

THE
FUTURE
OF
AMERICA'S
NATIONAL
PARKS

First Annual
Centennial Strategy for

Gettysburg National Military Park

August 2007

CENTENNIAL INITIATIVE



Site: GETT

Year: 2007

Vision Statement

Gettysburg National Military Park will preserve and protect the resources associated with the Battle of Gettysburg and the Soldiers' National Cemetery and provide an understanding of the events that occurred there, within the context of American History. To accomplish this, Gettysburg National Military Park must preserve that significant topographical, natural and cultural features that were significant to the outcome of the Battle of Gettysburg, mark the lines of battle and preserve the markers that commemorate the struggle, provide opportunities for people to learn about the battle of Gettysburg in the full social, political and cultural context of the Civil War and American History, and preserve the objects, artifacts and archives that document the battle, its aftermath and commemoration.

Gettysburg National Military Park is nationally significant as the site of the Civil War Battle of Gettysburg, the Soldiers' National Cemetery and the commemoration and preservation of the battleground. The battle was the largest and most costly in human terms to occur on the American continent. It lessened the Confederacy's ability to successfully wage war and contributed to the ultimate preservation of the United States. The creation of the Soldiers' National Cemetery, and Abraham Lincoln's Gettysburg Address, heightened Americans sense of the meaning and importance of the war. The national park, inspired by those who experienced the Civil War, preserved major features of the 1863 battlefield and commemorated the valor and sacrifice of participants. These elements make Gettysburg a place where Americans continue to remember and honor those whose struggle led to a united nation.

In order to perpetuate this legacy, Gettysburg National Military Park developed its General Management Plan in 1999 calling for the construction of a new museum and visitor center; the rehabilitation of the battlefield landscape to appearance at the time of the battle; preservation and protection of the park's collections of artifacts and archives; and providing high quality interpretative and educational opportunities for park visitors. These goals were incorporated into our agreement with the Gettysburg Foundation for the construction and operation of the new museum/visitor center complex, opening in 2008. To successfully achieve these goals, associated efforts will need to be financed or maintained by operating funds with consideration also given to potential partnership opportunities

Park/ Superintendent/ Program Manager

John A. Latschar

Site: GETT

STEWARDSHIP

Provide inspiring, safe, and accessible places for people to enjoy - the standard to which all other park systems aspire.

Other Park/ Program performance goal(s)

- Establish Gettysburg Museum & Visitor Center with engaging state-of-the-art exhibits to attract a broader audience.
- Rehabilitation of historic landscape to reflect 1863 battlefield appearance and that of the commemoration era
- Provide a safe visitor experience.
- Improve park-wide way-finding in conjunction with Borough of Gettysburg, other park neighbors and partners.

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

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STEWARDSHIP

Improve the condition of park resources and assets.

Rehabilitate high-priority historic buildings to good condition, and help communities to preserve their history through programs like Preserve America.

- Rehabilitate 70% of park's 1288 historic structures to good condition.

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

Restore native habitats by controlling invasive species and reintroducing key plant and animal species.

- Collect and analyze data on resource status and trends. Identify resource impacts and prioritize threats. Develop and implement actions to mitigate resource threats. Evaluate program effectiveness and adapt management actions accordingly.
- Federal listed species in the park are making progress towards recovery. Species of management concerns are managed to desired condition.
- 70% or 980 canopy acres of the park's lands infested with invasive plants are controlled.

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Improve high-priority assets to acceptable condition, as measured by the Facility Condition Index.

- Rehabilitate historic assets to bring them into good condition
- Maintain park visitor use facilities in top condition
- Maintain efficient and sustainable visitor facilities in conjunction with Park partners

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

Improve the natural resources in parks, as measured by the vital signs developed under the Natural Resource Challenge.

- Identify resource impacts and prioritize threats. Develop and implement actions to mitigate resource threats.
- Evaluate program effectiveness and adapt management actions accordingly

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Site: GETT

STEWARDSHIP

Improve the condition of park resources and assets.

Complete all cultural resource inventories for designated priority resources.

- Collect and analyze data on cultural resource status and trends. Identify cultural resource impacts and prioritize threats. Develop and implement actions to mitigate cultural resource threats. Evaluate program effectiveness and adapt management actions accordingly.

- The park's cultural landscapes are in good condition.
- The park's cultural archeological sites are in good condition.
- Ensure that the park's List of Classified Structures (LCS) and Cultural Landscape Inventory (CLI) are up to date.

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STEWARDSHIP

Assure that no compelling chapter in the American heritage experience remains untold and that strategically important landscapes are acquired, as authorized by Congress.

Other Park/ Program performance goal(s)

- - Identify areas/parcels of land not currently in park possession which significantly contribute to the preservation and interpretation of the Battle of Gettysburg
- Coordination with partners or federal sources for the acquisition of these areas
- Planned rehabilitation of these areas in accordance with GMP

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STEWARDSHIP

Serve as the Preeminent resource laboratory by applying excellence in science and scholarship to understand and respond to environmental changes.

Other Park/ Program performance goal(s)

- Monitor deer management program and impact upon park resources
- Monitor the effect of health cut efforts upon rehabilitated woodlot areas.
- Monitor the re-introduction of wetlands, native grasses and plants into rehabilitated areas and the control of invasive plants into these areas.
- Engage and participate in interagency efforts to protect and restore resources.

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STEWARDSHIP

Encourage children to be future conservationists.

Other Park/ Program performance goal(s)

- Foster community participation in resource stewardship through education and action.
- Deliver high quality and relevant education programs that inspire and engage.

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ENVIRONMENT

Inspire an environmental conscience in Americans.

Establish programs to showcase exemplary environmental practices and increase visitor awareness of how the practices apply to their daily lives, as measured by surveys.

- Ensure the energy conservation practices incorporated into new Museum/Visitor Center complex are highlighted to the public. Included but not limited to the Leadership in Energy and Environmental Design (LEED) certification by the U.S. Green Building Council and it's place as the largest geothermal HVAC project in the NE.

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Demonstrate environmental excellence through increased use of alternative energy and fuels at every park.

- Where feasible, replace gasoline vehicles with alternative energy or fuel vehicles and evaluation of all vehicles based upon mileage and other features

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Serve as a model for energy efficiency, under Executive Order 13423, by ensuring Leadership in Energy and Environmental Design (LEED) standards.

- Highlight LEED standards meet by the new Museum/Visitor Center
- Inspire public trust by properly managing park assets, people, and resources.
- Continue to use and specify Energy Star products and Green products that are to be used in our park facilities

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

Site: GETT

RECREATION

Encourage collaboration among and assist park and recreation systems at every level—federal, regional, state, local—to help build an outdoor recreation network accessible to all Americans.

Other Park/ Program performance goal(s)

- Improve park-wide way-finding in conjunction with Borough of Gettysburg, other park neighbors and partners.
- Develop efficient and sustainable visitor facilities.

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RECREATION

Establish "volun-tourism" excursions to national parks for volunteers to help achieve natural and cultural resource protection goals.

Other Park/ Program performance goal(s)

- Expand current volunteer community participation in a variety of resource stewardship and educational activities.
- Continue to grow our popular Adopt-A-Position program where volunteers adopt a location (A battle position or monument) and help maintain over a year

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RECREATION

Expand partnerships with schools and boys and girls associations to show how national park experiences can improve children's lives.

Other Park/ Program performance goal(s)

- Deliver high quality and relevant education programs that inspire and engage.
- Use technology to create interactive web-base programs that link to the Nation's classrooms.

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RECREATION

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

Increase the number of visitors that attend ranger-facilitated programs such as campfire talks, hikes, and school programs.

- Offer a variety of accessible experiences that meet the needs of diverse constituents.
- Increase the number of visitor attendance to ranger facilitated programs.

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Other Park/ Program performance goal(s)

- Develop and sustain relationships with communities that identify and respond to their interests.
- Research current trends and practices and evaluate new opportunities that are compatible with the park's mission.

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EDUCATION

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

Other Park/ Program performance goal(s)

- Deliver high quality and relevant education programs that inspire and engage.
- Remove barriers to program participation (i.e., transportation, language, culture, facilities, etc.)
- Serve as a catalyst and exemplar for delivering quality education programs through partners.
- Use appropriate evaluation tools and methods to evaluate and improve education programs.

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EDUCATION

Introduce young people and their families to national parks by using exciting media and technology.

Increase the number of web hits through the introduction of advanced, interactive features that attract young people to national parks.

- Use technology to create an interactive programs and informational tools which target the technologically knowledgeable visitor.
- Develop interactive web-base programs that link to the Nation's classrooms.

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Other Park/ Program performance goal(s)

- Deliver high quality and relevant interpretive programs that inspire and engage.

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EDUCATION

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

Other Park/ Program performance goal(s)

- Engage diverse individuals and communities through programs, publications, educational materials and partnerships.

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EDUCATION

Impart to every American a sense of their citizen ownership of their national parks.

Increase visitors' satisfaction, understanding, and appreciation of the parks they visit.

- Over 90% of our visitors understand the significance of the park.
- Over 95% of the visitors are satisfied with park facilities, services, and opportunities.

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

Other Park/ Program performance goal(s)

- Deliver high quality and relevant interpretive programs that inspire and engage.
- Foster community participation in resource stewardship through education and action.
- Engage diverse individuals and communities through programs, publications, educational materials and partnerships.
- Inspire public trust by properly managing park assets, people, and resources.
- Foster community participation in resource stewardship through education and action

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Site: GETT

PROFESSIONALISM

Be one of the top 10 places to work in America.

Meet 100 percent of diversity recruitment goals by employing people who reflect the face of America.

- Recruit, develop and retain a diverse workforce that represents the demographics of central Pennsylvania.

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

Attain the highest employee satisfaction rate of all federal agencies, as measured by Office of Personnel Management surveys.

- Provide Employees with the opportunities for training and career development
- Provide employees and partners with the opportunity to contribute to the shaping of the organization and the provide feedback on changes

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PROFESSIONALISM

Use strategic planning to promote management excellence.

Establish a structured professional development curriculum to provide park managers with the skills to apply best business practices and superior leadership.

- Provide managers with the opportunities for training or professional assistance for developing strategic thinking and application of best practices.
- Identify and mentor potential future leaders

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PROFESSIONALISM

Promote a safety and health culture for all employees and visitors.

Reduce the number of employee lost-time incidents and serious visitor injuries by 20 percent.

- Ensure employee safety and wellness.
- Monitor and correct situations which contribute to visitor accidents
- Employee lost time injuries is maintained at or below the previous 5-year annual average.
- The number of continuation of pay is below 200 hours.

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Site: GETT

PROFESSIONALISM

Model what it means to work in partnership.

Other Park/ Program performance goal(s)

- Maintain park visitor use facilities in top condition
- Maintain efficient and sustainable visitor operations, in conjunction with Park partners, ensuring that visitors are receiving the necessary services
- Foster an organizational culture that embraces collaboration to achieve mutual goals.
- Ensuring that all partners are working in a collaborative effort to enhance the park's ability to manage its activities seamlessly.

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PROFESSIONALISM

Make national parks the first choice in philanthropic giving among those concerned about environmental, cultural, and recreational values.

Improve communications and marketing capacity to increase public understanding of our mission, opportunities, and benefits.

- Inspire public trust by properly managing park assets, people, and resources.
- Foster community participation in resource stewardship through education and action

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