



Education Session Information

February 25 – 27

* This continuing education session content is pre-approved by NCTRC

Pre-Institute Tuesday, February 25th

8:00 a.m. – 3:00 p.m.

TR Tuesday - Navigating the Waters: Adaptive Kayaking Techniques and Inclusive Practices* (0.6 CEUs)

* This continuing education session content is pre-approved by NCTRC

Fee \$65 Member/\$80 Non-Member

Kevin Carr, Owner of Chosen Valley, LLC (Creating Ability & Chosen Valley Canoe Accessories)

This session aims to explore the world of adaptive kayaking focusing on techniques & strategies to make kayaking accessible to individuals with diverse abilities. Participants will delve into adaptive equipment, modifications, & instructional approaches designed to empower participants to enjoy the thrill of kayaking safely & confidently. Whether you're an experienced instructor or new to adaptive sports, this session offers valuable knowledge & resources to enhance kayaking experiences for all.

- Best practices for programming adaptive kayaking.
- Adaptations for kayaking equipment.
- Enhance facilitation for adaptive kayaking.

1:00 p.m. – 4:00 p.m.

Entry Level Leadership (0.3 CEUs)

Fee \$50 Member/\$70 Non-Member

Calie Willis – Chief of Strategic Relationships, City of Coppell

Building the foundation for executive-level leadership begins in entry-level positions. This session will help young professionals identify the necessary leadership and management skills needed to reach an executive level and provide opportunities to learn how to build those skills in entry-level positions.

Participants will self-identify their leadership styles and learn how to navigate crucial conversations, intentionally communicate, & manage change.

- Recognize blind spots, establish their core values, and create a personal leadership philosophy.
- Equipped to lead crucial conversations, intentionally communicate, and manage conflict.
- Identify the necessary skills to become a department director and how to build those skills in entry-level positions.

Pre-Institute Wednesday, February 26th, 8:30 a.m. – 12:00 p.m.

Pre-Institute 8:30 a.m. – 10:15 a.m.

Maintenance Morning - The Bridge Between Park Planning and Maintenance: Real-World Solutions (0.2 CEUs)

Fee \$55 Member/\$45 Non-Member

Ziad Kharrat, Assistant Director of Parks and Recreation City of Denton

Marshall McGee, Parks Manager City of Denton

This interactive session explores the synergies between park planning and park maintenance teams, demonstrating how collaborative planning can lead to effective, sustainable operational solutions. Participants will engage in real-world, hands-on exercises that simulate the process that planning and maintenance teams could perform to align their visions with practical implementation, ensuring that park projects are not only well-designed but also efficiently maintained over time.

- Formulate Park development solutions that bridge park planning and maintenance operations.
- Compare the influences between park planning and operations.
- Analyze foundations of interpreting site plans and developing maintenance programs to formulate ideas.

Wednesday, February 26th, 11:00 a.m. - 12:00 p.m.

Pruning Workshop (No CEUs)

Dave Madden, Urban (P)Forester – City of Pflugerville

The trees in your care can be assets to the community for generations. Pruning, when performed correctly and thoughtfully, allows trees to live in harmony with the community. However, when performed improperly or carelessly, this necessary maintenance can turn these magnificent assets into enormous liabilities, shortening their life by decades. In this workshop, we'll discuss when pruning is necessary, how to determine pruning objectives, and how to make proper cuts to minimize unnecessary damage and allow the tree to seal pruning cuts naturally.

Wednesday, February 26th, 8:30 a.m. – 10:15 a.m.

Welcome Session (0.1 CEUs)

Neelay Bhatt, Founder & CEO at Next Practice Partners

Directors Forum

Wednesday, February 26th, 11:00 a.m. – 3:45 p.m.

Fee \$360 Member/\$460 Non-Member

Neelay Bhatt, Founder & CEO at Next Practice Partners

Wednesday, February 26th, 11:00 a.m. - 12:00 p.m.

Camp Resource Roundup (0.1 CEUs)

Tori Thibodeaux, Director of Accreditation

Camp is a core part of summer programming for many recreation agencies. An NRPA survey of park and recreation directors found that 79% of 2023 summer seasonal hires were camp staff. How can it be, then, that camps managed by municipalities are so underrepresented in the American Camp Association's membership as well as their accreditation program? Come learn about resources your camp can lean on this summer and increase your knowledge of the voluntary, peer-reviewed ACA Accreditation program.

- Resources available to municipal camps in the state.
- Identify three benefits of ACA Accreditation.
- Steps to becoming an ACA Accredited camp.

Advocacy in Action: Empowering Legislative Efforts of Young Professionals* (0.1 CEUs) * This continuing education session content is pre-approved by NCTRC

Jeff Achee, Assistant Director of Pflugerville Parks and Recreation

This session is tailored for emerging professionals in the parks and recreation field, offering practical guidance on how to engage in advocacy efforts at the local, state, and federal levels. Participants will learn essential skills in communication, networking, and strategic planning to effectively influence policy and decision-making processes. The session provides valuable insights and tools to empower young professionals to become influential advocates in the industry.

- Demonstrate a comprehensive understanding of the advocacy processes at local, state, and federal levels.
- Appraise their skills in networking and communicating effectively with policymakers and stakeholders.
- Construct a personalized action plan for engaging in advocacy efforts.

Teen Leadership Blueprint: Building Tomorrow's Leaders Today (0.1 CEUs)

Cassie Paddock, Recreation Manager City of Schertz

Are you eager to kickstart a leadership program for teens but uncertain about where to begin? Dive into an engaging session where you'll learn how to create a dynamic teen leadership program tailored to the unique needs and interests of your community. From defining your program objectives to recruiting participants and designing impactful activities, you'll gain valuable insights and resources to make your Teen Leadership Program a success.

- Identify local resources and partnerships available to support the sustainability of a teen leadership program.
- Recall 3 team building or leadership activities to implement.
- Create a draft plan to take back to your organization.

Navigating the Path to 154/154: Achieving CAPRA Accreditation (0.1 CEUs)

Jose Marines, Administrative Analyst - City of Lewisville Parks and Recreation Department

Chris Chastain, Environmental Preserve and Greenbelt Manager - City of Lewisville Parks and Recreation Department

The speakers will share their role in accreditation and reaccreditation experiences, as well as sharing best practices, and expert advice to help you navigate the challenges and seize the opportunities on the path to accreditation. From establishing a solid foundation to implementing effective management strategies, this session will cover the key elements that contribute to the success of any park and recreation program seeking accreditation or reaccreditation.

- Build a foundation - understanding the accreditation process.
- Effective documentation and record-keeping.
- Continuous improvement and adaptation.

Cultivating Commitment: Fostering Retention in Recreation Staff (0.1 CEUs)

Jenna Katsaros, Facility Performance Advisor Barker Rinker Seacat Architecture

Dr. Laura Walker, Assistant Professor, Management, HRM, & Law - Troy University

Dive into the heart of employee satisfaction! We explore the nexus of retention, wages, and culture, sharing strategies to attract and retain top talent in community recreation centers. Discover the magic wage increase amount that spurs job-hopping, the power of perks like wellness programs, how a well-designed environment can support long-term career goals, and more. Real-world studies provide actionable insights for designing environments where staff choose to stay!

- Recognize the labor market shift and identify your agency's superpowers to navigate the new age of employment.
- Create engaging strategies to attract the best talent and cultivate a dynamic, inclusive workplace.
- Compare retention strategies to the latest and greatest methods discovered through formal and informal peer surveying.

Innovation is Invitation: Designing for ADHD, Auditory and Visual Disabilities, and More* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Jill Moore, Inclusive Play Specialist Landscape Structures

The topic of inclusive play has grown tremendously since its beginnings. As foundational knowledge around inclusive design has grown, so has the need for intentional design choices. We'll take an in-depth look at creating innovative inclusion. We'll review how to create a more intentional play for mobility devices beyond ramps. Designing for Deaf/Hard of hearing and blind/low vision, ADHD, autism, and motor coordination disabilities. Innovative spaces invite everyone to play.

- Identify how to discuss disability with proper verbiage, positively integrate disability into a designed space, and capture a snapshot of what disability looks like in your respective communities.
- Best practice design solutions for people with disabilities and an introduction to DeafScape design.
- How to articulate the maximum reach and impact of using inclusion and universal design practices in creating spaces.

11:00 a.m. - 12:00 p.m. (Part 1) & 1:30 p.m. - 2:30 p.m. (Part 2)

Adaptive Programming for Participants of All Abilities (Two-Part Session)* (0.1 CEUs each)

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Tamica Clement-Moore, Moore Recreation Therapy & Consulting Inc

Moore Recreation Therapy & Consulting Inc. conducted assessments for several parks and recreation departments, evaluating programs, classes, and practices to identify best practices and areas for improvement in serving persons with disabilities. Through this case study, participants will learn about the assessment process and discover strategic methods to adapt current programs and develop new adaptive recreation programming, ensuring appropriate opportunities for individuals with disabilities.

- Identify three ways to assess your parks and recreation department for inclusive practices and accessibility to serve individuals with disabilities.
- Identify the top three disabilities represented in your programs and outline strategies to effectively include individuals with these disabilities successfully.
- Create a preliminary outline detailing the steps needed to launch an adaptive recreation program.

Wednesday, February 26th, 1:30 p.m. - 2:30 p.m.

Transforming Texas: The Next Century of Texas State Parks (0.1 CEUs)

Rodney Franklin, Director of State Parks - Texas Parks and Wildlife Department

Join Rodney Franklin, Director of State Parks, as he discusses the transformative impact of the Centennial Parks Conservation Fund on the future of Texas State Parks, including the highly anticipated Devils River State Natural Area. Discover how this fund is driving strategic decisions, enhancing natural resources, and expanding public access, shaping the next century of Texas public lands.

- Discuss the Centennial Parks Conservation Fund.
- Identify how the fund will impact Texas public lands features and future plans of the Centennial Park development.
- Discover unique features of Devil's River SNA.

The Juice is Worth the Squeeze: Asking Better Questions Gets Better Answers* (0.1 CEUs)

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Jordan Daniel PhD, Associate Professor Angelo State University

Edgar Reed EdD, Associate Professor Angelo State University

Asking "Why" "How" and "Who," gets you into a blame game and a victimization mindset, which creates a negative framing around problem-solving in the workplace. This presentation challenges participants to shift their thinking into "What" and "How" as a part of their vocabulary because the way you ask questions dictates how you come up with an answer.

- Define current models of problem-solving in the workplace.
- Identify areas of personal growth in problem-solving.
- Implement "how" and "what" into frames of thinking to get better results.

These are my Monkeys, This is My Circus* (0.1 CEUs)

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Adam Trujillo, Activities and Special Event Superintendent City of Harker Heights

Step right up! Join the greatest show on Earth—your small department's event and program staff! Just like a circus, they juggle marketing, design experiences, logistics, sales, and heavy lifting all on their own. But fear not! Our session is your ticket to mastering the art of small-team spectacles. Discover the secrets of innovation, team building, and ensuring the show goes on! Come one, come all, and learn how to turn your small team into the star attraction of your community!

- Identify 2 opportunities for creating innovation in your team.
- Recall 3 methods for improved community engagement.
- Identify a strategy for resource allocation for a theoretical event.

Communication for Event Teams 101 (0.1 CEUs)

Josh Rodrique, Recreation Manager Cedar Park PARD

It seems so easy: just communicate with your team. But why do we fall short so often? Communicating with parks crews, marketing professionals, programmers, part-time staff, and seasonal staff all at once can be really difficult. In this session, you'll learn about communication shortcomings among the events team in Cedar Park, how we addressed those problems, and how you can improve your event communications from beginning to end.

- Indicate one area that your team struggles with communication.
- Implement one new method of communicating with your event team.
- Synthesize the information to create a communication plan for your team.

Pump Room 101 (0.1 CEUs)

Emily Marecle, Aquatic Supervisor City of Grapevine

Kurt Hardin, Assistant Parks Manager City of Grapevine

Learning a pump room is a daunting task and it's even harder for seasonal staff who only have 3 short months to learn everything. This session will provide you with examples of how to train your seasonal staff in the pump room, so your maintenance team doesn't hate you by September.

- Recognize the importance of using specific, real examples to communicate expectations.
- Illustrate the value of having how-to documents available for reference.
- Identify the importance of having separate training for seasonal staff who have responsibilities in the pump room.

Boosting Employee Morale - Harnessing the Power of the 5 Love Languages (0.1 CEUs)

Jesse Enriquez CTRS, Development Manager Laurel Ridge Treatment Center

Marcus Mercer, CTRS, CVW, Vice President of Operations MARBRIDGE Foundation

Embrace the 5 love languages to create a workplace where every employee feels seen, appreciated, and motivated. Celebrate success, foster connections, and watch your organization thrive with our innovative approaches to employee appreciation.

- Identify reasons why employees do not have higher initiative.
- Identify steps for aligning the behaviors of leaders & employees.
- Identify and discuss ways to reward or recognize team members.

It's Not What You Say, It's How You Say It* (0.1 CEUs)

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Matt Kaser, Principle Kaser Design

The session discusses the benefits of interpretation in parks and along trails. The one-hour presentation will highlight the value of location-based interpretation, cover the process of creating effective interpretive programs, and discuss intellectual, physical, and emotional connections. Attendees will learn the resources needed to start, the importance of themes, goals, and storylines, and best practices for implementation.

- Identify interpretive themes.
- Recall the three-goal types – intellectual, physical, and emotional.
- Identify opportunities in select conditions.

Maintaining Public Spaces with Contractors: The Good, the Bad and the Ugly (0.1 CEUs)

Deborah Branch, District Superintendent City of Fort Worth

Chris Swindle, Senior Contract Compliance Specialist City of Fort Worth

Learn how the City of Fort Worth improved contracted public space grounds maintenance over a five-year period. During this time contractor retention increased, citizen complaints declined, and contractors

transitioned to an electronic work order system. A variety of strategies were utilized to help transition an underperforming program to a thriving one, which has been paramount as Fort Worth transitions the majority of public space mowing to contractors.

- Recognize proven strategies to help achieve success through contracted maintenance despite setbacks and challenges.
- Identify metrics to manage a program and other takeaway ideas about routine maintenance.
- Examine strategies to employ individuals who have barriers to employment (incarceration, homelessness, etc.) or no government experience.

Wednesday, February 26th, 2:45 p.m. - 3:45 p.m.

TPWD Transition Plan: A Piece of the ADA Compliance Puzzle* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Jessica Burke, Accessibility Manager Texas Parks and Wildlife Department

John McGovern, Principal-in-Charge - The WT Group

This session introduces the Texas Parks and Wildlife Department (TPWD) Transition Plan for State Parks, addressing ADA retrofit requirements. We'll review transition plan requirements, ADA enforcement, and demographics in Texas. The session covers phasing retrofits, costs, impacts on TPWD staff, and defining and making TPWD programs accessible. We'll also apply court decisions, and settlements, and discuss applications to home PARD. Resources will be provided.

- Define ADA Title Transition Plan.
- Apply TPWD's unique approaches to their own parks and recreation departments.
- Identify one area for improvement in ADA compliance in their program or department.

Navigating Towards Meaningful Park and Recreation Experiences for All* (0.1 CEUs)

*This continuing education session content is pre-approved by NCTRC

Kate Meacham, Parks and Recreation Director City of Allen

Jennifer Robinson, Strategic Projects Manager City of Allen

Transforming your policies into real-life experiences. All aspects will be explored for an agency, regardless of size, to customize their approach to inclusion. From infrastructure to people, identify quick wins and plan for your long game. Explore ways to train your staff as well as create meaningful inclusion experiences.

- Develop an understanding of the difference between ADA and inclusion.
- Analyze the components of an ADA transition plan as it relates to CAPRA.
- Formulate ways to be more inclusive in your agency.

Changing Culture & Winning (0.1 CEUs)

Robert Basford, Assistant City Manager - City of Jersey Village

Laura Capps, Human Resources Manager - City of Jersey Village

Changing the workforce culture is never easy. Learn how Jersey Village moved from an unhealthy

workplace culture to being recognized by the Houston Chronicle as a Top Workplace in 2022. In this session you'll learn about the trials that tainted the culture, and how those roadblocks were overcome. You'll hear how the city manager empowered staff to come up with ways to become engaged and give themselves a voice. Listen to the two staff members who spearheaded the effort to increase engagement.

- Identify challenges teams, departments, and cities face when it comes to culture.
- Analyze the life cycle of a disengaged employee, identify some causes of disengagement, and learn a few techniques you can use to change culture and/or engagement.
- Identify three engagement programs, activities or initiatives you can implement within your team.

The Easy Way to Grow Your Canopy (0.1 CEUs)

Dave Madden, Urban (P)Forester – City of Pflugerville

Planting trees is great! It can also be labor-intensive, costly, and logistically challenging. There are probably areas in your community that have no recreational value, where natural forest development is being suppressed. Why don't we leave those areas be and free the trees? Learn about the stages of forest development, and how to exploit and expedite this natural process to increase your city's total urban canopy.

- Explain the benefits of trees and what types of trees grow naturally in their ecoregion.
- Recognize the natural stages of a forest, how they were managed by natural disturbances, and how to "manage" a developing forest in an urban environment.
- Identify over-managed areas that provide no recreation or economic value and would make good candidates for this strategy.

#NoMoreBoringMeetings (0.1 CEUs)

Shannon Coates, Director of Play Frisco

Meetings dominate the way that we do business today. Approximately 11 million meetings occur each day in the United States with professionals attending an average of 61.8 meetings per month. Assuming each meeting is an average of an hour long, approximately 31 hours per month, or 4 working days per month. Additionally, when surveyed, most professionals who meet regularly admitted to missing meetings, missing parts of meetings daydreaming and even falling asleep during meetings. After this session, you will have created a roadmap on how to run a successful meeting that energizes your staff.

- List three goals of a successful meeting.
- Identify three ways to implement a successful meeting.
- Create a "Meeting Plan" that can be implemented in your organization.

Emergency Action Plan for Senior Recreation & Aquatic Facilities* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Courtney Davis, Assistant Senior Recreation Center Supervisor City of McKinney

Samantha Williams, Assistant Aquatics Supervisor City of McKinney

Senior Recreation Centers are at increased risk of medical emergencies and have varying disabilities. Thus, requiring prompt execution of an emergency action plan. In this session, we will discuss the

challenges and rewards of creating a facility emergency action plan, the unique challenges of training a unified team with a generational gap, and why it is vital to collaborate together.

- Participants will identify the three most common medical emergencies faced by the senior demographic.
- Participants will receive tools to navigate emergency action plan training effectively, to be proactive rather than reactive.
- Participants will understand the importance of an effective emergency action plan.

Young H.O.T. (Helping Others Transform) Turnt: Leadership the New Way (0.1 CEUs)

Habrina Gardner, Facility Operations Superintendent City of Angleton

During this session, young professionals or new professionals will learn tips and tricks to navigate being new to parks and recreation. As well as how to become a leader as a young or new professional while incorporating your style. To wrap up this session we will discuss different ways and reasons to have a "TURNT" attitude or positive outlook as you navigate your new journey as a parks and recreation professional.

- Challenges of being a young or new professional, common terminology, and personal goals.
- H.O.T. (Helping Others Transform): Discovering how to lead your team, finding your leadership style, determining if your decisions work, how to ask for help, and how to be helpful.
- "Turnt": Maintain a positive attitude while you transition as a professional. Find your why, remember your why, and how to take time for yourself.

Creating Community Partnerships* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Dr. JoAnn Zimmerman, Associate Professor Texas State University

In an economy of shrinking resources, it is more important than ever that agencies develop partnership relationships with other agencies, organizations, and businesses in town. This session will share insights from research around the world on how to establish and maintain strong partnerships with other agencies to improve the benefits received by your community members.

- List at least three ingredients to a good partnership.
- Identify at least one program or service that would be improved through a partnership.
- Analyze partnership opportunities in their community.

Let's Grow Together - Creating a Vibrant Community Garden (0.1 CEUs)

Jason Ross, Parks Superintendent City of Pasadena

Jed Aplaca, Director of Parks & Recreation City of Pasadena

Dive into the successes and struggles of creating a successful community garden! We will discuss what is needed from securing land to garnering community support, sustainability, and much more. Explore the benefits that a Community Garden can bring to your city. Join us in sowing the seeds for a greener, healthier future for all.

- Distinguish what opportunities exist in your communities for the creation of a Community Garden.
- Identify several challenges or opportunities that can help your community garden succeed or fail.
- Formulate a plan to create a garden in your community and make it successful.

Wednesday, February 26th, 4:00 p.m. - 5:00 p.m.

Get in the Game: Youth Sport Destinations (0.1 CEUs)

David McCaskill, Leader of Sports, Entertainment and Tourism Group - Halff

J.D. Woods, Regional VP of Strategic Development - Sports Facilities Companies

Youth sports spending is experiencing tremendous growth. Communities are racing to build the biggest and best venue to entice tournaments to come to their town for the economic impact that these tournaments provide. We will describe that growth, the economic impact, and the ways to generate revenue from youth sports venues. Case studies will be presented of successful and not-so-successful youth sports venues. We will conclude our presentation with current trends in youth sports venue development.

- Describe the growth of Youth Sports spending and the impact of this spending.
- Describe, via case studies, successful and unsuccessful youth sports venues.
- Describe recent trends we see in the development of youth sports venues.

Safe Space Play Space: Inclusive Recreation Stories (0.1 CEUs)

Brian Vasquez, Senior Landscape Architect - Halff

Mary Hemenes, Recreation Manager City of Round Rock

Without intentional efforts, it is all too easy to build a park system that is perceived as setting a gold standard while inadvertently leaving some of our most vulnerable residents behind. Learn how some Texas communities have taken calculated and coordinated steps to entice individuals with physical, mental, or emotional disabilities to utilize their parks systems through system-wide enhancements, targeted investments, and the thoughtful application of inclusive design policies.

- Identify methods to evaluate the performance of your parks system's accessibility and inclusive recreation features.
- Develop a community-specific and multi-tiered approach to building an inclusive parks system through techniques that consider local needs, preferences, scale, resources, partners, and more.
- Identify intentional park design techniques that create a shared sense of belonging among all visitors.

Finding the Money: Traditional and Alternative Funding Options Explained (0.1 CEUs)

Richard DePalma, Principal, Public Affairs and Alternative Funding FGM Architects

Matt Lee, Senior Associate Norton Rose Fulbright LLP

Whether you are a newbie or an experienced park and rec professional, it is challenging to know the options in funding capital improvement projects or repairs. This session discusses the continuum of funding options used by municipalities. This info-dense session will cover COs, GOs, grants, 4B Sales Tax, fees, TIRZ, MUDs, PIDs, MMDs, BIDs, ESPCs, concessions, P3s, etc... Attendees will learn the differences, how funding can be layered, projects can be leveraged, and what factors make good choices.

- Identify the difference between traditional and alternative funding.

- Determine which types of funding can only be used for capital projects.
- Understand the different types of public-private partnerships available.

Fun For All: Celebrating Accessibility at Inks Lake* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Nathaniel Nouri, Texas Parks and Wildlife

Share in the success story of Fun For All, hosted at Inks Lake State Park on the 100th year of Texas State Parks. This event, focusing on creating accessibility, was so well received that it's now an annual tradition. Thanks to the collaboration with local partners in the accessibility community, Fun For All has become a hallmark of inclusivity & enjoyment for guests & staff alike. Discover our insights and experiences from the first two years & get inspired to create your inclusive events.

- Knowledge - Partners and organizations to look for & reach out to for assistance, equipment, knowledge, and promotion for your event.
- Synthesis - Creating accessibility beyond Fun For All; cost-effective equipment to achieve year-round accessibility.
- Application & Evaluation - The nuances of activity stations and their locations, the trials and errors learned.

Beyond the Dial Tone: Why Community Members still Resist Online Registration (0.1 CEUs)

Datis Mohsenipour, VP of Marketing Xplor Recreation

"Beyond the Dial Tone" delves into why phone and in-person registrations persist for parks and recreation in 2025. We uncover common pitfalls, address barriers across demographics, and offer actionable strategies. Sit in on this interactive session to learn how you can boost online registrations, streamline operations, and enhance community access.

- Identify Common pitfalls leading to over-the-phone registrations.
- Recognizing the registration needs and barriers of the various demographic groups we serve.
- Demonstrating actionable strategies to drive increased adoption of online registration cross-generationally by tying together our common pitfalls and the needs of our various demographic groups.

Keeping In-Service Interesting (0.1 CEUs)

Emily Maerle, Aquatic Supervisor City of Grapevine

Tired of boring staff meetings? Shake up your staff training by engaging them in fun, educational activities! You will get to participate in several different activities that you can take back to your organization and implement!

- Recall three ways that information can be transmitted through games/activities.
- Take home a new idea for a meeting icebreaker.
- Understand the benefits of competition-style games to keep staff engaged.

Designing with Sensory Needs in Mind* (0.1 CEUs) * This continuing education session content is pre-approved by NCTRC

Ariel Mansholt, OTD, OTR/L

Sensory-related disabilities are the fastest-growing disability category among children today. In this presentation, we will define this spectrum of childhood disabilities that is much broader than autism. Design strategies will be presented on how to create play spaces so that these children and their families can successfully GET there, PLAY there, and STAY there and have tons of fun. Concepts will be wrapped together in a real-life case study.

- Explain the current concept of a multi-dimensional spectrum for typical children and those with a variety of childhood medical conditions that impact learning.
- Incorporate design strategies that help these visitors be able to GET to the play space, incorporate design strategies that help these visitors be able to PLAY at the play space.
- Incorporate design strategies that help these visitors be able to STAY at the play space

Wednesday, February 26th, 4:00 p.m. - 5:00 p.m.

Goal Mastery: Charting Your Path to Success* Panel (0.1 CEUs)

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Natalie Klinsky, Recreation/Aquatic Therapist Fresh Bloom, LLC

Join us for an engaging session focused on mastering the art of goal setting and objective alignment. Participants will learn how to effectively define, prioritize, and communicate their goals, ensuring alignment with organizational objectives and personal aspirations. Whether you're a seasoned professional seeking to refine your goal-setting skills or just starting your career, this session will provide insights and tools to help you navigate your path to success with clarity and purpose.

- Distinguish the differences between goals & objectives.
- Verbally identify and define all SMART components.
- Practice applying SMART drafting three goals and two objectives per goal.

Improving Outdoor Access: Small Changes, Big Impact* (0.1 CEUs)

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Chris Meza, Accessibility Program Specialist Texas Parks and Wildlife Department

The Texas Parks and Wildlife Department (TPWD) is actively working towards improving access for all visitors. TPWD accessibility staff will dive into our department-wide transition plan and how it's only the starting point for barrier removal. Discussing how our new Access and Inclusion Solutions Process contributes to small changes, making state parks more accessible while still aligning with TPWD's mission and philosophy.

- Learners will be able to identify accessibility barriers.
- Learners will be able to identify and explain a current barrier at their agency.
- Learners will identify one facility-based accessibility goal to take back to their agency.

Wednesday, February 26th, 5:15 p.m. - 5:45 p.m.

Branch Meetings – RPSE, F&YP, MILS, TR, Leisure & Aging

Thursday, February 27th, 8:00 a.m. - 9:30 a.m.

Keynote (No CEUs)

Sereniah Breland, City Manager Pflugerville

Thursday, February 27th, 9:45 a.m. - 10:45 a.m.

Marketing Power-Ups: Super Mario Style (0.1 CEUs)

Jenna Gilbreath, Strategic Marketing Manager - Public and Media Relations Office, City of Allen

Dana Ball, Marketing Manager - Public and Media Relations Office, City of Allen

Organizing and designing your agency's marketing can be a big, time-sucking boss battle in a dark, sad, lava-filled dungeon. Jump to new heights in efficiency and level up with easy, popular tech. Learn flows that simplify requests, prioritize needs, and improve communication. After this punny chat with some PARD marketing "plumbers", you'll be the superstar of your pipeline. Tech resources explained include Microsoft Teams, Planner, Power Automate, Adobe Acrobat, Canva & Cloud Sharing.

- Determine three areas of promotion in your pipeline that could be more efficient.
- List ways you have received marketing/promotion requests in the past year.
- Identify tech from our toolbelt that will give you back time, resources, or peace of mind.

Next Generation Training or Training the Next Generation? (0.1 CEUs)

Jordan Daniel PhD, Associate Professor Angelo State University

Edgar Reed EdD, Associate Professor Angelo State University

Everyone looks for the next new thing in training. The hard truth is that most training is perfectly fine. BUT, are they curated to reach the new younger audience? This presentation seeks to give best practices and tips on how to reach high school/college-aged employees in a way that resonates with them.

- Recall best practices in training young employees.
- Define areas of growth in their current organization's training.
- Create a new aspect of the current training they already do.

Just Blow Your Whistle: Why Good Guards Fail to Recognize (0.1 CEUs)

Kelly Martinez, Aquatic Coordinator – Kelly Martinez Speaks

Victim recognition is easily the most important aspect of a lifeguard's job. This session will address recognition failure and the factors that contribute to this lapse even with great lifeguards. We will explore the misconceptions associated with victims, as well as share videos to support these preconceived stereotypes. In-service training activities and drills will be shared to enhance and reinforce recognition.

- Examine and discuss which human factors inhibit recognition and what several different drowning victims look like.
- Distinguish between several traditional training methods and discuss their effectiveness.

- Construct a toolbox of alternative training techniques that will focus on scanning and recognition.

Open Air Steel Structure: Adding Value to the Built Environment (0.1 CEUs)

Greg Hawkins, Vice President Business Development Whirlix Design Inc.

There has been a seismic shift in how we now think about space. Join us in discussing how, through design and partnerships, we can expand the health & wellness of users in the built environment without sacrificing creativity, uniqueness, or budget.

- How future design will place an emphasis on Health, Wellness, and Biophilic Design.
- When steel is the most appropriate material choice for your project.
- How different partners add value to your project in the built environment.

Thursday, February 27th, 9:45 a.m. - 10:45 a.m. (Part 1) & Thursday, February 27th, 11:00 a.m. – 12:00 p.m. (Part 2)

Managing the Fun: Inclusive Staffing for Parks and Recreation Programs Part 1 & 2* (0.1 CEUs each) *

This continuing education session content is pre-approved by NCTRC

Jana Burke, President Mariposa Professional Services

Parks & recreation agencies have made great strides in creating accessible programming & facilities for users with disabilities. The next step for disability inclusion focuses on staffing, employees & volunteers, with a variety of disabilities. Join the discussion about creating accessible, inclusive opportunities for employees & volunteers with disabilities & learn about the positive impact of disability diversity & inclusion.

- Define “inclusive staffing.”
- Identify at least two benefits of inclusive staffing for parks and recreation programs.
- Discuss at least three best practices for effective disability-inclusive staffing & volunteerism.

This Girl is on Fire (0.1 CEUs)

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

"...Looks like a girl, but she's a flame | So bright, she can burn your eyes | Better look the other way | You can try, but you'll never forget her name | She's on top of the world..." This session is for Girls on Fire leading the way in Parks & Recreation. Hear an inspiring leadership journey from a woman director and learn about women leaders who came before us, as well as some of the future bright stars. We will discuss gender inequity data, share our struggles, and highlight our successes.

- Examine the research available on the challenges women in leadership face.
- Identify one new network opportunity to enhance your leadership skills.
- Create a draft plan to take back to your organization on what you can do to support yourself or other women in their leadership journey.

Every Second Counts: How FX's Bear made us better public servants (0.1 CEUs)

Josh Rodrigue, Recreation Manager Cedar Park PARD

Janson Meyers, Recreation Coordinator Cedar Park PARD

"Good enough for government work" is enough of a statement to drive parks & recreation professionals nuts! Visitors to this session will learn how The Bear's commission of "every second counts" and other themes from the show can point public servants down a path of excellence. Using these themes and speakers' philosophies of excellence, attendees will also get a chance to craft their philosophy of excellence. Together we can make every second count in parks and leisure services.

- Recall three principles of leadership.
- Develop a personal philosophy of excellence.
- Identify one way to improve your team's approach to excellence.

Emerald Ash Borer Tracking in the City of Dallas (0.1 CEUs)

Christopher Morris, Urban Biologist / Sr. Environmental Coordinator City of Dallas Parks and Recreation

The emerald ash borer (*Agrilus planipennis*) is a destructive, invasive wood-boring pest of ash trees (*Fraxinus* spp.). EAB is a significant threat to urban, suburban, and rural forests as it kills both stressed and healthy ash trees. EAB is very aggressive, and ash trees may die within two or three years after they become infested. The City of Dallas has a multi-departmental response plan to trap and track the spread through the city and to treat significant and sizable trees throughout the city.

- Demonstrate the need to create an EAB response plan.
- Identify Ash groves in their cities.
- Constructing an EAB response plan.

Synthetic Turf Fields - are they really easier to care for than grass? (0.1 CEUs)

Morgan Skidmore, Park Manager Travis County Parks

Juan Zamora, Park Supervisor Travis County Parks

You've heard that synthetic turf fields are easier to maintain than grass fields, but are they? What exactly is involved with artificial turf upkeep and what equipment is needed to take care of it? Come find out in this session all about synthetic turf maintenance! We'll also discuss the differences between artificial and natural grass fields and how design can impact their maintenance needs.

- Examine the differences between natural grass and synthetic turf fields.
- Describe the tasks required to maintain the safety and upkeep of synthetic turf fields.
- Discuss field and facility design and how it impacts the maintenance needs of turf fields.

Thursday, February 27th, 11:00 a.m. – 12:00 p.m.

Talking Next Practices with the Next Practitioners (0.1 CEU)

Neelay Bhatt, Founder & CEO at Next Practice Partners

In an era defined by rapid technological advancements and shifting societal norms, the parks and recreation industry is undergoing a significant transformation. From the integration of AI to a heightened focus on mental health the rise of alternative recreational activities and the changing workforce, these changes present both challenges and opportunities. Join us for a candid and thought-provoking conversation with young professionals who are leading the way in embracing these new trends.

- Attendees will list ways in which workplaces can utilize AI and new technologies to improve efficiency.
- Attendees will identify key mental health initiatives that can be integrated into programs and the workplace to support self and community well-being.
- Attendees will recall new and trending recreation and sports activities and new workforce trends.

Game On: Transforming Public Outreach with Gamification (0.1 CEUs)

Katrina Arndt, Principal Planner Pland Collaborative

Miriam Diddy, Planner Pland Collaborative

In today's dynamic landscape, traditional outreach methods often struggle to capture attention and foster engagement. Incorporating gamification principles can transform outreach into interactive, educational, and enjoyable experiences. This session explores best practices in gamification for public engagement, featuring an immersive exercise and tools for playful community involvement. Participants will learn effective strategies to enhance public engagement through gamification.

- Recall best practices related to engagement through gamification strategies.
- Demonstrate Audience participation in an engagement game.
- Set up and facilitate an engagement game.

Wow Factor: Techniques to Motivate Your Team into Providing Exceptional Guest Experiences (0.1 CEUs)

Kelly Martinez, Aquatic Coordinator – Kelly Martinez Speaks

Guest services have been a priority at all recreational facilities; however, does your team walk the talk? This presentation will focus on providing participants with an understanding and implementation of the WOW Factor. It will also examine exceptional guest services, motivating teams through incentive programs, and how to achieve buy-in at all levels.

- Assess their team's priority of providing exceptional guest services to every person who comes through their door.
- Discuss methods of motivation using incentives and positive recognition whenever an employee goes over and beyond.
- Examine the "peak-end theory" and assess this theory in relationship to their facility.

11:00 a.m. - 12:00 p.m. (Part 1) & 1:30 p.m. - 2:30 p.m. (Part 2)

Critical Thinking: ADA Compliance Strategies for your PARD (Two-Part Session)* (0.1 CEUs each) *

This continuing education session content is pre-approved by NCTRC

John McGovern, Principal-in-Charge - The WT Group

The Americans with Disabilities Act (ADA) turned 35 years old in January. Parks and Recreation agencies have been the success story in ADA implementation. That said, unforced errors in parks, facilities, and programs continue. This session relies on Court decisions and Settlement Agreements to clarify ADA park and facility access, and recreation inclusion. Scenarios taken from real disputes will test the audience. Come and bring your hardest access and inclusion questions!

- Identify the four ways the ADA is enforced against a PARD.
- Describe the three factors that make parks and facilities accessible and whether your sites measure up.
- Interpret the definitions of reasonable modification and the inclusion process and evaluate whether your PARD is on the right or wrong track.

Building a Mental Health Toolkit for a Healthy Workplace* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Sheri Willis, Clinical Social Worker & Consultant

In today's workplace, leaders who demonstrate a high level of emotional intelligence have employees with a higher level of engagement and job satisfaction. Learn what it takes to model emotional intelligence while gaining valuable skills to implement with your staff. Walk away from this presentation with practical tools to meet the emotional needs of your workforce.

- Identify areas of importance to understanding emotional intelligence.
- Collect three tools to implement with your staff.
- Formulate a plan to demonstrate emotional intelligence.

Fields, Courts, and Users Part 1: How many is enough? (0.1 CEUs)

*Darin Barr, President Ballard*King & Associates*

*Scott Caron, Senior Associate Ballard*King & Associates*

In today's ever-changing parks and recreation landscape, professionals are being pushed to address both the needs of the day-to-day user and other special interest groups. In this session we will talk about the challenges associated with working within budgets, expanding facilities, and seeking a positive economic impact, to help understand "how many is enough?"

- Identify available metrics for usage and demands of spaces
- Recognize different user expectations of facility usage.
- Recall lessons learned from case studies.

Beyond the Minimums: Improving Play and Recreation Experiences for All Visitors* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Jennie Sumrell, Community Outreach Director PlayCore

Thoughtfully break down physical and social barriers to create a welcoming atmosphere and ensure parks intentionally support the developmental benefits of inclusive, intergenerational play! Research findings and data offer unique insights to demonstrate the positive impact of designing outdoor play and recreation destinations to address the diverse needs of the whole child, the whole environment, and the whole community!

- Differentiate playground terminology to clarify the differences between accessible design, universal design, and inclusive design.
- Define three evidence-based design best practices that thoughtfully meet the physical, social-emotional, sensory, cognitive, and communicative needs of all children, including those with disabilities in outdoor park settings.

- Express the positive benefits and impact that inclusive play destinations have on community health and wellness.

Nuts & Bolts of Building a Parks Foundation: Case Study of Travis County (0.1 CEUs)

Joanna Wolaver, Executive Director Travis County Parks Foundation

Deron Shumake, Board Member and Treasurer Travis County Parks Foundation

In this session, you will learn the nuts and bolts of building a nonprofit foundation to support your parks system. Drawing from lessons learned from the creation of the Travis County Parks Foundation, this session will provide you with the tools you need to embark on the creation of a foundation from understanding roles and key first steps to learning about available resources to support your effort.

- Understanding of the unique roles of a parks foundation versus a parks system and how to build a strong partnership.
- Understanding of how to start and/or support the start of a park's foundation.
- Understand the different challenges and opportunities to keep in mind during the early years of a Foundation and the resources available to support the creation of a foundation.

Launching a Swim Lesson Program from Concept to Success (0.1 CEUs)

Brittany Kartchner, Aquatic Center Coordinator City of Irving

Learn the essentials of launching a swim lesson program from start to finish. Discover initial steps, navigating approvals, effective planning, hiring/training staff, strategic marketing, and successfully launching your program. Gain insights and practical tips for overcoming challenges and achieving success in swim lesson programming.

- Participants will gain a thorough understanding of the essential steps involved in launching a swim lesson program, from initial planning to execution.
- Attendees will learn practical strategies for navigating the approval process, hiring and training staff, and effectively marketing the program to maximize participation and impact.
- By the end of the session, learners will feel equipped with the knowledge and tools needed to confidently launch and manage a successful swim lesson program at the facility.

Thursday, February 27th, 1:30 p.m. – 2:30 p.m.

Charting your Career Path (0.1 CEUs)

Future & Young Professionals Directors Panel

Join the Future & Young Professionals Branch as they moderate a panel of directors who will share their journeys and offer invaluable advice on navigating the stages of your career. Whether you're just starting or looking to advance to the next level, this session will equip you with the insights and tools needed to chart a successful career path. Featured speakers are Jacob Zuniga (Deer Park), Kate Meacham (Allen), Fince Espinoza (Southlake), and Daniele Stewart (Missouri City).

- Recall the skills needed to grow as leaders in the profession of Parks and Recreation.
- Summarize the importance of mentorship during their career journey.
- Identify professional development opportunities in the field.

Beyond the Noise: AI in Parks and Recreation (0.1 CEUs)

Will Harrison, Kaizen Labs

Artificial intelligence, a major trend since 2023, is here to stay. While promising, AI can feel overwhelming with terms like LLM, GPT, machine learning, and NLP. How will AI impact parks & recreation? What are practical, responsible, and user-friendly use cases? How will AI change resident engagement with services? This session will cover these topics and help parks & recreation professionals stay current and address challenges and ethical considerations in adopting AI solutions.

- Recognize how AI is impacting and will continue to impact Parks & Recreation for both staff and residents across customer service, marketing, programming, and facilities.
- Formulate responsible and user-friendly use cases for AI that staff can consider implementing to drive productivity.
- Assess the challenges and ethical implications related to adopting AI solutions in Parks & Recreation.

Tips and Tricks for Effective Swim Lessons (0.1 CEUs)

Kelly Martinez, Aquatic Coordinator – Kelly Martinez Speaks

This session is jam-packed with tips and tricks to help your swim lesson instructors improve their effectiveness. By analyzing videos from multiple swim lessons, we will focus on the concepts of swimming independence, better use of equipment, improving time on task, enhancing repetition, and evaluating drill effectiveness. The results? Children learn how to swim much faster with better teaching methods!

- Compare training methods used in teaching other sports and compare them to how the aquatic industry teaches swim lessons.
- Analyze multiple videos of swimming lessons that demonstrate effective drills and practice time.
- Examine a video of a swim lesson and fill out a time-on-task evaluation form based on the concepts taught in this session.

Unlocking Gen Z Potential: Recruiting Rebels and Retaining Rockstars (0.1 CEUs)

Brandon Jones, Parks and Recreation Aquatics Professional

Don't miss out on this informative lecture that will shed light on the unique characteristics of Gen Z and provide actionable strategies for attracting and keeping them within your organization. Learn how to leverage social media, recruit massive amounts of prospective job candidates, and create a positive work culture that resonates with this tech-savvy, purpose-driven generation. Walk away with the tools and knowledge needed to stay ahead in the race for talent retention.

- Examine different ways to recruit candidates.
- Identify areas of improvement in the hiring process.
- Tell your own stories of hiring seasonal talent.

Yes Man Says No: Embracing Diversity of Thought in your Organization* (0.1 CEUs)

*This continuing education session content is pre-approved by NCTRC

Dr. Willette Middleton, Recreation Operation Supervisor City of West University Place

As organizations make strides to hire, build, and service diverse populations within a community, it's important to explore how creating a team of diverse thinkers can uphold the organization's missions, goals, and values. Let's move away from the same old same and create a new wave of open dialogue, healthy discussions, and diverse thought to move our organizations forward.

- Learners will be able to explore the demographics of diversity within an organization.
- Learners will be able to examine how diversity in thought promotes growth within an organization.
- Learners will be able to discuss two effective practices to aid in creating diverse thinkers.

Fields, Courts, and Users Part 2: Revenue Generation and Economic Impact (0.1 CEUs)

*Darin Barr, President Ballard*King & Associates*

Scott Caron, Senior Associate

The facilities to accommodate youth and adult sports are the modern-day arms race. Each organization wants to build the newest, biggest, and best facility to attract participants, tournaments, and money. With a multitude of facilities in the feasibility, planning, and operational phases, how much market is available, how much money can we generate, and will there be an economic impact? [Part 1 is not required to benefit from this session]

- Identify sports tourism.
- Evaluate differences between local, regional, and national event needs
- Analyze operational and economic impacts.

Meeting the Needs of the Disability Community through Parks and Recreation* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Dr. Allie Thomas, Assistant Professor Texas State University

Jessica Burke, Accessibility Manager Texas Parks and Wildlife Department

Most parks and recreation departments want to better serve their disability community but feel limited by staff or resources. Your hosts, two recreational therapy and community engagement experts, will help identify growth areas using best practices. This session introduces innovative ideas for success, highlights the approach by Texas PARDS, and helps you develop long-term goals. You'll leave with immediate, high-impact strategies that could position your department as a leader in inclusion.

- Pinpoint key areas where your parks and recreation department can improve services for the disability community.
- Apply best practices in recreational therapy and community engagement to enhance inclusivity.
- Write actionable strategies to demonstrate your department's commitment to serving all community members effectively.

Fraise Mowing: Achievable Reality and What is Your Turnaround Time (0.1 CEUs)

Weston Floyd, Research Specialist at Texas A&M University

Jacob Winger, Master's Student at Texas A&M University

This presentation will center on fraise mowing for sports fields. Fraise mowing is the mechanical removal of thatch and dead plant material that can build up over time. Years of play can also lead to an unlevel surface that requires renovation. Our focus will be on preparation, optimal depth, and recovery. We'll

discuss studies conducted at Texas A&M University and present our results. The aim is to demonstrate that implementing this technique is feasible for all facilities.

- Attendees will be provided with scientific data regarding preparations, applications, and options for regrowth.
- Attendees will be presented with a plan for performing this operation and how to present field closure during recovery to administrators.
- Attendees will leave with an opportunity to assess their facility and create a plan for conducting this renovation, along with the knowledge of how to communicate to their board on why the need for the correct material is necessary.

5 Birds 1 Stone* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Corinna Fleming, CTRS, Pacesetters Coordinator West Texas Rehab Center

Jordan Daniel PhD, Associate Professor Angelo State

As our population ages, the need for effective strategies to enhance the well-being of seniors becomes increasingly critical. This proposal outlines a holistic dedication to exploring the integration of recreational activities within the framework of the Five Domains of Wellness—Physical, Emotional, Social, Intellectual, and Spiritual. By leveraging these domains, we aim to provide a holistic approach to improving the quality of life for elderly populations.

- Recall the importance of the five domains of wellness.
- Categorize and identify impractical strategies and program ideas to enhance each domain through recreational activities.
- Assess their home organization's approach to elderly wellness and the ability to advocate for its implementation in various settings.

Thursday, February 27th, 3:00 p.m. - 4:00 p.m.

Creating Park Stewards through Sustainability Programming (0.1 CEUs)

Frances McGee, Senior Environmental Coordinator Dallas Parks and Recreation

Juan Casas, Division Engagement Coordinator Dallas Parks and Recreation

This session will discuss how sustainability and conservation programming can shape experiences and provide motivation to at-risk youth & teens, park and recreation employees to become lifelong learners and lovers of the outdoors and ultimately stewards of our parks. Programming offers an opportunity for youth and teens to make connections with professionals, participate in conservation and sustainability work, and be introduced to careers in the park and recreation field.

- Recall what sustainability is and what an environmental steward is.
- Demonstrate how to engage employees with interactive learning.
- Identify at least three professionals to collaborate on conservation and sustainability programming.

New Fitness Equipment Trends (0.1 CEUs)

Adam Aberbach, Director of Business Development - Fit Supply

Specific to Fitness Equipment - Trends that set Recreation Centers apart from the big box, private clubs, to help attract, retain, and prepare for current and new members as well as better equip recreation facilities for the higher performing athletes to the aging population.

- Identify different modalities of fitness training exercises and how equipment plays a key role in the experience.
- Distinguish how their facilities operate when compared to private club competition, to help create a plan to stay ahead of fitness equipment market changes.
- Interpret how technology is evolving the way clubs and organizations are generating more income and efficiency.

Understanding Gen Z: Working with Zoomers* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Sheri Willis, Clinical Social Worker & Consultant

Gen Z (Zoomers) are consumers and young employees in your programs. Learn what motivates and hinders the next generation. Sometimes called “The Anxious Generation,” teens and young adults are often misunderstood. Learn what has shaped them, how they think, and how to motivate this upcoming group that is entering the workforce. This course contains information to understand Zoomers and practical applications to engage them in programs and the workplace.

- Recognize three unique events and conditions that have shaped Gen Z.
- Examine barriers to program and workforce success for Zoomers.
- Plan for successful integration of Gen Z into the workforce.

Volunteer Engagement 101 (0.1 CEUs)

Corina Sadler, Volunteer Resources Manager City of Plano

Morgan Green-Griffin, Volunteer Resources Coordinator City of Plano

Learn what it takes to run a successful volunteer program from two Certified Volunteer Administrators who manage Volunteers in Plano, a municipal volunteer program that engages over 6,000 citizens each year. To the untrained eye, VIP’s success may look like magic, but it is the result of understanding and implementing industry-standard practices. Volunteer Engagement 101 will inspire and prepare you to take the next steps in improving or establishing your program.

- Best practices for volunteer management.
- Evaluate your organization’s existing or future program.
- Devise the next steps for your volunteer program.

Intergenerational Programming* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Jamie Jaco-Cooper, Senior Center Manager Flower Mound Senior Center

What do kids and seniors have in common? Both can benefit tremendously from programs through your Parks and Recreation department! Intergenerational programs bring together two of the most vulnerable members of our communities: seniors and youth. Learn why intergenerational programs are important,

how to adapt current programs to serve multiple generations, and what makes intergenerational programs successful.

- Identify benefits of intergenerational programming for youth, seniors, and Parks and Recreation Departments
- Identify at least one current program that can be adapted into an intergenerational program
- Create a draft plan of a new intergenerational program to take back to their organization

Turfgrass Management for Water Conservation (0.1 CEUs)

Dr. Agustin Boeri, Texas A&M AgriLife

Participants will learn about water conservation strategies including best management practices, irrigation auditing, soil preparation and improvement, irrigation sources, and new technologies.

- Recall three methods for water conservation.
- Calculate Irrigation Running Time Based on Crop Coefficients.
- Identify one area of opportunity in their organization.

Community Integration after Brain Injury* (0.1 CEUs)

* This continuing education session content is pre-approved by NCTRC

Marissa Holt, Recreation Therapist Moody Neurorehabilitation Institute

Transitioning home after a brain injury can be exciting and stressful. Community leisure programs and events provide an opportunity for brain injury survivors and their caregivers to receive social support, engage in meaningful activities, and enjoy their free time. Together we will identify what a brain injury is, barriers to participation, and ways to increase inclusion for this population.

- Learners will be able to identify three ways living with a brain injury can impact an individual's ability to engage in community activities
- Learners will be able to list five barriers individuals with brain injury face when engaging in community activities
- Learners will be able to discuss two ways individuals/organizations can modify programming to accommodate individuals with brain injuries

Host Aquatic Events at Your Facility (0.1 CEUs)

Brittany Kartchner, Aquatic Center Coordinator City of Irving

Have you ever wanted to host an event at your aquatic facility? This session will discuss the planning, organization, and implementation of hosting aquatic events.

- Identifying the type of events that will be a success, community needs and wants, and your program budgets.
- Indicate groups within your community that would benefit from an aquatic event.
- Construct a draft plan to take back to your organization.

Questions? Please contact TRAPS at 512.267.5550 or traps@traps.org