

SCHEDULE AT A GLANCE

Moody Gardens Hotel, Spa and Convention Center, 7 Hope Blvd., Galveston, Texas 77554

Monday, February 26	
8 a.m.-5 p.m.	CPSI Class Day 1* (lunch included)
3-5 p.m.	TRAPS Board of Directors Meeting
Tuesday, February 27	
8 a.m.-5 p.m.	CPSI Class Day 2* (lunch included)
10 a.m.-2 p.m.	State Maintenance Rodeo* (lunch included) POPS Branch Meeting following awards Check-in between 9-10 a.m.
8 a.m.-5 p.m. (times vary by program)	Pre-Institutes*
1-5 p.m.	Registration and Packet Pickup
11 a.m.-6 p.m.	Danny Boykin Golf Tournament*
7-8 p.m.	President's Reception (by invitation)
Wednesday, February 28	
7:30 a.m.-5 p.m.	Registration and Packet Pickup
8 a.m.-12 p.m.	CPSI Class Exam*
8:30-10:15 a.m.	General Session • Host City Welcome • Keynote Session • Opening Address
10:15-11 a.m.	Networking Break
10:30 a.m.-3:45 p.m.	Director's Forum* (lunch included)
11 a.m.-12 p.m.	Breakout Sessions
12-1:30 p.m.	Lunch (on your own)
12-4 p.m.	Exhibitor Load In
1:30-2:30 p.m.	Breakout Sessions
2:30-2:45 p.m.	Break
2:45-3:45 p.m.	Breakout Sessions
3:45-4 p.m.	Break

4-5 p.m.	Breakout Sessions
5-5:15 p.m.	Break
5:15-5:45 p.m.	Branch Meetings
6:30 p.m.	Exhibit Hall Opens
7:30-9:30 p.m.	Welcome Social (light appetizers)
Thursday, February 29	
7:30 a.m.-5 p.m.	Registration and Packet Pickup
8-9:30 a.m.	General Session • Leadership Academy Introduction • Keynote Session
9 a.m.-1:30 p.m.	Exhibit Hall Open
9:30-9:45 a.m.	Break
9:45-10:45 a.m.	Breakout Sessions
10:45-11 a.m.	Break
11 a.m.-12 p.m.	Breakout Sessions
12-1:30 p.m.	Lunch with the Exhibitors
1:30-4:30 p.m.	Exhibitors Move-Out
1:30-2:30 p.m.	Breakout Sessions
2:30-3 p.m.	Networking Break/ Ice Cream Break
3-4 p.m.	Breakout Sessions
4-4:30 p.m.	Break
4:30-7 p.m.	Awards Reception & Board Installation, TPRF Auction
7:30-9:30 p.m.	Directors' Social Sponsored by TAAF and TPPC
Friday, March 1	
8 a.m.-12 p.m. (times vary by program)	Tours*

*Additional registration required

2024 DIRECTOR'S FORUM



10:30-11:45a.m.

Interactive
Participant
Roundtables



11:45a.m.-12:45p.m.

Executive
Networking
Lunch



12:45-3:45p.m.

"People, Processes and Politics –
Staying True to Your North Star"
Farrell Buller, 110% (0.2 CEUs)



This interactive workshop will provide the opportunity for participants to take a step back and address three key intricacies of the park and recreation profession to re-establish their "north star" and stay true to themselves.

INCLUDED INSTITUTE OPPORTUNITIES:



8:30-10:15a.m.
Opening General
Session



4:00-5:00p.m.
Final Wednesday
breakout session
(Up to +0.1 CEU)



5:15-5:45p.m.
Branch Meetings



7:30-9:30p.m.
Welcome Reception
in the Expo Hall

ABOUT THE DIRECTOR'S FORUM

This exclusive learning and networking event gives directors and assistant directors in parks and recreation an opportunity to discuss challenges unique to this level of leadership while building a strong community and planning for the future of the industry. **Register at institute.traps.org/directors-forum**



2024 EDUCATION PROGRAM

PRE-INSTITUTE SESSIONS

Monday, February 26-Wednesday, February 28, 8 a.m.-5 p.m.

Certified Playground Safety Inspector (CPSI)

Course and Exam (1.2 CEUs)

FEES:

CPSI Course: \$475 TRAPS member/\$525 nonmember

CPSI Exam or Recertification Exam: \$175 for all

Sponsored by the National Recreation and Park Association (NRPA), the Certified Playground Safety Inspector course provides the most comprehensive and widely recognized training available on playground hazard identification and risk management. Advanced reading is required. The course includes resource materials and 10 hours of classroom instruction by nationally recognized playground safety experts.

Tuesday, February 27, 8:30 a.m.-4:15 p.m.

Therapeutic Recreation Pre-Institute (0.5 CEUs)

FEE: \$125 member/\$145 nonmember

The Therapeutic Recreation Branch leadership is hard at work on another full-day learning experience for recreational therapy professionals, paraprofessionals and those interested in learning more about inclusion. More details and registration information will be posted to the TRAPS Institute website as they become available. We will seek NCTRC pre-approval for this event.

Tuesday, February 27, 11 a.m.-4 p.m.

Camp Crash Course (0.3 CEUs)

FEE: \$80 member/\$100 nonmember

As a direct result of TRAPS member input, this highly interactive learning experience is the perfect pre-institute for those wearing a camp supervisor hat. Multiple presenters will provide sessions on topics like staff recruitment and training, managing personnel conflicts and ramping up program innovation will be balanced with engaging team building activities. Attendees of this pre-institute will gain knowledge and activity ideas they can apply as soon as they return to their organizations. An optional camp roundtable will follow the event.

Tuesday, February 27, 1-3:30 p.m.

Service-Learning Programs at Galveston Bay Foundation (0.2 CEUs)

EARLY BIRD FEE: \$30 member/\$50 nonmember

REGULAR FEE: \$40 member/\$60 nonmember

Cindy Wilems, Galveston Bay Foundation

Join Galveston Bay Foundation educators at the Sweetwater Preserve to learn more about the local ecosystem and discuss incorporating service-learning activities into student and adult programming. Participants will be able to participate in birding, flora and fauna identification and reflection activities. Due to this being an outdoor activity, the onsite restroom facilities consist of a portable toilet within a private enclosure. Much of your time on this tour will be spent walking on varied terrains.

Wednesday, February 28, 10:30 a.m.-3:45 p.m.

Director's Forum (0.2-0.3 CEUs)

FEES:

Directors Forum (Wednesday only):

EARLY BIRD FEE: \$325 member/\$425 nonmember

REGULAR FEE: \$350 member/\$450 nonmember

Directors Forum Combo (Forum + discounted

Thursday Institute):

EARLY BIRD FEE: \$550 member/\$650 nonmember

REGULAR FEE: \$575 member/\$675 nonmember

This is a one-day, exclusive learning and networking event custom created for parks and recreation executive leadership, i.e., directors and assistant directors. Connect with your peers from across the state to exchange ideas, discuss challenges and find solutions. Using the feedback from previous years, the 2024 Forum will start with an interactive participant roundtable discussion, facilitated by Joe Mazzola, director of organizational development for the city of McKinney. A one-hour **lunch is included** to allow ample time for networking. In the afternoon, Farrell Buller of 110% will facilitate a three-hour workshop focused around the three key intricacies of the park and recreation profession. Buller's experience ranges from a front-line camp staff member to city manager. She combines her knowledge of local government and experience as a certified executive coach to impact, influence and inspire other executive leaders. At no additional cost, attendees of the Director's Forum are invited to join the main conference for the Opening General Session, the 4 p.m. breakout session (up to +0.1 CEU), branch meetings and the Welcome Reception. Forum attendees who wish to add Thursday's Institute sessions and events to their itinerary can do so at a discounted combo rate through the Forum registration page.



ALL-INSTITUTE SESSION

KEYNOTE

The Curiosity Muscle (0.1 CEUs)

Thursday, February 29, General Session, 8-9:30 a.m.

Diana Kander



A *New York Times* best-selling author and innovation consultant, Diana Kander has spent her career challenging assumptions and asking big questions – what kind of culture needs to exist in an organization to ensure innovative ideas and practices? How has Snoop Dogg continued to innovate decade after decade to stay relevant

to the next generation? What causes name brands to lose relevance with their customers and go out of business? A serial entrepreneur who entered the United States as a refugee at the age of 8, she has launched and sold millions of dollars' worth of products and services. Her first book, *All In Startup*, has been used by more than 100 universities in their innovation courses and countless large organizations to help their employees think more like entrepreneurs. Her second book, *The Curiosity Muscle*, walks readers through a methodology to keep curiosity alive and thriving inside of an organization, ultimately future-proofing the organization. Fun fact about Diana: She likes to use her curiosity methodology to push herself out of her own comfort zone and achieve big personal challenges each year. Despite having never completed a pull-up prior to 2021, she raised over \$26,000 for Big Brothers Big Sisters of Kansas City by doing 5,000 pull-ups that year.

Welcome Session Speaker

Wednesday, February 28, 8:30-10:15am

Rodney Franklin, Director of Texas State Parks, TPWD



Rodney Franklin was named director of Texas State Parks in 2018. He has more than 30 years of service, rising through the ranks from seasonal employee to park management and leadership roles. He believes state parks are important for everyone, regardless of their background or experience in nature, because of the mental,

physical and emotional benefits of time spent in the outdoors.

As director of Texas State Parks, Franklin oversees a workforce of about 1,350 employees who proudly protect and manage the more than 640,000 acres that comprise the state parks system in Texas. State parks represent Texas' principal gateway to the outdoors where more than 9 million visitors discover adventures in hiking, camping, fishing and countless other outdoor pursuits every year.

OPTIONAL TOURS

**Early Bird rates may be available online*

Bolivar Peninsula & Galveston County Parks

Friday, March 1, 8:30 a.m.-12 p.m.

FEE: \$25

Maximum Attendees: 28

Join Galveston County Parks and Cultural Services staff for a bus tour of the Bolivar Peninsula and see how much growth has happened since Hurricane Ike. An exciting ride across the ferry will take you to the first stop on the tour – the historical Fort Travis with its newly installed playground and bunker tours! Next, tour the rest of the Bolivar Parks – Noble Carl, Gregory Park and Port Bolivar – followed by the newly constructed Lauderdale Boat Ramp and finish up at the Bolivar Beach Pavilion that opened in June 2020. Free transportation will depart from the host hotel at 8:30 a.m. and return at 12 p.m.

Ship to Shore Tour and Dolphin Watch

Friday, March 1, 9:30 a.m.-12 p.m.

FEE: \$40

Maximum Attendees: 49

The Historic Harbor Tour and Dolphin Watch allows you to see the Galveston Harbor up close and personal aboard Seagull II, Galveston Historic Seaport's 50-foot twin-engine motor vessel. Seagull II has a comfortable main deck, sheltered from the sun and rain, and an open upper deck that affords a full panorama of water and sky, perfect for views of dolphins and the SS Selma, a grounded concrete vessel, one of only 12 ever constructed. Participants will also be able to tour the 1877 sailing vessel Elissa, the official tall ship of Texas and the "Ship to Shore Immigration Museum," making this four-in-one tour a morning you won't forget. This tour is a 15-minute drive from the conference center and transportation is not provided.

Juneteenth "Absolute Equality" Tour

Friday, March 1, 10 a.m.-12 p.m.

FEE: \$35

Maximum Attendees: 20

Embark on a transformative three-in-one tour in Galveston. Explore "And Still We Rise," an exhibit at the Galveston History Museum, celebrating Juneteenth's legacy. Engage in thought-provoking discussions on the 5000-square-foot mural, "Absolute Equality." Unearth local heritage at the Galveston County History Museum, revealing the city's growth and diverse inhabitants. Experienced guides navigate intertwining narratives of Galveston's past, present and future. Celebrate the human spirit and pursuit of equality. Reserve your spot for this eye-opening



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adventure and be a part of history in the making. Free transportation will depart from the host hotel at 10 a.m. and return at 12 p.m.

Moody Gardens Fin-tastic Penguin Adventure

Friday, March 1, 10 a.m.-12 p.m.

FEE: \$90

Maximum Attendees: 20

The Moody Gardens Aquarium Pyramid Tour and Penguin Encounter is a two-hour tour designed to allow guests to explore and learn about the oceans' depths in the Gulf of Mexico, South Atlantic, North Pacific, South Pacific and Caribbean. Dive into oceans of the world in a 1.5-million-gallon aquarium with creatures from tuxedo-clad penguins to seals, stingrays, sharks and more. Guests will be able to get up close to one of the penguins from the South Atlantic Exhibit. Led by a Moody Gardens biologist, the experience starts at the front of the exhibit and takes guests behind the scenes to the penguin food preparation kitchen and the back of the chilly penguin exhibit, with the opportunity to discuss penguin biology, conservation, training, enrichment and care. Participants will experience the cool climate, sounds and smells of the exhibit and witness a penguin create a work of art as part of an enrichment activity for the animal. One hour is allotted for time in the aquarium and the remaining hour is allotted for the penguin encounter. Closed-toe shoes are required and comfortable clothes are recommended. This tour is within walking distance of the conference, so transportation is not provided.



SELF-GUIDED LOCAL ATTRACTIONS

Galveston Island State Park

FEE: \$5 Daily. Free for disabled veterans.

With both beach and bay sides, Galveston Island State Park offers activities for every coast lover. You can swim, fish, picnic, bird watch, hike, mountain bike, paddle, camp, geocache, study nature or just relax! Visit the nature center from 10 a.m.-2 p.m. to learn more about the park and its programs. The park often reaches capacity, so reservations are recommended and can be made through their website or by phone.

Galveston Tree Sculptures Tour

On September 13, 2008, Hurricane Ike covered most of Galveston Island in a tidal surge. The damaging combination of powerful winds and waves immediately uprooted many of the city's trees and ultimately led to the demise of thousands. Ike forced Galveston to say a sad goodbye to so many of its beautiful tree canopies, but where many saw dead trees and waste after the storm, a group of homeowners saw a chance to morph symbols of destruction into signs of rejuvenation. Today, artists have breathed a second life into something Mother Nature attempted to destroy. Whimsical tree sculptures have replaced the majestic oaks that once lined many



neighborhood streets and shaded homes. The sculptures – which can be found at homes throughout the island, with a large portion concentrated in our East End Historical District – were paid for by private residents. The sculptures can be seen tucked into gardens and nestled inside yards for you to enjoy! A map of the sculptures will be available in the conference app or through Visit Galveston.

Historic Downtown Galveston

Home to official designations including the Strand Historic District, the Downtown Cultural Arts District and the Historic Strand Seaport area, the area contains historic architecture, family attractions, locally owned restaurants, boutiques, art galleries, performance venues and more.

Turtles About Town

Turtles About Town is a community art project created by Turtle Island Restoration Network and Clay Cup Studios showcasing the City of Galveston and the conservation efforts of Turtle Island Restoration Network to protect endangered sea turtles on the upper Texas coast. A map of the sculptures will be available in the conference app or through Visit Galveston.



EDUCATIONAL SESSIONS

Check the Conference app for additional sessions.

Wednesday, February 28, 11:00 a.m.-12:00 p.m

Becoming a Happiness Superhero:

Unleashing Joy to Save the Day!

(0.1 CEU)

Jessica Burke, ADA Coordinator, Texas Parks and Wildlife

Allie Thomas, Assistant Professor, Texas State University

Get ready to unleash your inner happiness superhero and explore the science of positive psychology. In a time that often feels like we are divided, positive recreation experiences and intentional positivity can be tools that bring us together. This session promises laughter, interaction and science-backed strategies to ignite joy in you and others. Don't miss this opportunity to be a champion in the happiness revolution!

Debunking Customer Service Myths in Senior Centers

(0.1 CEU)

Calie Willis, Recreation Manager,

Coppell Community Experiences

Senior centers are filled with members enjoying recreation and community. When members are not enjoying the facility, they can quickly spread their discontent. There are myths about handling difficult customer interactions, but in reality, they can hinder customer service delivery. Participants will be introduced to the characteristics of senior adults, debunk common customer service myths and work to change their own mindset when approaching difficult customer interactions with senior adults.

From Hire to Retire: TMRS Throughout Your Career

(0.1 CEU)

Shannon Lucero, Education Representative, TMRS

As the title suggests, a TMRS representative will spend 60 minutes discussing TMRS from the time an employee becomes a member until that member retires and starts receiving their benefit. Although it may seem like a straight line, the road to retirement can be filled with twists and turns. Understanding every milestone that a member's career may reach will ensure members make informed decisions when the time comes.

Hellooooo: Gen Z is Waiting!

(0.1 CEU)

Sydney Elliott, Youth and Business Supervisor, City of DeSoto

Kevin Moore, Manager of Sports and Recreation, City of DeSoto

Many organizations have youth or teen councils, but very few municipal governments have them. Are you one with or without? Curious how to start one or keep one? This session will deep dive into the current status of teenagers, teen councils and their importance as it relates to municipal



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government. Throughout the session, the DeSoto Youth Advisory Council (now known as DeSoto Teen Council) will be used as a case study to define best practices and challenges that have been faced.

REPORT: Best Practice for Professionals Responding to Child Abuse

(0.1 CEU)

Brittany McGowan, Assistant Director of Training and Community Outreach, Dallas Children's Advocacy Center

As a child-serving professional, it's not a question of IF you will encounter a child abuse situation but rather WHEN. This training will offering practical guidance for professionals on how to best work with investigative parties in a way that protects the investigation, the organization, and most importantly, the child. Participants will leave with a robust reporting protocol and guidance for navigating these situations – before it is a problem.

Welcome to the Ukulele - Sharing Aloha Through Song

(No CEUs)

Robert Krout, EdD, MT-BC, OLLI at UTMB Health

Jane Dembski, Retired - Bellaire PARD

This session will provide a hands-on introduction to the ukulele and it's uses in leisure and recreation with people of all ages. Information about the instrument and its heritage will be shared, and the presenters will teach the beginning basics of playing the instrument. Participants are welcome to bring their own instruments, but ukuleles will be available to use for the session. Due to the hands-on instructional nature of the presentation, this session will be limited to 20 participants.

Wednesday, February 28, 1:30-2:30 p.m

Adding Healthy Foods and Beverages to Your Concessions

(0.1 CEU)

Jenna Anding, Professor and Extension Specialist,

Texas A&M AgriLife Extension

Jamie Walker, Associate Professor and Extension Specialist,

Texas A&M AgriLife Extension

Adding healthy options at concession stands makes it easier for people to make healthy food and beverage choices, without compromising profit margins. Texas A&M AgriLife Extension's Working on Wellness Environments (WOW-E) program pilot tested healthy concessions in two South Texas communities. The session will deep dive into planning your healthy concession pilot test, how to monitor your pilot test, promoting healthy options and making permanent changes.

Canva Unleashed: Hacks, Tips and Branding for Impactful Designs

(0.1 CEU)

Anndrea Harris, Social Media Marketing, City of Wichita Falls

Join our interactive Canva session to enhance your design skills! Learn Canva hacks, tips and branding strategies to amplify your visual content and engage your audience.

Unleash your creativity and leave with practical techniques for effective visual communication. Don't miss out!

How Biased Is Public Engagement? New Harvard Data May (Not) Surprise You

(0.1 CEU)

Kevin Lyons, Chief Scientist, Governance Sciences Group Inc.

Want to find out what "the community" wants in a new recreation center or park? If you do meetings or online surveys to engage the public, what you hear is probably the opposite of what the community wants! This eye-opening and nationally acclaimed presentation will share new data from a Harvard Case Study on engagement for a community center project – and others where engagement and scientific surveys give very different results. Then you'll learn how to get better data with less work.

Managing Challenging Behavior in Children

(0.1 CEU)

Sheri Willis, Licensed Clinical Social Worker,

Self-employed/Consultant

Learn to identify and manage challenging behaviors children may exhibit while attending your programs. Equip your staff with practical skills to prevent, manage and de-escalate behaviors that can be disruptive and difficult to manage. By understanding how a child's temperament and other factors influence their reactions, best practices to address children's emotions and behavioral reactions can be established to allow your staff to turn difficult situations into positive interactions.

Recreation Programming & Special Events (RPSE) Showcase

(No CEUs)

Elizabeth Marzec, RPSE

Join RPSE Branch Chair Elizabeth Marzec as she highlights programs from across the state.

Recruiting in 2024 - It's Not the Same Ball Game!

(0.1 CEU)

Susan Welbes, Travis County

Hear from an HR director who has recruited in two of the hardest markets for entry level staff and learn some tips that you can use right away. Full session description in conference app.

Strategies for Developing Leadership Skills in Persons with Disabilities

(0.1 CEU)

Michal Anne Lord, PhD, CPRP, TRS/TX, Retired/TRAPS

Our society values leadership and teambuilding skills, and many leadership attributes or foundation skills are learned in play (e.g., self-awareness, communication, decision-making, etc.). As TR specialists, activity directors and inclusion advocates, we can build on this concept and implement strategies to develop leadership skills in persons with disabilities. "Let the Power Out!" The results will be increased confidence in one's ideas, improved self-esteem, goal-setting or taking initiative and more.

Viewing Great Leadership as Paradoxes

(0.1 CEU)

Jo An Zimmermann, Associate Professor, Texas State University

As a manager/supervisor, are you ever confused as to why some people just seem to be okay leaders while others are really great? Based on the book by Tim Elmore, *The Eight Paradoxes of Great Leadership*, this session will look at how seemingly opposite traits in a leader combine to create not only good leaders but great ones. Discussion will focus on applications to the recreation industry.

Wednesday, February 28, 2:45-3:45 p.m

From Vandalism to Vitality:

Mastering Graffiti Removal and Mural Making

(0.1 CEU)

Margo Gordon, Graffiti Abatement Program Coordinator, City of Fort Worth

Eric Manley, Assistant Field Operations Supervisor, City of Fort Worth

Dive into the methods and technologies reshaping spaces by erasing graffiti vandalism, preserving beauty and revitalizing communities. Learn how these practices not only restore aesthetics but also foster a renewed sense of pride and safety in your community. In addition, explore the transformative world of mural making, where artistic vision meets community engagement to create preventative options for heavily tagged areas.

Park Tank: Sell Your Parks Like a Shark

(0.1 CEU)

Ann Beck, Marketing and Communications Manager, Mansfield Parks and Recreation

Matt Young, Executive Director of Community Services, Mansfield Parks and Recreation

Do you have what it takes to face the sharks? We're all facing shortages of time, money and attention, making the ability to connect with leadership ever more crucial. Those sharks are out for blood, so you should be too! Ditch the old slides and tired refrains and catch bigger fish with a better pitch by learning to sell your parks like a corporate shark! With a few key data points, phrases and message refocusing, you'll close the deal in no time.

Programming an Outdoor Program for Veterans with Disabilities

(0.1 CEU)

Mia Macy, Adapted and Inclusive Recreation Coordinator, City of Denton

Carin Zeman, Outdoor Recreation Coordinator, City of Denton

Outdoor adventures are a useful component in invigorating veterans with service-related disabilities to engage in hobbies with their "new normal." Discuss partnerships, grant opportunities and how to collaborate with departments to create a successful program.

Roll for Initiative - Alternative Forms of Recreation for All

(0.1 CEU)

Miranda Maloy, Program Supervisor - Thrive, City of Lewisville

Do you have a population that wants to be a part of your facility or programs but doesn't necessarily have a passion for sports? Try "alternative recreation" the engaging and empowering form of recreation tied to eSports, Live Action Role Play (LARP), Dungeons and Dragons and more! In this fun session, you will learn what it takes to break the mold and cater to an often-forgotten population in ways that are sure to excite all ages!

Stuck in the Car for Four Hours: Being a Good Colleague

(0.1 CEU)

Dr. Jordan Daniel, Associate Professor, Angelo State University
Will Doss, City of McKinney

When relationships are good, they're good. But when they are not, they are a dumpster fire. Whether you ascribe to the "I'm the boss, not your friend" or "I am everyone's best pal" mindset, we can all get better at being a good colleague. This session explores ways for professionals to connect on a meaningful level to create a better group environment. Everything is better when the organization has happy and authentic relationships.

Wednesday, February 28, 4:00-5:00 p.m

Building On and Off Ramps for Success - The Importance of Hellos and Goodbyes

(0.1 CEU)

Kate Meacham, Director, City of Allen

Jennifer Robinson, Strategic Projects Manager, City of Allen

The first 90 days are essential to setting the tone for your team members journey within your organization. What are you doing to ensure every team member is on-boarded successfully and even more importantly at the end of their journey are off-boarded properly? This session will guide you in establishing your agency's on and off-boarding plan for all levels of your organization.

EquiTree: Tree Canopy Equity and Resources in the Neighborhoods You Serve

(0.1 CEU)

Meredith Tilley, Senior Management Analyst,

San Antonio Parks and Recreation

Michael Holinsky, City Forester,

San Antonio Parks and Recreation

Founded in the aftermath of destructive tornadoes in 2017, San Antonio Parks and Recreation's EquiTree Program focuses on urban canopy restoration on residential lots. In partnership with homeowners, park staff coordinates contractors to plant high-value trees in historically underserved and under-resourced areas. Session focus includes mechanics of program delivery, overcoming challenges and making the case to address the health of your urban forest through residential tree plantings.



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Leveraging AI: Empowering Parks and Recreation Staff with ChatGPT

(0.1 CEU)

*Lisa Henderson, Outdoor Education Supervisor,
Texas Parks and Wildlife Department*

This session will explore how ChatGPT, an advanced AI language model, can be utilized to enhance the operations and services provided by parks and recreation staff. From improving customer service to optimizing daily tasks and operations, this powerful tool offers immense potential. Join us to learn how to unlock this potential and harness the power of AI in your everyday work.

Relating with Parents

(0.1 CEU)

*Sheri Willis, Licensed Clinical Social Worker,
Self-employed/Consultant*

One difficult area associated with children's programming can be effective communication with parents. In this session, learn to identify parenting types and how best to provide effective communication. This includes tips and techniques to employ and how to react when things do not go as planned. Learn proven and effective communication tools that can be applied across many situations.

Seeing the Forest and the Trees: Investing in a Data-Centric Future

(0.1 CEU)

*Asher McNicol, Senior Management Coordinator,
City of San Antonio Parks and Recreation Department*

Organizations are collecting more data than ever, and data has evolved far past simple Excel spreadsheets. Data comes from many sources and is often complex, and the sheer volume of information makes data management a daunting task. Making data-informed decisions starts with understanding how data is impacted by the processes and systems that surround it. This session will dive into strategies, tools and methodologies to build a data framework that is adaptable and scalable for the future.

Special Events: Get Out of the Comfort Zone

(0.1 CEU)

*Jennifer Russell, Special Events Supervisor,
City of Frisco Parks and Recreation*

As our communities grow and change, our events should too. Have your special events evolved with your community or does the calendar look the same as it has for the last five years? It's time to get out of the traditional event comfort zone and start crafting innovative experiences that engage a more diverse audience. In this session, we will review our traditional programming, explore ways to spark creativity and start planning a new event for your changing community.

The MINUTE Method: Part 2

(0.1 CEU)

*Sydney Elliott, Youth and Business Supervisor, City of DeSoto
Jacob Zuniga, Assistant Director, City of Deer Park*

Are you in a rut with your professional growth? Do you not know how to climb the ladder in your career? This session will focus on the MINUTE method – defined by Minorities in Leisure Services (MILS) leaders who have been where you currently are. Topics include mentoring, involvement, networking and many more. You will leave this session feeling empowered and connected with like-minded professionals. Prior attendance to the 2023 session in Frisco (Part 1) is not required.

You're a Lifesaver! Tales of Heroism

(No CEUs)

This showcase session will highlight parks and recreation heroes - professionals across the state who have saved a life while serving in a role that is not primarily in a lifesaving capacity. Come help recognize the members of our professional community who have gone above and beyond the call of duty.



Scan to tell us about someone in the park and recreation industry who has saved a life. TRAPS will issue a Certificate of Recognition for every story submitted

Thursday, February 29, 9:45-10:45 a.m.

Allen Strong

(0.1 CEU)

*Teresa Thomason, Assistant Director of Parks and Recreation,
City of Allen*

*Kyle Benedict, Assistant Director of Parks and Recreation,
City of Allen*

In May 2023, the unthinkable happened in the city of Allen. An active shooter hit the city at the Allen Premium Outlet Mall, taking the lives of adults and children. Allen is not the first community to be struck by a tragedy of this nature, but hopefully sharing the story and the journey of how the Parks and Recreation Department with city police partnered with the FBI and several victim advocacy groups to support and help our community in a time of need, may benefit our peers across the state.

Camp PossAbilities: Adaptive and Inclusive Recreational Programs

(0.1 CEU)

*Josephine Sullivan, Founder and CEO,
Christina Sullivan Foundation*

The Christina Sullivan Foundation will be presenting on their expansive Camp PossAbilities programs. Camp PossAbilities provides individuals of varying abilities the opportunity to participate in a multitude of activities centered around

physical activity, nutrition and inclusion. The program is fostered through a partnership with UTMB School of Health Professions to promote community engagement, education and collaboration.

From Hierarchy to Honesty: Redefining Organizational Culture with Radical Candor

(0.1 CEU)

Sydney Elliott, Youth and Business Supervisor, City of DeSoto
Chris Glover, Director, City of DeSoto

Is your department's culture struggling? Do you have employees who are unhappy? Are you tired of them coming to you instead of each other? Join DeSoto Parks and Recreation as they discuss how their department changed after reading *Radical Candor* by Kim Scott. This session will provide key takeaways from the book and how you can change the dynamics in your department for the better.

Law & Order: Parks and Rec Unit

(0.1 CEU)

Carolyn Matthis, Assistant City Attorney, City of Irving
Amy Kinkade, Assistant Director of Parks and Recreation, City of Irving

It's time to get legal involved! Attend this session to learn how to have a mutually beneficial relationship with your city's attorney. Learn some of the basics including the difference between ordinances vs. policies and discuss various funding sources (grants, federal).

Mythbusters: Fighting Misinformation in the Aquatics Industry

(0.1 CEU)

Bill Weaver, Project Director, Water Technology Inc. (WTI)
Jen Gerber, VP, Strategic Partnerships and Operations, Water Technology Inc. (WTI)

Water Technology's Bill Weaver and Jen Gerber will lead this Mythbusters-style presentation, teaching professionals how to spot misinformation in the aquatic industry. Attendees will compete with our guests in this fast-paced interactive presentation using science, mathematics and experience to get to the bottom of several urban legends of the aquatic recreation industry. Will you be able to separate fact from fiction?

Novice to Know-It-All: Park and Trail Development 101

(0.1 CEU)

Lauren Shrum, Director of Parks, Recreation and Community Services, City of Schertz

A primer for "Rec DUMMIES" AKA recreation professionals who want to understand the "foreign language" that is park and trail development terminology and processes. Where does one start? What is parkland dedication? What do all of these terms mean? How many acronyms are there?! Come learn the basics so you can impress your boss in your next

meeting ... but really, let's get you started on your journey learning other aspects of the industry so you are prepared to move up to the next level.

Tales from the Trails

(0.1 CEU)

Kristi Avalos, President/CEO, Accessology Too LLC

This session highlights case studies from communities across the state who have successfully updated their outdoor developed areas – picnic areas, trails and camping areas – to be ADA compliant. The presenter will go through what started the project (A complaint? Proactive? Renovation?), the original unique challenges for each study, what did they try, what ultimately worked, was it handled in-house, out- or both and the outcomes.

What Are Your True Colors?

(0.1 CEU)

Shannon Coates, Director - Play Frisco, City of Frisco

Many of us have taken personality tests in the past, but how many of us have actively used those results to make our workplace better? By understanding ourselves and those around us more thoroughly, we can become stronger team members by understanding the unique qualities of our co-workers and promoting appreciation of individual differences. Quiz Time: Let's find out your true colors...

Thursday, February 29, 9:45 a.m.-12:00 p.m
(with a 15-minute break)

Implementing F&B that Drives Cost Recovery

(0.2 CEU)

Mike Holtzman, President, Founder and CEO, profitable Food Facilities Worldwide

Parks and rec food and beverage (F&B) programs drive cost recovery. Learn how to build a plan for success during this session. Answer questions such as how do we reduce the number of third party food vendors? What menu items should we add to our operation? How quickly will our F&B investment ROI? This course addresses these questions and more about how to develop, implement and maintain an F&B strategic plan that increases cost recovery, raises community engagement and enhances park user experience.

Thursday, February 29, 11:00 a.m.-12:00 p.m
Beyond Budgeting

(0.1 CEU)

Farrell Buller, Principal, 110%

As we know, being highly effective stewards of taxpayer resources takes more than a basic understanding of economic principles; there are a plethora of other vital considerations beyond budgeting. This session guides participants on how to best leverage financial discipline and forecasting while truly understanding your organization and communities' unique realities.



2024 EDUCATION PROGRAM

Delivering Exceptional Experience Adding Automation to Customer Engagement

(0.1 CEU)

Teresa Thomason, Assistant Director of Parks and Recreation, City of Allen

How do you engage your participants and deliver exceptional experiences in your facilities? Steal some tricks from the private sector! Automation and using the NPS scoring system reduces human failure and staff time, and it allows for a premium experience for your participants. It allows staff to identify and rectify existing gaps that may be causing dissatisfaction from your most important stakeholders. It enables teams to make informed strategic business decisions with tangible outcomes.

Game On! Planning a Successful Sports Facility

(0.1 CEU)

Elizabeth Mcilrath, Landscape Architecture Executive, Dunaway Associates LLC
Philip Neeley, Landscape Architect Manager, Dunaway Associates LLC

Like building a winning sports team, creating a signature athletic facility that meets the dynamic needs of a community can be complex. This session will walk participants through systemwide planning considerations, site design fundamentals, innovative placemaking and strategic teaming related to developing a destination sports complex.

M&M - Misconceptions and Minorities in Leadership

(0.1 CEU)

April Garcia, Supervisor, City of Dallas
Jason Enriquez, Supervisor, City of Dallas

M&M's come in different colors; some people favor certain colors and believe they have better flavor than others. However, all M&M's possess the same chocolate taste – they all serve the same purpose, just like us professionals. When our hearts are in the right place, we all make a difference in people's lives regardless of our age, gender, background or circumstances. Real-life interactive discussions will take place to bring awareness about what the misconceptions are about minorities.

Pilot or Passenger? Navigating Your Work-Life Balance

(0.1 CEU)

Lexis Taylor, Supervisor, City of Dallas

Participants will decide if they are in control of their work-life balance or if it is a struggle for them. They will review planning personal time and professional needs or schedules as effectively as they can while understanding that sometimes things will happen out of their control that interrupt plans and priorities. By the end of the session, all should understand how to recover from a lack of work-life balance and how to prioritize and plan to achieve a lifestyle with a healthy work-life balance.

Reeling in Angler Education Instructors

(0.1 CEU)

Gregory Akins, Aquatic Education Training Specialist, Texas Parks and Wildlife

Chuck Miller, Volunteer Instructor Trainer, Texas Parks and Wildlife
Learn about the TPWD Angler Education Training Program and how to teach fishing in your community. Angler Education is one of the many TPWD Train the Trainer programs that also include hunter education, boater education, Project Wild and community archery.

Technologies for Sports Field Management

(0.1 CEU)

Chase Straw, Assistant Professor, Texas A&M AgriLife
Weston Floyd, Research Specialist II, Texas A&M AgriLife
Recreation and park facilities face significant obstacles in maintaining safe, playable and sustainable surfaces. Challenges such as heavy usage, budget constraints, labor shortages and unpredictable weather can be overwhelming. However, cutting-edge technologies offer practical solutions to address some of these concerns. This presentation highlights several key technologies that can be implemented now to optimize resources and tackle these challenges effectively.

Ted Lasso Your Leadership

(0.1 CEU)

Jordan Daniel, Associate Professor, Angelo State University
Coach Ted Lasso captures our hearts and minds with the folksy and wise advice he dishes out to his players, coaches and everyone at AFC Richmond. We laugh, we cry, but we always walk away with a bigger lesson that can be applied to our personal lives. This session seeks to clarify how recreation can take a lovable football-turned-soccer coach's coaching philosophy and use it to great effect.

Thursday, February 29, 1:30-2:30 p.m

A Pathway to a Healthy Infrastructure Plan

(0.1 CEU)

Stacie Anaya, Director, City of Lewisville
Jose Marines, Administrative Analyst, City of Lewisville
The Lewisville 2023 Parks Master Plan leverages strategies to provide a holistic approach to municipal park planning. Using innovative community engagement, a diverse steering committee, consultant expertise from Half Associates and a partnership with the University of North Texas, the plan employs a social equity model that integrates spatial, demographic and socio-economic factors to develop implementation priorities and measure the future impact of the healthy infrastructure network.

Anything You Can Do, I Can Do Better!

(0.1 CEU)

Michal Anne Lord, PhD, CPRP, TRS/TX, Retired/TRAPS
Mark Lord, Executive Director, TAAF

Join Dr. Michal Anne Lord and Mark Lord as they each share stories from their extensive service to the Texas leisure industry. Hear about their passion for the field, what it is like to work with a sibling and what skills and qualities they feel have come in most handy during their careers. A final session description is pending.

Cultivating Creative Explorers through STEM-inspired Nature Journaling

(0.1 CEU)

Megan Sambilay, Education Coordinator, Galveston Bay Foundation

Mariah Waters, Education Coordinator, Galveston Bay Foundation

This interactive session will shed light on how student observations, creative documentation and reflection can ignite curiosity and foster a profound connection with the natural world. Join us to test a variety of different nature journaling techniques and learn how they can be adapted to fit your environmental education programs!

Human Trafficking Awareness for Recreation Professionals

(0.1 CEU)

Lydia Dobbins, Recreation Therapist, Self-Employed

Human trafficking is happening in the USA and doesn't look like it does in the movies. Recreation professionals have a responsibility to be aware and ready to address human trafficking in their communities. Recreation professionals serve in a unique capacity in their communities and can be a safe space for many, including human trafficking victims if they know what to be looking for.

Maximize Your Bond Packaging

(0.1 CEU)

William Spencer, President, MHS Planning and Design
Laci McRee

The purpose of this presentation will be to educate decision makers on current trends of bonds that passed and those that didn't in 2023 and over the previous five years, discuss the type of plan communities should have for projects in their bond, and the challenges and solutions for managing a bond. Learners will leave with a bond checklist that they can apply to their own efforts.

Parks Beyond the Buzzwords

(0.1 CEU)

Cindy Mendoza, Director of Parks and Recreation, MIG Inc.
Marco Hinojosa, Senior Project Associate, MIG Inc.

Many cities and districts strive to create parks that celebrate community culture and foster equity, accessibility, resiliency, urban greening and health. Even though there's a lot of buzz about these priorities, elected officials can be reluctant to support and fund the meaningful changes needed to create great parks. Find out what tools, techniques,

standards and policies are helping agencies move beyond the buzzwords to create inclusive and innovative parks and park systems.

Sports Programming Round Table

(0.1 CEU)

Joe Guzman, Assistant Program Manager, City of Corpus Christi

Join a roundtable discussion to include topics on what sports programming has worked well, what challenges are being faced and what the future of sports programming is.

Thursday, February 29, 1:30-4:00 p.m

(with a 30-minute break)

Turfgrass Mathematics 101

(0.2 CEU)

Chase Straw, Assistant Professor, Texas A&M AgriLife

Weston Floyd, Research Specialist II, Texas A&M AgriLife

Fertilizers and pesticides should be applied at the proper rate to achieve maximum efficiency and reduce environmental impacts. This two-part session will cover the basics regarding fertilizer and pesticide calculations, as well as recap sprayer and spreader calibrations. Bring your calculators!

Thursday, February 29, 3:00-4:00 p.m

10 Things I Learned From a Foo Fighter Concert

(0.1 CEU)

Donnie Hayes, Parks and Recreation Director, Missouri City

A dive into the inner workings of putting on a large concert with only 6 weeks and no staff hired to do it. I will talk about the things that were learned, the mistakes made, and the successes that were had. Coming out of the shutdown, we asked our community, "Do you miss Rock and Roll?" The answer was yes! You don't want to miss this session either.

From Camper to Counselor in Training (CIT) to Recreation Professional

(0.1 CEU)

April Garcia, Supervisor, City of Dallas

Julia Enriquez, Recreation Coordinator, City of Dallas

Most programs are for ages 5-12 years, and there are not always fun and productive options for youth who age out of the program. Counselors in Training (CIT) is a program designed to engage teens and give them the tools and resources they need to be summer camp leaders. This award-winning program has been impactful for the Dallas Park and Recreation Department. Learn how to create your own CIT program so you can start recruiting young recreation professionals in your organization.

Future and Young Professional Panel

(0.1 CEU)

This panel discussion, provided by the Future and Young



2024 EDUCATION PROGRAM

Professional (F&YP) Branch of TRAPS, will address hot topics relevant to today's young professionals. Hear leaders talk about the experiences, people and thoughts that led them to rise to the role of parks and recreation director (and beyond). This facilitated discussion aims to encourage all professionals in the field, regardless of where you are in your career journey. Featured speakers are Barbara Sanderson (Galveston), Jason Mangum (Missouri City), Kevin Browne (Katy), Michael Kowski (McKinney), Stacie Anaya (Lewisville) and Tyler Bybee (Taylor).

If You Can Do One Thing, Do This

(0.1 CEU)

Kristi, Avalos President/CEU, Accessology Too LLC

Lately, the only thing sparser than your staffing seems to be your budget, but you've got a handful of renovation projects looming over your department. Some of those updates will lead to new ADA considerations, and that feels like the cherry on top of this stress sundae. When so many things are begging for your attention and effort, let us help you identify the low-hanging fruit when it comes to getting started with the ADA. As a bonus, for each topic we cover, we'll also provide

one thing you can do to go above and beyond the ADA, for those overachievers out there.

Trends in Senior Programming

(0.1 CEU)

Katie Clines, Coordinator, City of Dallas

Latrice Brown, Supervisor, City of Dallas

In this session, learners will have an overview of the direction in trends that are developing and changing within leisure and recreation senior programming. The session will cover past, present and future trends in how recreation professionals can stay engaged.

What is Your Why?

(0.1 CEU)

Jeff Freeth, Assistant Director of Neighborhood Services, City of Anna

Are you looking for a way to reconnect to your purpose? This session will provide you with the necessary framework to empower you and/or your staff to redefine or realize "Your Why." Utilizing tools such as a SWOT analysis, developing a personal mission statement and SMART goal setting.



DANNY BOYKIN MEMORIAL GOLF TOURNAMENT

Tuesday, February 27, 2024 ▪ Moody Gardens Golf Course

We hope that you will be able to support the 2024 TRAPS State Golf Tournament, a networking fundraiser for the Texas Recreation and Park Society, in honor of Danny Boykin. During his 37-year career with the City of Grand Prairie, most recently as Senior Recreation Superintendent, Danny was a long-time supporter of TRAPS, the Texas Amateur Athletics Association, and Special Olympics Texas Summer Games. Danny raised over \$225,000 in the creation of many fundraising special events, where proceeds went to benefit area youth.



Moody Gardens Golf Course Ranked the #4 Public Golf Course in Texas by Golfers' Choice in 2022!

Galveston's premier public course is a seaside links enchantress whose lush paspalum fairways are lined with 500 palms and shorebird habitat. Sydnor Bayou laps at its shores to entice your best shot. As one of the state's top public courses, this completely new par 72 seaside links enchantress has undergone a comprehensive renovation. You will enjoy its larger practice range, new golf cart fleet and a newly remodeled clubhouse and pro shop.

2024 TOURNAMENT INFO

Event to start at 11am with a buffet lunch, brief program and door prize drawings followed by 12:30pm shotgun start.

Player fee:

\$100/\$125 | TRAPS Member/Non-Member
Limited to first 144 registered participants

Optional contests/donations:

Poker Hand - \$10
Mulligans - \$5/2 (max of 8 per team)
Putting Contest - \$10
Raffle Tickets - \$10/ea

Registration/Sponsorship:

Contact TRAPS Golf Chair and Immediate Past President, Trent Kelley with sponsorship and participant questions. tkelley@grapevintexas.gov

To register, visit: Institute.Traps.Org/golf