual with a disability is defined as a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment. Major life activities are activities that an average person can perform with little or no difficulty such as walking, breathing, seeing, hearing, learning, or working. A qualified employee or applicant with a disability is someone who satisfies skill experience, education and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position.

IVa5 Employee Housing - By September 30, 2005, the number of Glacier Bay's employee housing units listed in poor or fair condition is reduced from 9 in FY1997 assessments to 5 (44% reduction).

Proposed projects in PMIS and those funded out of park housing funds will remove hazardous materials, replace aging roof components and replace 3 structures currently rated in poor condition in the Maintenance Feature inventory.

- IVa6a Employee Lost-Time Injury Rate - By September 30, 2005, the number of Glacier Bay National Park & Preserve employee lost-time injuries is reduced from the FY1995-FY1999 five-year annual average of 3 to 2.5

Employee safety is improved through recognizing and eliminating workplace hazards, providing safety training, ensuring supervisory controls are in place to make the workplace safer, and perhaps most importantly, instilling a culture of safe behavior within the workforce. Training will include weekly tailgate safety sessions, powered and non-powered boat operator training, and bear safety training. Workplace safety improvements will include providing personal protective equipment for all employees who need it, replacing missing/faulty safety guards on 100% of all equipment operated, and upgrade or replacement of vessels/vehicles determined to be no longer safe to operate.

The current number of employee lost time accidents is considerably less than the national average. Considering the high risk activities and number of employees working in the park, lowering the current number by .5 injuries would be a realistic and attainable goal.

- IVa6B Continuation of Pay Hours - By September 30, 2005, the number of hours of Continuation of Pay at Glacier Bay National Park & Preserve will be at or below 16 hrs.

An increased emphasis on employee safety is hoped to reduce lost time injuries, and therefore should reduce Continuation of Pay hours. A single serious accident could result in a huge increase in COP hours, not to mention the pain and suffering of the affected employee. Through safety training, inspections, evaluations, and emphasis on use of personal protective equipment, the park is committed to establishing a "culture" of safe behavior in the workplace to reduce work-related injuries.

- IVa7 Line-Item Construction - By September, 30 2005, 100% of Glacier Bay National Park and Preserve's line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule, and construction parameters.

Glacier Bay National Park met this goal in fiscal years 1998 and 1999 with the construction of the seasonal wastewater treatment plant and the fuel storage and distribution system. The line item construction projects for FY 2000 are the "Soil and Groundwater Remediation for the site for the Future Discovery Center" and "Utility Upgrade at Bartlett Cove". The Utility Support Facility line item construction project is scheduled for FY 2002.

Mission Goal IVb: The National Park Service increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

The National Park Service will pursue maximum public benefit through contracts, cooperative agreements, contributions, and other alternative approaches to support park operations and partnership programs. Partners include non-government organizations such as friends groups, foundations, cooperating associations, and concessionaires, as well as federal, state, tribal, and local government organizations which already assist NPS managerial ability through partnerships and cooperative agreements. Long-term goals that deal with park management strategies and funding sources carried out in cooperation with other government and non-government organizations and private donors relate to this mission goal.

Long-term Goals Addressing Mission Goal IVb

IVb1 Volunteer Hours - By September 30, 2005, maintain the number of Glacier Bay National Park and Preserve's volunteers hours at 3,490 hours (73% of the 1997 baseline).

Volunteers will assist with a variety of park projects including park patrols, visitor contacts, information management, administrative support, research field work and maintenance tasks. Volunteer hours will be maintained at 73% of the 1997 baseline due to the current infrastructure challenges in the park and the community that include limited availability of office, housing and parking.

IVb2A Cash Donations - By September 30, 2005, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.

This goal tracks the dollar amount of support received by Glacier Bay National Park & Preserve in donations and grants from the National Park Foundation, friends groups, cooperating associations, and other public and private sources.

IVb2C Cooperating Associations - By September 30, 2005, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (100% increase).

The Alaska Natural History Association (Glacier Bay Branch) has enhanced the public's understanding of the park significance by producing educational materials including sales items, assisting with special events and programs, and purchasing interpretive supplies and equipment.

III. HOW GOALS WILL BE ACCOMPLISHED

Glacier Bay National Park and Preserve's long-term goals will be accomplished in five annual increments detailed each year in an Annual Performance Plan. The Annual Performance Plan will contain annual goal increments of the long-term goals. It will also contain a work plan for each annual goal, which will outline the activities and products, along with their personnel and fiscal costs that will be carried out to achieve the annual goal.

The five-year summary forms in Appendix A illustrate how annual goals and work efforts will accomplish each long-term goal.

Current human and fiscal resources available to achieve the park's goals and carry out its mission include an annual base operating budget of approximately \$3,200,000 (in 2000 dollars), a permanent work force of approximately 40 permanent positions, 2 term positions, and 87 seasonal positions. This work force is supplemented by approx. 3,500 hours of Volunteers-in-Parks service.

The park's annual ONPS budget is supplemented each year by approximately \$1,200,000 from the recreation fee demonstration program, and approximately \$2,800,000 in funding from line item construction, repair/rehab, franchise fee, Omnibus appropriation, cruise ship interpretive program cost recovery, and other miscellaneous funding sources and programs.

Achieving and/or exceeding performance targets in annual and long-term goals is highly dependent on the availability of special project funds, which can vary significantly from year to year. Congressional renewal of the recreation fee demonstration program will be important to achieving the annual targets and long-term goals, as will be ongoing assistance from the Alaska Region and other support offices, along with key partners and cooperators.

A superintendent leads the park staff. Staff is organized into five operating divisions: Resource Management, Interpretation, Protection, Maintenance, and Administration, and fills a very diverse range of positions within these functional divisions. Full staffing levels for each division include approximately 12 permanent and 16 seasonal natural and cultural resource managers/biologists; 6 permanent and 3 seasonal protection park rangers; 4 permanent and 20 seasonal interpretive park rangers; 13 permanent and 10 seasonal maintenance workers; and 6 permanent and 2 seasonal administrative staff. Seasonal /temporary staffing numbers fluctuate somewhat from year to year, depending on availability of special project funds. About one-half of the park's employees are local hires from nearby communities.

Park infrastructure for accomplishing goals includes a visitor center with exhibits and a small auditorium at Bartlett Cove, a visitor contact station, a district office in Yakutat and a contact station at Dry Bay, public use dock and fueling facilities for vessels, 8 miles of hiking trails, a 35-site walk-in campground, 3.5 miles of roadway, a concession facility with 55 cabin units and restaurant services, an administrative building supplemented by 2 office trailers, 1 central and 2 auxiliary maintenance facilities, 14 employee housing units for on-site protection and management of park resources, and NPS-operated utility systems for water, power, sewer, and fuel services for visitors, concessionaires, and employees.

In addition to the following five-year charts, please see the explanatory paragraphs following each goal in the "Long-term Goals" section for more information and/or detail on how goals will be accomplished.

IV. KEY EXTERNAL FACTORS

While park management and staff can plan, manage, and largely control much of what occurs in the park, other things they can only influence, especially things external to park boundaries. Some things, such as natural events, they have no control over whatsoever. In developing Glacier Bay National Park and Preserve's *Strategic Plan* and its long-term goals, it was important to take into consideration key external factors that could negatively or positively affect goal outcomes. A few of the most important or most likely are identified briefly below. This is by no means an exhaustive list but simply those that are most likely to influence outcomes as viewed at the time of writing the plan.

Funding levels have, can, and are likely to fluctuate significantly from year to year. The recreation fee program will need to be re-authorized by Congress during the course of this 5-year strategic plan, for example, to meet many of the annual commitments in this plan. This fluctuation in funding has obvious and significant impact on the number of employees that can be hired each year and the amount of work that can be accomplished. Over 2/3s of the park staff are temporary or seasonal employees. These positions, in particular, are vulnerable to funding levels. Moreover, many of the permanent staff are less than full time throughout the year; the amount of time that these employees can actually work each year is again dependent on available funding. Actual staffing levels fluctuate dramatically during the year and can range from a low of 30-40 employees during the winter to 130 employees during the height of the visitor use and field seasons.

Construction programs scheduled for major overhauls of the park's aging and failing utility systems, and road improvements will have a significant and to some degree unpredictable impacts on park staff. Other issues will no doubt arise in priority that are not on the current radar screen. Congressional and Executive Branch directives do and likely will cause some readjustment of park workloads and priorities. The park is administering a \$23,000,000 commercial fisheries compensation program authorized by Congress. This is a critical park program that will continue to have a significant impact on many park staff. The park will be initiating a new backcountry/wilderness management planning process within the next year. This will require a multi-year public involvement process that will again place significant demands on many park staff. Park staff is working very closely with the Hoonah Indian Association to address and resolve issues and build a lasting and mutually beneficial cooperative relationship. Critical programs like these will always take precedence over other work, although the workloads are somewhat uncontrollable and effected by circumstances and opportunities. Three ongoing lawsuits against GLBA/NPS can and do require a reallocation of staff time. All of these are examples of factors the will effect the park's ability to achieve the goals of the strategic plan.

V. PROGRAM EVALUATION METHODOLOGY AND SCHEDULE FOR FUTURE EVALUATIONS

This strategic plan represents the culmination of years of collective staff work toward describing mission statements, long-term goals, and annual performance plans. The commitments made in this document are collective ones, arrived at through considerable discussion and effort on the part of the park's management team, building on year's of detailed input from all park staff.

To develop the strategic plan the park's management team:

- Determined the most important needs and developed five-year, long-term outcome goals to accomplish the mission and mission goals.
- Reviewed the current status of resources and visitor services, current fiscal and human resources, and current and potential external factors, etc. to do a reality check on whether long-term goals and performance targets were realistic, and adjusted as necessary.
- Laid each long-term goal out in five annual increments to determine necessary annual outcomes, funding and staffing needed to reach the five-year performance target, and;
- Developed and wrote the final plan. The superintendent reviewed the final draft and approved the plan. Copies were provided to the NPS Office of Strategic Planning and the Alaska Regional Director's Office.

This strategic plan will be reviewed annually. Performance results will be reported annually to track actual achievements against the annual targets. Minor adjustments will be made to the strategic plan each year where warranted by circumstance and unanticipated workload or funding factors.

VI. CONSULTATION

GPRAs require that Congress, OMB, and other interested and affected parties be consulted in the development of Strategic Plans. Congress and OMB, as well as the Department of the Interior, were extensively consulted in the development of the NPS servicewide plan. In the development of Glacier Bay National Park and Preserve's local *Strategic Plan*, the following individuals and/or organizations were consulted at various stages of development as indicated:

- Rick Harris, NPS Office of Strategic Planning
- Lou Waller, GPRAs Coordinator for the Alaska Region

VII. STRATEGIC PLAN PREPARERS

The following park staff members were intimately and extensively involved in preparing this strategic plan:

Tomie Patrick Lee <i>Superintendent</i>	Randy King <i>Deputy Superintendent</i> <i>GPRC Coordinator</i>	Nathan Borson <i>Administrative Officer</i>
Mary Beth Moss <i>Chief of Resource Management</i>	Kristine Nemeth <i>Chief of Interpretation</i>	Chuck Young <i>Chief of Ranger Activities</i>
David Nemeth <i>Chief of Concessions</i>	Dutch Scholten <i>Facilities Manager</i>	

The strategic plan was compiled by Nate Borson, with sections written by all of the managers listed above.

Appendix A: Annual Goals

Ia0 Ia01 Consumptive Uses

Chuck Young

By September 30, 2005 all resource consumptive activities occurring in Glacier Bay National Park and Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.

Baseline	Number of consumptive uses in baseline year.		
Indicator	Number of uses in compliance	BaselineYear	1999
UnitMeasure	Number of consumptive uses	BaselineUnits	8
Condition	In compliance	StatusInBaseYear	8

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By Sept.30, 2001, all resource consumptive activities occurring in Glacier Bay National Park & Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.	8
2002	By Sept.30, 2002, all resource consumptive activities occurring in Glacier Bay National Park & Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.	8
2003	By Sept.30, 2003, all resource consumptive activities occurring in Glacier Bay National Park & Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.	8
2004	By Sept.30, 2004, all resource consumptive activities occurring in Glacier Bay National Park & Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.	8
2005	By Sept.30, 2005, all resource consumptive activities occurring in Glacier Bay National Park & Preserve will be in accordance with appropriate laws, regulations, policy, and management plans.	8

Ia0 Ia02 Native Entities

Mary Beth Moss

By September 30, 2005, working relationships will be established with 7 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Auke Kwaan, Goldbelt, Champagne-Aishiak, Tlingit-Haida, Huna Totem).

Baseline	Native entities associated with Glacier Bay National park and Preserve in 1997		
Indicator	Entities with working relationships	BaselineYear	1999
UnitMeasure	Each entity	BaselineUnits	7
Condition	Relationship established	StatusInBaseYear	3

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, working relationships will be established with 4 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Goldbelt, Huna Totem).	4

2002	By September 30, 2002, working relationships will be established with 5 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Goldbelt, Tlingit-Haida, Huna Totem).	5
2003	By September 30, 2003, working relationships will be established with 6 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Goldbelt, Champagne-Aishiak, Tlingit-Haida, Huna Totem).	6
2004	By September 30, 2004, working relationships will be established with 7 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Auke Kwaan, Goldbelt, Champagne-Aishiak, Tlingit-Haida, Huna Totem).	7
2005	By September 30, 2005, working relationships will be established with 7 native entities associated with Glacier Bay National Park and Preserve (HIA, Yak-Tat-Kwaan, Auke Kwaan, Goldbelt, Champagne-Aishiak, Tlingit-Haida, Huna Totem).	7

Ia0 Ia03 **Wilderness Condition**

Mary Beth Moss

By September 30, 2005, 2,658,511 of 2,658,511 acres (100%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the Wilderness Management Act and the park's Wilderness Management Plan.

Baseline	Acres of designated wilderness in FY99		
Indicator	Acres with conditions met	BaselineYear	1999
UnitMeasure	Each acre	BaselineUnits	0
Condition	Meet conditions in WMP	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 47,967 of 2658511 acres (.02%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan	47,967
2002	By September 30, 2002, 47,967 of 2658511 acres (.02%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan	47,967
2003	By September 30, 2003, 47,967 of 2658511 acres (.02%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan	47,967
2004	By September 30, 2004, 2658511 of 2658511 acres (100%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan.	2,658,511
2005	By September 30, 2005, 2658511 of 2658511 acres (100%) of designated wilderness in Glacier Bay National Park will meet conditions prescribed in the park's Wilderness Management Plan.	2,658,511

Ia08 Archaeological Sites

Mary Beth Moss

By September 30, 2005, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.

Baseline	Number of sites not in ASMIS or without condition assessments		
Indicator	Condition	BaselineYear	1999
UnitMeasure	Each Site	BaselineUnits	60
Condition	Good	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.	6
2002	By September 30, 2002, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.	6
2003	By September 30, 2003, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.	6
2004	By September 30, 2004, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.	6
2005	By September 30, 2005, 10% of Glacier Bay National Park and Preserve's archeological sites NOT listed on the FY1999 National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.	6

Ia2 T & E Species

Mary Beth Moss

By September 30, 2005, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.

Baseline	total number of federally listed T&E species meeting criteria as of September 30, 1999		
Indicator	Listed T&E species with RPT/CHD	BaselineYear	1999
UnitMeasure	Species (each) meeting above criteria	BaselineUnits	2
Condition	Stable	StatusInBaseYear	2

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.	2

2002	By September 30, 2002, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.	2
2003	By September 30, 2003, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.	2
2004	By September 30, 2004, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.	2
2005	By September 30, 2005, 0% of the 1999 identified park populations (0 of 0) of federally listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 100% (2 of 2) have stable populations.	2

Ia3

Clean Air

Chuck Young

By September 30, 2005, air quality in Glacier Bay National Park & Preserve has remained stable or improved.

Baseline Based on 10-year trend. WASO Air Resources Division provides servicewide data.

Indicator Air quality **BaselineYear** 1999

UnitMeasure Each park **BaselineUnits** 1

Condition Improving or stable **StatusInBaseYear** 1

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By Sept. 30, 2001, air quality in Glacier Bay National Park & Preserve has remained stable or improved.	1
2002	By Sept. 30, 2002, air quality in Glacier Bay National Park & Preserve has remained stable or improved.	1
2003	By Sept. 30, 2003, air quality in Glacier Bay National Park & Preserve has remained stable or improved.	1
2004	By Sept. 30, 2004, air quality in Glacier Bay National Park & Preserve has remained stable or improved.	1
2005	By Sept. 30, 2005, air quality in Glacier Bay National Park & Preserve has remained stable or improved.	1

Ia4 Water Quality*Mary Beth Moss*

By September 30, 2005, Glacier Bay National Park and Preserve has unimpaired water quality.

Baseline Parks enter 1 for unimpaired water quality, 0 for impaired water quality as of FY 2000.

Indicator	Water quality	BaselineYear	2000
UnitMeasure	Each park with qualifying waters	BaselineUnits	1
Condition	Unimpaired water quality	StatusInBaseYear	1

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, Glacier Bay National Park and Preserve has unimpaired water quality.	1
2002	By September 30, 2002, Glacier Bay National Park and Preserve has unimpaired water quality.	1
2003	By September 30, 2003, Glacier Bay National Park and Preserve has unimpaired water quality.	1
2004	By September 30, 2004, Glacier Bay National Park and Preserve has unimpaired water quality.	1
2005	By September 30, 2005, Glacier Bay National Park and Preserve has unimpaired water quality.	1

Ia5 Historic Structures*Mary Beth Moss*

By September 30, 2005, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.

Baseline The number of structures listed on the LCS at the end of FY 1999.

Indicator	Historic structures	BaselineYear	1999
UnitMeasure	Each structure	BaselineUnits	13
Condition	Good	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.	0
2002	By September 30, 2002, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.	0
2003	By September 30, 2003, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.	0

2004	By September 30, 2004, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.	0
2005	By September 30, 2005, 0 of 13 of Glacier Bay National Park and Preserves historic structures listed on the National Park Service List of Classified Structures (LCS) at the end of fiscal year 1999 are in good condition.	0

Ia6 Museum Collections

Mary Beth Moss

By September 30, 2005, 120 (52%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.

Baseline The number of applicable standards that currently apply to the park, program, or central office collection(s). Standards that apply are the combined yes and no answers on the Checklist. A report in ANCS+ provides this information. That report (defrpt.frx) is available through the Automated Checklist Program (ACP) in the Utilities Module of ANCS+.

Indicator	Number of Standards Met	BaselineYear	1999
UnitMeasure	Each standard	BaselineUnits	231
Condition	Meet Standards	StatusInBaseYear	92

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 116 (50%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.	116
2002	By September 30, 2002, 117 (51%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.	117
2003	By September 30, 2003, 118 (51%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.	118
2004	By September 30, 2004, 119 (52%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.	119
2005	By September 30, 2005, 120 (52%) of 231 applicable preservation and protection standards for Glacier Bay National Park and Preserve's museum collections are met.	120

Ia9A Paleontological Resources

Mary Beth Moss

By September 30, 2005, 3 (100%) of 3 paleontological localities known as of FY2000 in Glacier Bay National Park and Preserve are in good condition.

Baseline The number of known paleontologic Localities in the park as of the end of FY 1999

Indicator	Condition	BaselineYear	1999
UnitMeasure	Each known locality	BaselineUnits	3
Condition	Good	StatusInBaseYear	3

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
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2001	By September 30, 2001, 3 (100%) of 3 paleontological localities known as of FY1999 in Glacier Bay National Park and Preserve are in good condition.	3
2002	By September 30, 2002, 3 (100%) of 3 paleontological localities known as of FY1999 in Glacier Bay National Park and Preserve are in good condition.	3
2003	By September 30, 2003, 3 (100%) of 3 paleontological localities known as of FY1999 in Glacier Bay National Park and Preserve are in good condition.	3
2004	By September 30, 2004, 3 (100%) of 3 paleontological localities known as of FY1999 in Glacier Bay National Park and Preserve are in good condition.	3
2005	By September 30, 2005, 3 (100%) of 3 paleontological localities known as of FY1999 in Glacier Bay National Park and Preserve are in good condition.	3

Ib01

Data Sets

Mary Beth Moss

By September 30, 2005, 20 (20%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.

Baseline	Number of data sets obtained by the end of FY99		
Indicator	Data Sets Obtained	BaselineYear	1999
UnitMeasure	Each Data Set	BaselineUnits	0
Condition	Obtained or developed	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 10 (10%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.	10
2002	By September 30, 2002, 10 (10%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.	10
2003	By September 30, 2003, 10 (10%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.	10
2004	By September 30, 2004, 15 (15%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.	15
2005	By September 30, 2005, 20 (20%) of 100 primary Glacier Bay National Park and Preserve natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.	20

Ib2A Archaeological Baseline*Mary Beth Moss*

By September 30, 2005, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).

Baseline Number of archaeological sites recorded in the ASMIS database as of FY99

Indicator Archaeological Sites in ASMIS **BaselineYear** 1999

UnitMeasure Ea Arch Site **BaselineUnits** 60

Condition Recorded in ASMIS **StatusInBaseYear** 60

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is not increased.	60
2002	By September 30, 2002, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).	60
2003	By September 30, 2005, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).	75
2004	By September 30, 2005, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).	75
2005	By September 30, 2005, the number of Glacier Bay National Park and Preserve archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 60 in FY 1999 to 75 (25% increase).	75

Ib2B Cultural Landscape Baseline*Mary Beth Moss*

By September 30, 2005, the number of Glacier Bay National Park and Preserve cultural landscapes inventoried, evaluated, and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 3.

Baseline Total Number of Units in Baseline: Total number of cultural landscapes inventoried, evaluated at Level II, and entered into CLI as of the end of FY 1999.

Indicator Cultural landscapes in database **BaselineYear** 1999

UnitMeasure Each cultural landscape **BaselineUnits** 13

Condition Entered into CLI **StatusInBaseYear** 0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 1.	1

2002	By September 30, 2002, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 2.	2
2003	By September 30, 2003, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 3.	3
2004	By September 30, 2004, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 3.	3
2005	By September 30, 2005, the number of GBNPP cultural landscapes inventoried, evaluated, and entered on the NPS Cultural Landscapes Inventory (CLI) at Level II is increased from 0 in FY 1999 to 3.	3

Ib2C Historic Structures Baseline

Mary Beth Moss

By September 30, 2005, all 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

Baseline	Number of records in LCS at the end of FY99		
Indicator	Updated LCS records	BaselineYear	1999
UnitMeasure	Each LCS record	BaselineUnits	0
Condition	Updated	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 0 (0%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.	0
2002	By September 30, 2002, 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.	13
2003	By September 30, 2003, all 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.	13
2004	By September 30, 2004, all 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.	13
2005	By September 30, 2005, all 13 (100%) Glacier Bay National Park and Preserve historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.	13

Ib2D Museum Collections*Mary Beth Moss*

By September 30, 2005, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7547 in FY1999 to 9547 (21% increase).

Baseline The number of resources entered into ANCS+ and submitted to the National Catalog as of FY 1999.

Indicator	Museum objects in database	BaselineYear	1999
UnitMeasure	Each museum object	BaselineUnits	7547
Condition	Cataloged	StatusInBaseYear	7547

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7546 in FY1999 to 7796 (3% increase).	7797
2002	By September 30, 2002, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7546 in FY1999 to 8046 (7% increase).	8047
2003	By September 30, 2003, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7546 in FY1999 to 8546 (13% increase).	8547
2004	By September 30, 2004, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7546 in FY1999 to 9046 (20% increase).	9047
2005	By September 30, 2005, the number of Glacier Bay National Park and Preserve museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 7547 in FY1999 to 9547 (26% increase).	9547

Ib2E Ethnographic Resources Baseline*Mary Beth Moss*

By September 30, 2005, the number of Glacier Bay National Park and Preserve ethnographic resources inventoried, evaluated, and entered on the National Park Service Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 6.

Baseline	The number of records in the ERI at the end of FY 1999.		
Indicator	Ethnographic Resources Inventoried	BaselineYear	1999
UnitMeasure	Each Ethnographic Resource	BaselineUnits	0
Condition	Inventoried & Evaluated	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 3.	3
2002	By September 30, 2002, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 4.	4
2003	By September 30, 2003, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 5.	5
2004	By September 30, 2004, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 5.	5
2005	By September 30, 2005, the number of GBNPP ethnographic resources inventoried, evaluated, and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from 0 in FY1999 to 6.	6

Ib3 Vital Signs*Mary Beth Moss*

By September 30, 2005, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.

Baseline	Park Enters 1		
Indicator	Vital Signs	BaselineYear	1999
UnitMeasure	Each park	BaselineUnits	1
Condition	Vital Signs Identified.	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.	1
2002	By September 30, 2002, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.	1

2003	By September 30, 2003, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.	1
2004	By September 30, 2004, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.	1
2005	By September 30, 2005, Glacier Bay National Park and Preserve has identified its vital signs for natural resource monitoring.	1

IIa1 Visitor Satisfaction

David Nemeth

By September 30, 2005 95% of park visitors are satisfied with park facilities, services and recreation opportunities.

Baseline Baselines were determined from the FY1998 Visitor Survey Card results.

Indicator Visitor Satisfaction **BaselineYear** 1998

UnitMeasure Percentage of visitors satisfied **BaselineUnits** 100

Condition Satisfied visitors **StatusInBaseYear** 100

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001 95% of park visitors are satisfied with park facilities, services and recreation opportunities.	95%
2002	By September 30, 2002 95% of park visitors are satisfied with park facilities, services and recreation opportunities.	95%
2003	By September 30, 2003 95% of park visitors are satisfied with park facilities, services and recreation opportunities.	95%
2004	By September 30, 2004 95% of park visitors are satisfied with park facilities, services and recreation opportunities.	95%
2005	By September 30, 2005 95% of park visitors are satisfied with park facilities, services and recreation opportunities.	95%

IIa2 Visitor Safety

Chuck Young

By September 30, 2005, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days

Baseline FY 1995 through FY 1999, average number of accidents/incidents. SEE TECHNICAL GUIDANCE

Indicator Visitor accident/incidents **BaselineYear** 1999

UnitMeasure Visitor accident rate per 100,000 V **BaselineUnits** 2.5

Condition Safe visitors **StatusInBaseYear** 2.5

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By Sept. 30, 2001, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days.	2.50
2002	By Sept. 30, 2002, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days.	2.50

2003	By Sept. 30, 2003, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days.	2.50
2004	By Sept. 30, 2004, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days.	2.50
2005	By Sept. 30, 2005, the visitor accident/incident rate at Glacier Bay National Park & Preserve is maintained at its low baseline rate of 2.50 per 100,000 visitor days.	2.50

IIB1 Visitor Understanding and Appreciation

Kris Nemeth

By September 30, 2005 86% of park visitors understand the significance of the park.

Baseline A servicewide baseline was established in FY 1998 based upon the Visitor Survey Card comments. Parks will enter the percent of visitors who understand and appreciate the significance of the park they are visiting (calculated from VSC Data Report information). Report as a percentage (62% as 62 not .62).

Indicator	Visitor Understanding	BaselineYear	1998
UnitMeasure	Percentage of visitors	BaselineUnits	50
Condition	Understand & Appreciate	StatusInBaseYear	50

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001 86% of park visitors understand the significance of the park.	86
2002	By September 30, 2002 86% of park visitors understand the significance of the park.	86
2003	By September 30, 2003 86% of park visitors understand the significance of the park.	86
2004	By September 30, 2004 86% of park visitors understand the significance of the park.	86
2005	By September 30, 2005 86% of park visitors understand the significance of the park.	86

IIB1X Educational Programs

Kris Nemeth

By September 30, 2005, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.

Baseline Baseline will be established by each park during the first year they use this goal. Parks will enter the percent of participating students who gain understanding of America's natural and cultural heritage as presented in park education programs. Report as a percentage (75% as 75 not .75).

Indicator	Percentage students with understand	BaselineYear	2001
UnitMeasure	Percent	BaselineUnits	
Condition	Students gain understand.	StatusInBaseYear	

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.	40

2002	By September 30, 2002, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.	40
2003	By September 30, 2003, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.	40
2004	By September 30, 2004, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.	40
2005	By September 30, 2005, 40% of participants in Glacier Bay National Park and Preserve's formal educational programs understand the park's cultural and natural heritage preserved by the National Park Service and its programs.	40

IVa01

Data Systems

Nathan Borson

By September 30, 2005, 80% of highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.

Baseline Number of high-priority conditions/tasks in FY99 is not available - the park's information management strategy is outdated and does not contain measurable outcomes.

Indicator Conditions and tasks **BaselineYear** 1999

UnitMeasure Percentage of conditions/tasks **BaselineUnits**

Condition Met or accomplished **StatusInBaseYear**

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001 the Information Management Strategy will be re-written to include prioritized tasks and conditions with measurable outcomes.	0
2002	By September 30, 2002 30% of the highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.	30
2003	By September 30, 2003 50% of the highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.	50
2004	By September 30, 2004 65% of the highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.	65
2005	By September 30, 2005 80% of the highest-priority conditions or tasks identified in the park's Information Management Strategy are met or accomplished.	80

IVa09**Sustainability***Dutch Scholten*

By September 30, 2005, 40% of all park infrastructure and equipment as identified in the Facility Management Maintenance System inventory are sustainable as determined by condition assessment and present technology, standards and guidelines.

Baseline Estimated % of items in FY99 in good condition is 10 %.

Indicator Equipment and infrastructure condition **BaselineYear** 1999

UnitMeasure Infrastructure Items **BaselineUnits**

Condition Good **StatusInBaseYear** 10

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30 of 2001 10% of the infrastructure items are in good condition.	10
2002	By September 30 of 2002 20% of the infrastructure items are in good condition.	20
2003	By September 30 of 2003 25% of the infrastructure items are in good condition.	25
2004	By September 30 of 2004 30% of the infrastructure items are in good condition.	30
2005	By September 30 of 2005 40% of the infrastructure items are in good condition.	40

IVa3 IVa3A Performance Plans Linked to Goals*Randy King*

By September 30, 2005, 100% of Glacier Bay National Park and Preserve employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Baseline Total number of permanent, term, and temporary (seasonal) employees for the baseyear.
Note: baseline may change from year to year.

Indicator Employees whose plans are linked **BaselineYear** 2001

UnitMeasure Each perm, term, temp employee per **BaselineUnits** 120

Condition Linked to goals **StatusInBaseYear**

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, 50% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	60
2002	By September 30, 2002, 75% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	90
2003	By September 30, 2003, 100% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	120
2004	By September 30, 2004, maintain 100% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	120
2005	By September 30, 2005, maintain 100% of GLBA employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	120

IVa4 IVa4A **Underrepresented groups in permanent workforce** *Randy King*

By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at 7 of 12 positions (58%).

Baseline Total number of positions in category. Park enters total number of permanent positions in 9 targeted series in FY99.

Indicator	Positions - See tech guidance	BaselineYear	1999
UnitMeasure	Each position	BaselineUnits	12
Condition	Filled by underrepresente	StatusInBaseYear	7

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of GLBA permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained.	7
2002	By September 30, 2002, the number of GLBA permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained.	7
2003	By September 30, 2003, the number of GLBA permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained.	7
2004	By September 30, 2004, the number of GLBA permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained.	7
2005	By September 30, 2005, the number of GLBA permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained.	7

IVa4 IVa4B **Women, Minorities in Temp, Seasonal workforce** *Randy King*

By September 30, 2005, the total number of Glacier Bay National Park and Preserve temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 51 (57% of workforce).

Baseline Total number of seasonal and temporary positions occupied by women and minorities in FY99 in all occupational series.

Indicator	Positions - See tech guidance	BaselineYear	1999
UnitMeasure	Each position	BaselineUnits	89
Condition	Filled by women, minoriti	StatusInBaseYear	51

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of GLBA's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).	51
2002	By September 30, 2002, the number of GLBA's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).	51
2003	By September 30, 2003, the number of GLBA's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).	51

2004	By September 30, 2004, the number of GLBA's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).	51
2005	By September 30, 2005, the number of GLBA's seasonal and temporary positions filled by employees from underrepresented groups is maintained at 51 (57% of workforce).	51

IVa4 IVa4C **Individuals with disabilities in perm. Workforce** *Randy King*

By September 30, 2005, the number of Glacier Bay National Park and Preserve permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.

Baseline Total number of permanent positions filled by employees with disabilities in FY99.

Indicator Positions - See tech guidance **BaselineYear** 1999

UnitMeasure Each position **BaselineUnits** 40

Condition Filled by underrepresente **StatusInBaseYear** 0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of GLBA permanent positions filled by employees with disabilities is increased to 1.	1
2002	By September 30, 2002, the number of GLBA permanent positions filled by employees with disabilities is maintained at 1.	1
2003	By September 30, 2003, the number of GLBA permanent positions filled by employees with disabilities is maintained at 1.	1
2004	By September 30, 2004, the number of GLBA permanent positions filled by employees with disabilities is maintained at 1.	1
2005	By September 30, 2005, the number of GLBA permanent positions filled by employees with disabilities is maintained at 1.	1

IVa4 IVa4D **Individuals with disabilities in temp. Workforce** *Randy King*

By September 30, 2005, the number of Glacier Bay National Park and Preserve seasonal or temporary positions filled by employees with disabilities is increased from 0 in FY 1999 to 1.

Baseline Total number of seasonal or temporary positions filled by employees with disabilities in FY99.

Indicator Positions - See tech guidance **BaselineYear** 1999

UnitMeasure Each position **BaselineUnits** 89

Condition Filled by underrepresente **StatusInBaseYear** 0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the number of GLBA seasonal and temporary positions filled by employees with disabilities is increased to 1.	1 position
2002	By September 30, 2002, the number of GLBA seasonal and temporary positions filled by employees with disabilities is maintained at 1.	1 position

2003	By September 30, 2003, the number of GLBA seasonal and temporary positions filled by employees with disabilities is maintained at 1.	1 position
2004	By September 30, 2004, the number of GLBA seasonal and temporary positions filled by employees with disabilities is maintained at 1.	1 position
2005	By September 30, 2005, the number of GLBA seasonal and temporary positions filled by employees with disabilities is maintained at 1.	1 position

IVa5 Employee Housing *Dutch Scholten*

By September 30, 2005, the number of Glacier Bay's employee housing units listed in poor or fair condition is reduced from 9 in FY1997 assessments to 5 (44% reduction).

Baseline The number of employee housing units classified in poor or fair condition in 1997.

Indicator Housing unit in fair/poor cond in 97 **BaselineYear** 1997

UnitMeasure Each housing unit in fair/poor cond **BaselineUnits** 9

Condition Rehab, replaced, removed **StatusInBaseYear** 9

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30 of 2001 the number of house will be rated fair or poor in the Maintenance Feature Inventory will be reduced from 9 (in 1997) to 8.	8
2002	By September 30 of 2002 the number of house will be rated fair or poor in the Maintenance Feature Inventory will be reduced from 9 (in 1997) to 7.	7
2003	By September 30 of 2003 the number of house will be rated fair or poor in the Maintenance Feature Inventory will be reduced from 9 (in 1997) to 6.	6
2004	By September 30 of 2004 the number of house will be rated fair or poor in the Maintenance Feature Inventory will be reduced from 9 (in 1997) to 5.	5
2005	By September 30 of 2005 the number of house will be rated fair or poor in the Maintenance Feature Inventory will be reduced from 9 (in 1997) to 5.	5

IVa6a IVa6a Employee Lost-Time Injury Rate *Chuck Young*

By September 30, 2005, the number of Glacier Bay National Park & Preserve employee lost-time injuries is reduced from the FY1995-FY1999 five-year annual average of 3 to 2.5

Baseline 1995-1999 annual average number of lost-time injuries

Indicator Employee Lost Time Injuries **BaselineYear** 1999

UnitMeasure Each lost-time injury **BaselineUnits** 3

Condition Reduced lost-time injurie **StatusInBaseYear** 3

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By Sept. 30, 2001, employee lost-time injuries will be reduced to 2.5	2.5
2002	By Sept. 30, 2002, employee lost-time injuries will be reduced to 2.5	2.5

2003	By Sept. 30, 2003, employee lost-time injuries will be reduced to 2.5	2.5
2004	By Sept. 30, 2004, employee lost-time injuries will be reduced to 2.5	2.5
2005	By Sept. 30, 2005, employee lost-time injuries will be reduced to 2.5	2.5

IVa6 Continuation of Pay Hours

Chuck Young

By September 30, 2005, the number of hours of Continuation of Pay at Glacier Bay National Park & Preserve will be at or below 16 hrs.

Baseline	1992-1996 average annual hours of COP for GLBA is 19.2 hrs.		
Indicator	Employee COP hours	BaselineYear	1999
UnitMeasure	Each COP hour	BaselineUnits	0
Condition	Reduced COP hours	StatusInBaseYear	0

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By Sept.30, 2001, the COP hours at Glacier Bay National Park & Preserve will be at or below 19 hrs.	19
2002	By Sept.30, 2002, the COP hours at Glacier Bay National Park & Preserve will be at or below 18 hrs.	18
2003	By Sept.30, 2003, the COP hours at Glacier Bay National Park & Preserve will be at or below 17 hrs.	17
2004	By Sept.30, 2004, the COP hours at Glacier Bay National Park & Preserve will be at or below 16 hrs.	16
2005	By Sept.30, 2005, the COP hours at Glacier Bay National Park & Preserve will be at or below 16 hrs.	16

IVa7 Line-Item Construction

Dutch Scholten

By September, 30 2005, 100% of Glacier Bay National Park and Preserve's line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule, and construction parameters.

Baseline	FY98 Funded Projects		
Indicator	Projects within parameters	BaselineYear	1997
UnitMeasure	Each proj. funded after FY98	BaselineUnits	2
Condition	Projects meet parameters	StatusInBaseYear	2

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	Sept. 30, 2001, 100% of line-item projects funded meet 90% of cost, schedule, and construction parameters.	100%
2002	Sept. 30, 2002, 100% of line-item projects funded meet 90% of cost, schedule, and construction parameters.	100%

2003	Sept. 30, 2003, 100% of line-item projects funded meet 90% of cost, schedule, and construction parameters.	100%
2004	Sept. 30, 2004, 100% of line-item projects funded meet 90% of cost, schedule, and construction parameters.	100%
2005	Sept. 30, 2005, 100% of line-item projects funded meet 90% of cost, schedule, and construction parameters.	100%

IVb1 Volunteer Hours

Kris Nemeth

By September 30, 2005, maintain the number of Glacier Bay National Park and Preserve's volunteers hours at 3,490 hours (73% of the 1997 baseline).

Baseline Fiscal Year 1997 Level

Indicator Volunteer Hours **BaselineYear** 1997

UnitMeasure Each hour **BaselineUnits** 4750

Condition Increased volunteer hours **StatusInBaseYear** 4750

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, maintain the number of Glacier Bay at National Park and Preserve's volunteers hours at 73% of the 1997 baseline.	3490
2002	By September 30, 2002, maintain the number of Glacier Bay at National Park and Preserve's volunteers hours at 73% of the 1997 baseline.	3490
2003	By September 30, 2003, maintain the number of Glacier Bay at National Park and Preserve's volunteers hours at 73% of the 1997 baseline.	3490
2004	By September 30, 2004, maintain the number of Glacier Bay at National Park and Preserve's volunteers hours at 73% of the 1997 baseline.	3490
2005	By September 30, 2005, maintain the number of Glacier Bay at National Park and Preserve's volunteers hours at 73% of the 1997 baseline.	3490

IVb2 Cash Donations

Dave Nemeth

By September 30, 2005, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.

Baseline Cash donations for 1998

Indicator Value **BaselineYear** 1998

UnitMeasure Dollars **BaselineUnits** 9389

Condition Increased donations **StatusInBaseYear** 9389

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.	9389

2002	By September 30, 2002, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.	9389
2003	By September 30, 2003, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.	9389
2004	By September 30, 2004, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.	9389
2005	By September 30, 2005, cash donations to Glacier Bay National Park are maintained at the FY 1997 level of \$9,389.	9389

IVb2 Cooperating Associations

Dave Nemeth

By September 30, 2005, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (100% increase).

Baseline	The value of donations from cooperating associations in base year		
Indicator	Value for in-kind donations	BaselineYear	1997
UnitMeasure	Dollars	BaselineUnits	19467
Condition	Increased donations	StatusInBaseYear	19467

Annual Performance Targets for this Long-term Goal

FY	AnnualGoal	Target
2001	By September 30, 2001, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (~100% increase).	40000
2002	By September 30, 2002, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (~100% increase).	40000
2003	By September 30, 2003, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (~100% increase).	40000
2004	By September 30, 2004, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (~100% increase).	40000
2005	By September 30, 2005, the cash value of in-kind donations, grants and services to Glacier Bay National Park & Preserve from the Alaska Natural History Association is increased from \$19,467 in FY 1997 to \$40,000 (~100% increase).	40000