



WELCOME TO TRAPS 2023 INSTITUTE

I am so excited to welcome you to the 2023 Texas Recreation and Park Society Institute and Expo! As the director of Play Frisco, the Parks and Recreation department for Frisco, Texas, I couldn't be more thrilled that you have come here to connect, learn and play. Welcome to The City That Plays, where the question we ask each day is, "Have you played today?"

As park and recreation professionals, we all understand the value of play. Play relieves stress, stimulates the mind, boosts creativity and improves brain function. Play Frisco provides fun activities for people of all ages and abilities so they can enjoy a happier, healthier life. We help residents and visitors find well-being through play by offering quality parks, recreation and cultural experiences.

If you like to play athletically, you've come to the right place. Home to several professional sports teams and organizations, including the Dallas Cowboys, FC Dallas, Frisco RoughRiders and PGA of America, Frisco is the ultimate sports destination.

If you'd rather play artistically or play culturally, you won't be disappointed. When it comes to arts and culture, Frisco offers an impressive public art trail, as well as the Texas Sculpture Garden, and a growing museum district that includes the

Museum of the American Railroad, National Videogame Museum, Frisco Heritage Museum and National Soccer Hall of Fame.

Prefer to play naturally? Make sure to explore the city's hidden gems, such as Limestone Quarry Park, Taychas Trail and the Cottonwood Creek Greenbelt.

Playing hard works up an appetite, and with more than 400 restaurants, you can satisfy your appetite with truly tasty options.

While you are here, I hope you discover why we are known as The City That Plays. To #FindYourPlay in Frisco, make sure to visit us at www.playfrisco.org and www.visitfrisco.com. And when someone asks, "Have you played today?" make sure you can say you have.

Sincerely,

Shannon Coates

Shannon Coates, Ph.D., CPRE
Director of Play Frisco



SCHEDULE AT A GLANCE

TRAPS 2023 INSTITUTE & EXPO

February 27-March 3

Frisco, Texas

Title Sponsor: Cunningham Recreation

MONDAY, FEBRUARY 27

8 a.m.-5 p.m..... CPSI Class at The Grove at Frisco Commons - sponsored by PlayWell

TUESDAY, FEBRUARY 28

8 a.m.-5 p.m..... CPSI Class at The Grove at Frisco Commons - sponsored by PlayWell

8-11 a.m. TRAPS Board Meeting

8:30 a.m.-5 p.m.....Pre-Institute (TR Tuesday at Frisco)

11 a.m.-5 p.m.Registration and packet pickup

12-6 p.m.Danny Boykin Golf Tournament at Stonebriar - sponsored by Parkhill

12:30-4:30 p.m.Pre-Institute (Jamie Rae Walker and Laura Miller, "Maintenance Planning Basics")

12:30-4:30 p.m.Pre-Institute (Collin Corporate College, "Post-Succession Planning")

7:30-8:30 p.m.....President's Reception (by invitation) - sponsored by Brinkley Sargent Wiginton Architects

WEDNESDAY, MARCH 1

7:30 a.m.-5 p.m.....Registration and packet pickup

8 a.m.-2 p.m.....State Maintenance Rodeo at Harold Bacchus Community Park (plus POPS Branch meeting) - sponsored by PlayWell and TMRS

8-9:30 a.m..... All Institute General Session 1 - sponsored by Musco Lighting

- TRAPS Academy of Leadership Development Recognition
- Neil Ihde, CEO, Life IQ

9:30 a.m.-9:45 a.m. Refreshment Break - sponsored by BCI Burke

9:45 a.m.-12:15 p.m..... Directors' Forum: Sansdemic (Neil Ihde) - sponsored by Xplor Technologies

9:45-10:45 a.m..... Education Session 2 - sponsored by BCI Burke

11 a.m.-12 p.m.....Education Session 3 - sponsored by Playground Solutions of Texas

12-1:15 p.m. Lunch on your own

1-3:30 p.m..... Directors' Forum: Evolving Long- & Short-Term Recruiting and Retention Strategies (Katie Sepe) - sponsored by Xplor Technologies

1:15-2:15 p.m..... Education Session 4 - sponsored by Neptune Radio

2:30-3:30 p.m..... Education Session 5

3:30-3:45 p.m..... Refreshment Break - sponsored by DaySmart Recreation

4-5 p.m. Education Session 6

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

5:45-6:45 p.m.....President's Preview of the Exhibit Hall - Exhibit Hall opens

5:45-6:15 p.m..... Tour - The Star

6:30-7 p.m..... Tour - The Star

7:15-9:15 p.m..... Welcome Social at The Star - sponsored by Kraftsman, Landscape Structures, Comm-Fit, and LJA Engineering

THURSDAY, MARCH 2

7:30 a.m.-5 p.m.....Registration and packet pickup

8-9:15 a.m.....All Institute General Session 7 (Katie Sepe, Director of HR, Naperville Park District) - sponsored by Clark Condon

- Lone Star Legacy Parks Recognition

8:30-10 a.m..... Past President's Breakfast

9:15-9:30 a.m..... Refreshment Break - sponsored by Vortex

9:15 a.m.-3:15 p.m..... Exhibit Hall Hours

9:30-10:30 a.m..... Education Session 8

10:45-11:45 a.m. Education Session 9

11:45 a.m.-1:30 p.m.....Lunch with the Exhibitors (Lunch at noon; Exhibit Hall will close at 3:15 p.m.)

1:30-2:30 p.m..... Education Session 10

2:30-3 p.m.....Ice Cream Break - sponsored by T.F. Harper & Associates

3:15-6 p.m..... Exhibit Hall breakdown and move-out

3:15-4:15 p.m..... Education Session 11

4:30-6 p.m..... Awards Reception & Board Installation - sponsored by McAdams

6:15-7:30 p.m..... TPRF Auction

7:30-9:30 p.m..... Directors' Social at The Grove - sponsored by TAAF and TPPC

FRIDAY, MARCH 3

8:30-9:30 a.m..... Meeting with the 2024 TRAPS Institute Committee

TR TUESDAY AT FRISCO - THERAPEUTIC RECREATION

Tuesday, February 28, 8:30 a.m.-5 p.m.

FEE: \$90 Member/\$110 Nonmember/\$35 Student

8:30-9:30 a.m.

Adaptive Hiking*

(0.1 CEU)

Alex Guarco, Senior Operations Manager, GRIT

GRIT believes that everybody deserves access to the outdoors and adventure, regardless of their physical ability. Outdoor recreational activities can provide powerful therapeutic and healing benefits, but people with disabilities are too often unable to participate. Inclusive programming considers the diverse needs of the community, is proactively built to promote equity and wellness for all, and may be easier to initiate than you think.

- Identify five (5) outdoor recreation programs around the United States that have built specific programs for people with disabilities.
- Understand best practices in inclusive outdoor recreation programming.
- Define actionable measures to implement inclusive programming in your community.

9:45-10:45 a.m.

Adult Day Programs and the Therapeutic Process*

(0.1 CEU)

Rachel Hyde, Recreation Program Coordinator, City of Austin - McBeth Recreation Center

Sara Carlson, Recreation Program Supervisor, City of Austin - McBeth Recreation Center

Join us as we walk through the City of Austin's unique therapeutic adult day programs! In this session you will learn about the needs of adults with Intellectual or Developmental Disabilities (IDD) in your community. We will also outline the therapeutic process currently being utilized by the City of Austin, starting at the assessment of a potential participant all the way through implementation of our programs. This is an exciting opportunity to learn about a successful program that can be replicated in your city!

- Identify unmet needs in audience member's community for adults with Intellectual or Developmental Disabilities.
- Replicate the steps required to create a therapeutic adult day program in their community.
- Utilize presented assessment tools to understand how to best meet individual therapeutic goals and appropriate program placements.

11 a.m.-12 p.m.

Promoting Independence*

(0.1 CEU)

Leti Gonzalez, Owner, Imagine Therapies

Claire Winchester, Contractor, Imagine Therapies

For many participants, independence is often met with barriers, making leisure participation sometimes difficult. Social connections, recreation participation and community engagement are important components of health and well-being. This session addresses how to facilitate, adapt and document interventions and sessions, both in person and virtually.

- Identify at least three (3) interventions that promote independence.
- Define at least one (1) way to modify a face-to-face intervention for virtual platforms/sessions.
- Demonstrate at least one (1) barrier to independence for participants.

TRACK A - HALF-DAY CONTRACTING FOCUS

1:30-4:45 p.m.

The Ins and Outs of Contracting in the Field of TR*

(0.3 CEU)

Cozea Stephens, Contractor, Life Therapies

Kassandra Soto, City of Dallas

You've made it into the contracting world – now what? We all know the APIED process (of assessment, planning, implementation, evaluation and documentation) and its importance in improving client outcomes. But what

about the day-to-day schedule, and the actual implementation and documentation for us as contract therapists? In this workshop we will be covering all these topics and more in an interactive presentation. As contract work continues to grow in demand, we want to ensure therapists are prepared for success.

- Identify three (3) appropriate types of assessment tools and write two (2) goals and objectives.
- Identify three (3) appropriate interventions and three (3) community resources.
- Demonstrate effective progress note documentation by writing and sharing one with the group.

TRACK B - THREE 60-MINUTE SESSIONS

1:30-2:30 p.m.

Texas Parks and Wildlife Department Service Animal Training*

(0.1 CEU)

Cole Johnson, Accessibility Training and Development Specialist, Texas Parks and Wildlife Department

Christopher Meza, Accessibility Program Specialist, Texas Parks and Wildlife Department

This session will cover everything a Texas Parks and Wildlife Department staff would need to know about service animals. We will go over the differences between a service animal and an emotional support animal, discuss allowing or not allowing a service animal in a sensitive environment, and cover what tasks a service animal can perform and more.

- Define the difference between a service animal and an emotional support animal.
- Identify when a service animal can or cannot have access.
- List which animals can be service animals and emotional support animals.

2:45-3:45 p.m.

Sensory Stimulation in an Aquatic Setting*

(0.1 CEU)

Carlie Morris, Sensory Stimulation in an Aquatic Setting,

Children's Rehabilitation Institute Teleton

This session will explore the impact sensory stimulation interventions may have on transitions for children with disabilities in an aquatic therapy setting.

- Demonstrate the impact sensory stimulation interventions have in an aquatic therapy setting.
- Demonstrate common characteristics in individuals with autism spectrum disorder (ASD) and the struggle with transitions.
- Identify the structure and style of the assessment used for study.

4-5 p.m.

Operation Early Impact: Heroes on the Water Assessment Development & Impact*

(0.1 CEU)

Shelby Jackson, Clinical Assistant Professor & Internship Coordinator, Texas State University

Joe Winston, Director of Therapeutic Programs, Heroes on the Water

Heroes on the Water (HOW) provides kayak fishing events to service members, emergency responders and their families. HOW's therapeutic programs partner with recreational therapy professionals, providing weekly and biweekly events. This session will discuss the process for developing HOW's assessment and explore the impact of therapeutic kayak fishing programs on military service members, specifically regarding stress management, relationships and self-efficacy.

- Identify at least one (1) outcome of HOW therapeutic kayak fishing programs.
- Identify at least two (2) steps of developing a survey, including testing validity.
- Identify at least one (1) resource for starting HOW therapeutic kayak fishing program.

*** This session content is CE Pre-approved by NCTRC.**



2023 EDUCATION PROGRAM

CERTIFIED PLAYGROUND SAFETY INSPECTOR (CPSI)

Monday-Tuesday, February 27-28, 8 a.m.-5 p.m. (Class)

Wednesday, March 1, 9-11 a.m. (Exam)

NRPA's Certified Playground Safety Inspector Course and Exam (1.2 CEUs)

Sponsored by the National Recreation and Park Association (NRPA) and PlayWell, 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 and includes resource materials developed especially for this course. The course also includes 10 hours of classroom instruction by nationally recognized playground safety experts and an off-site visit to a playground to help identify hazards and do a safety audit.

SOLD OUT -WAITING LIST ONLY

FEES:

CPSI Course: \$475 TRAPS/NRPA Member/\$525 Nonmember

CPSI Exam or Recertification Exam: \$175 TRAPS/NRPA Member/\$175 Nonmember

VOLUNTEER OPPORTUNITIES AT INSTITUTE

Institute doesn't happen without a team of volunteers to help. It's a great opportunity for students and young professionals to get involved and attend Institute for free. While anyone can volunteer, priority is given to those without a full-time career in the industry.

Eligibility:

- Professionals must be a member of the Texas Recreation and Park Society.
- Must express a sincere commitment to the Society and its mission.
- Must commit to a minimum of 12 volunteer hours to be eligible for waived registration.*

*Meals and social functions are not guaranteed.

MEET THIS YEAR'S SCHOLARSHIP RECIPIENTS!

Elena Christopher, City of Austin
 Kayla Daniels, City of Conroe
 Danielle Finney, Missouri City PARD
 Rain Thoresen, City of Kerrville
 Mike True, Harris County Precinct 2
 Kaylie Wagner, City of Conroe

Tex-Terns

Shelby Jackson, City of Allen
 Erin Seifert, City of Allen

This year's scholarship funding was generously donated by the Central, East, North and West TRAPS regions, the Future & Young Professionals and Therapeutic Recreation (TR) branches of TRAPS, Dallas/Fort Worth Directors' Association, Greater Gulf Coast Directors' Association and the TRAPS Scholarship Fund.

Thank you to this year's scholarship committee for the time you dedicated to the rating process.

PRE-INSTITUTE SESSIONS

Tuesday, February 28, 12:30-4:30 p.m.

Maintenance Planning Basics

(0.4 CEUs)

FEE: \$60 Member/\$120 Nonmember

Jamie Rae Walker, Associate Professor, Texas A&M AgriLife Extension

Laura Miller, County Extension Agent, Texas A&M AgriLife Extension

An overview of the how, what and why of maintenance planning. This session will review why plans are important and discuss typical sections and components of plans and their importance.

- Describe the components of a maintenance plan.
- List the components of a plan that are relevant to their work.
- Decipher how to best start or update maintenance planning in their work.

Tuesday, February 28, 12:30-4:30 p.m.

Post-Succession Planning

(0.4 CEUs)

FEE: \$60 Member/\$120 Nonmember

Glenn W. Richardson II, Founder and Chief Talent Advisor, Rhodium Talent Advisors, Collin Corporate College

Any organization would be wise to promote their most engaged and brightest individual contributors when a supervisory role becomes available. Knowing that the luxury of training time isn't always there to fully prepare this new leader for their next step, Collin Corporate College has created a four-hour intensive training specifically for new and emerging supervisors. Through interactive activities and discussion, participants will learn the basics of what it takes to be a leader others are excited to follow, regardless of years of experience. The course has three main focus areas: Influencing Others, Dynamics of Motivation and Successfully Navigating the Organizational Chart.

- Identify effective influencing skills for a variety of situations and encounters (i.e., peers, reports, leadership).
- Define the nature of their organization's culture and the rules of engagement.
- Demonstrate motivation methods that unleash contributors to initiate improvements within their organization.

DIRECTORS' FORUM - "BATTLING FOR THE BEST"

Sponsored by Xplor Technologies

Wednesday, March 1, 9:45 a.m.-3:30 p.m.

(0.4 CEU)

FEE: \$325 Member/\$425 Nonmember

Sansdemic: Without People - Strategies to Attract and Retain a Vanishing Workforce

Neil Ihde, CEO, Life IQ

Organizations are always on the lookout for great talent, but that challenge is getting more difficult by the day. The reality is that the workforce is shrinking due to a convergence of several concerning factors. To survive and thrive, organizations need to change their view that people are not expenses, but rather understand that they are their most important assets that appreciate over time.

- Define sansdemic and explore its impact.
- Explore the three (3) preexisting labor conditions exacerbated in 2020.
- Identify strategies to attract and retain a vanishing workforce.

Evolving Long- & Short-Term Recruiting and Retention Strategies

Katie Sepe, Director of Human Resources, Naperville Park District

Recruiting and retaining employees at every level in the parks and recreation field have presented challenges in recent years. The challenges intensified due to outside factors. This session will explore the current job market, creative recruiting techniques, competing with private sector employers and how to maximize the tenure of good employees.

- Understand how the hiring function can maximize internal and external relationships for recruiting purposes.
- Understand how operational policies and procedures impact recruiting and retention.
- Understand that different employee groups may be driven by different incentives to continue employment with the organization.

GENERAL SESSIONS

Wednesday, March 1, 8-9:30 a.m.

Recreate Recreation*

(0.1 CEU)

Neil Ihde, CEO, Life IQ

Collectively we've experienced some very challenging times. But we were also given an opportunity to reflect on our values, circumstances and purpose. We began to reconsider our relationship with work and our need and desire for recreation. Recreation is literally an opportunity to re-create ourselves. Creating space to learn, relax and contemplate is a lost art but is essential for contentment.

- Recognize how we created our current stressed-out state and the interventions necessary to create a healthier existence.
- Identify the benefits of recreation, community and play.
- Explore the concept of contentment.

Thursday, March 2, 8-9:15 a.m.

Burnout or a Slow Roast*

(0.1 CEU)

Katie Sepe, Director of Human Resources, Naperville Park District

The field of parks and recreation is one where professionals are working when our patrons are enjoying their down or off time. We have been known to work long hours setting up special events, prepping soggy ballfields and cleaning up when others have gone home. Burnout isn't a new concept, but factors such as staffing shortages and more demanding patrons have fueled the fire. We'll explore this topic and methods to minimize the impacts on us and our coworkers.

- Recognize burnout in yourself and others.
- Recognize the impact of burnout on your department/organization.
- Work toward a culture that supports staff and values a work-life balance.

TRACKS/TOPICS

- Planning, Design and Data
- Programming
- Leadership and Professional Development
- Customer Service and Engagement
- Park and Facility Maintenance

* This session content is CE Pre-approved by NCTRC.

EDUCATIONAL SESSIONS

Wednesday, March 1, 9:45-10:45 a.m.

Chair Chi: Seated Tai Chi for the Movement Impaired Populations*

(0.1 CEU)

Pat Griffith, Founder and President, Chair Chi

Chair Chi is a gentle exercise program developed by Pat Griffith to help people receive the benefits of traditional Tai Chi Chuan in the comfort and safety of their chair. This allows people who cannot stand or do not feel confident with their balance to participate.

- Demonstrate some of the warmup and cooldown (Chi Gung) exercises of Chair Chi.
- Demonstrate some of the breathing, massage and stretching techniques of Chair Chi.
- Demonstrate some of the Chair Chi form.

Developing Creative City-Wide Sponsorship

(0.1 CEU)

Cara Blackmon, Special Event Manager, Town of Little Elm

In this session you will learn how to bundle citywide assets to create multiyear sponsorship proposals resulting in higher dollars and less clutter. Enjoy the fun of working across departments and presenting your city as a whole, eliminating multiple people reaching out to the same sponsors.

- Examine multiyear proposals across multiple departments, eliminating cookie-cutter sponsorship proposals.
- Identify tangible assets within the city.
- Learn how to bundle those assets.

Humanizing Smart City Technologies for Parks and Trails

(0.1 CEU)

Matt Bucchin, Regional Practice Leader over Planning, Halff Associates Inc.

Lenny Hughes, Planning and Landscape Architecture Practice Leader, Halff Associates Inc.

Our buildings, transportation and infrastructure are becoming more intelligent, and our citizens are completely reliant on tech as part of daily life. This session introduces the concept of Smart Cities, its trends and benefits, and its growing applicability to building successful parks, trails and other essential elements of our civic infrastructure.

- Recognize the trends leading to the rise of Smart City technologies as part of our urban landscapes and built environments.
- Understand the benefits and constraints of using Smart City technologies as part of parks and trails projects and processes.
- Identify innovative Smart City technology-related opportunities to infuse into future parks or trails projects or processes.

Let's Get Squirrelly

(0.1 CEU)

Mark Honberger

Have you ever watched squirrels? We could learn a lot from the squirrel ... lessons that readily apply to our everyday work routines. By being "squirrelly," we can improve our performance and even fly. This session is chock-full of humor and inspiring lessons. Come be energized to Go Get "Squirrelly"!

- Identify how to Jump Into a Squirrelly Personality: Be Enthusiastic and Inquisitive
- Identify how to Succeed Like a Squirrel: Using Tenacity and Teamwork
- Identify how to Thrive Like a Squirrel: Balanced Behavior (Storing vs. Eating, Safety vs. Taking a Flying Leap)

Photography for Parks Professionals

Moved to Wed. 3/1 @ 4-5pm

(0.1 CEU)

Ann Beck, Marketing and Communications Manager, City of Mansfield

Nikki Funderburk, Marketing and Public Relations Specialist, City of Grand Prairie

A picture is worth a thousand words, but you don't have to be a pro to get great quality images to tell the story of your department and sell your programs! Learn basic (and slightly advanced!) photography that applies whether you're using a digital single-lens reflex (DSLR) camera or your phone, as well as important editing tips and photo checklists to make sure you capture every fun, exciting, action-packed, memory-making moment.

- Take great pictures and video with any camera in a variety of parks and recreation situations.
- Edit photos to get the best impact.
- Understand best practices and know what pictures to take and when.

So Much Better Online - Aquatic Chemical Controllers

(0.1 CEU)

Connan Campbell, Regional Sales Manager, ProMinent Fluid Controls

In this session, we will talk about the benefits of having chemical controllers



2023 EDUCATION PROGRAM

online for swimming pools and splashpads. We will discuss ease of access to the controller, chemical savings and man-hours savings.

- Understand how to place the controller online.
- Understand the cost benefits of having the controller online.
- See the benefit of quick reaction to alarms on the controller.

The Esports Blueprint

(0.1 CEU)

Cody Wager, Recreation Coordinator, City of Carrollton

Justin Swaney, Recreation Supervisor, City of Carrollton

Interested in bringing esports to your parks and recreation department but don't know where to start? This session will give you the blueprint! Presenters Cody Wager and Justin Swaney will discuss the city of Carrollton's new esports center and share information on how to propose, determine a budget for, and program an esports space.

- Understand how to propose a new esports center/program to different levels of management.
- Determine potential budget options that are right for their department regarding esports.
- Know what to look for in a potential esports partner.

Unbusy Work Your Intern: Create a Win-Win Internship Experience for All*

(0.1 CEU)

Deidre Flores, Assistant Director of Parks and Recreation, City of Kerrville

Internships are a necessity for students, but they can be a benefit for both the intern and the organization. If internships are handled correctly, the student and the organization can both gain experience and knowledge, and create a résumé builder for both involved. This session will provide you information on ways to maximize your intern while providing a strong experience they can take with them as they start their career.

- Recognize intern bias/misconceptions and ways to eliminate them.
- Discuss the internship manual: Provide examples of what internship manuals look like and how they can be useful.
- Describe ways to use interns/internships to benefit the agency, grow the skills of the intern and build the agency's event/program base.

Wednesday, March 1, 11 a.m.-12 p.m.

Coach Safely and Win Without Losses

(0.1 CEU)

Natalie Norman, Executive Director, Alabama Recreation and Parks Association

Steve Brown, Vice President - External Affairs, CoachSafely Foundation

This is an introduction to a peer-reviewed, evidence-based safety training for volunteer coaches and personnel associated with 14-Under sports. The session will demonstrate how the CoachSafely course provides safety training and certification through educational data to include emergency preparedness; concussion and trauma; heat-related injury; physical conditioning and equipment usage; issues leading to sudden cardiac death; communicable and infectious disease; and mental health and well-being.

- Demonstrate effective training process in order to provide equitable access to safe play environments in youth sports.
- Discuss three (3) like-minded partners/collaborators that will help increase coaches trained, thereby increasing the number of kids in safer environments.
- Discuss nine (9) areas of injury recognition and prevention opportunity with coaches, personnel and parents.

Future and Young Professionals Branch Session: The Road to Leadership

(0.1 CEU)

Jeff Achee, Director of Parks and Recreation, City of Harker Heights

Geronimo Aguirre, Parks and Recreation Manager, City of New Braunfels

Are you looking to take your next step in the parks and recreation field but not sure how? Or maybe you want to become more involved in

TRAPS but don't know how? During this session you will hear from leaders in the field on how they reached their current positions. We will talk about challenges they faced and impactful moments in their career, and dive into what they look for in people they hire. You will leave this session with helpful tips and motivation to pursue your career goals.

- Identify steps toward reaching your next career goal.
- Identify ways to improve your job application.
- Identify ways to become involved in TRAPS.

Infinite Cosmic Power. Itty Bitty Living Space: Small Leadership*

(0.1 CEU)

Jordan Daniel, Ph.D., Associate Professor, Angelo State University

Will Doss, Program Coordinator, City of McKinney

Big challenge. Small solutions. Not everyone is the director, the superintendent, the "boss." But we all have a hand in our organizational culture and how lowercase leadership is performed. This presentation looks at five (5) practical applications of small leadership in recreation.

- Understand community needs.
- Develop internal organizational cultural competencies.
- Design their own development plan for self-growth and the growth of culture.

Let's Play! - An Adventure in Mobile Recreation

(0.1 CEU)

Courtney Wright, Recreation Specialist II, City of Allen

Billy Diaz, Program Supervisor, City of Allen

Interested in a mobile recreation unit? Learn how the City of Allen has developed and implemented their Recreation Enrichment Vehicle program to assist with community outreach, program overflow, internal and external departmental partnership, underutilized parks and filling the gap in programming throughout the city.

- Evaluate ways to develop or improve a mobile recreation program.
- Review organization and development of a program that reflects parks and recreation and external department needs.
- Discuss use of active software and communication channels to improve communications between departments.

Maximizing Your Municipal Golf Facility

(0.1 CEU)

Dan Nicholas, Principal, FGM Architects

Richard DePalma, Principal, FGM Architects

As the number of people playing golf has soared over the last two years, many golf courses are leveraging the love to improve the golf clubhouse experience and increase revenue. Learn from veteran golf clubhouse designer Dan Nicholas and researcher Rich DePalma on the best practices in golf clubhouse design that generate revenue and enhance the clubhouse experience for the community. Dan Nicholas has more than 30 years of experience designing award-winning clubhouses across the country.

- Understand facility improvements that generate activity and revenue.
- Understand facility challenges that have a lower cost recovery and usership value based on collected data.
- Understand the funding and procurement options to implement golf facility improvements.

Pay Them Less: The Positive Impact of Community Service Programs

(0.1 CEU)

Tyra Bardin, Community Supervision Resource Officer, Collin County CSCD

At a time when many municipalities are experiencing a near labor crisis, learn how hosting community service workers can be mutually beneficial to your organization and your local community, without adding another salary to the payroll. We will discuss the most common needs of probationers completing community service hours, how to connect with your local Community Supervision and Corrections Department (CSCD), and common duties performed by community service workers.

- Discuss three (3) potential benefits to the municipality that has a community service program.
- Identify three (3) needs of probationers.
- Discuss a partnership approach between corrections departments and parks and recreation organizations.

This Must Be the Place: Building a Culture of Trust in the Workplace* (0.1 CEU)

Jessica Burke, *State Parks Outdoor Education and Outreach Manager, Texas Parks and Wildlife Department*
Ky Harkey, *State Parks Director of Interpretation, Texas Parks and Wildlife Department*

Trust is more than an agency core value; it is an imperative. A workplace must evolve, adapt and grow to meet the needs of the communities we serve. A team can only identify the directions for this change through open and honest conversations, and for employees to contribute to a culture of innovation, they must feel safe giving and receiving feedback. In the era of the great resignation, this type of healthy workplace will help foster more sustainable systems and build lasting relationships.

- Describe psychological safety.
- Articulate the importance of psychological safety toward innovation and employee retention.
- Facilitate at least one trust-building practice or activity at their workplace.

Trending in Play and Design

(0.1 CEU)

Sarah Lisiecki, *BCI Burke*

Play is important to our communities and helps keep everyone engaged, active and developing. During this course, we will review and discuss the top trends in play design, what positive impact incorporating these trends into play spaces has on community members, and examples and case studies to illustrate these trends in action. This session is useful for all audiences who design, advocate for, use or purchase play, recreation or outdoor fitness spaces.

- Use statistics to support and advocate for outdoor spaces and show return on investment (ROI) on public play, recreation and outdoor fitness areas.
- List the top trends in play design and how they foster development, create play equity and help all community members spend more time outdoors.
- Review a case study of a community and how some of the latest trends in play helped create a space the entire community advocated for, supports and uses.

Wednesday, March 1, 1:15-2:15 p.m.

A Custodian's Tale

(0.1 CEU)

Jason Ringdahl, *Principal, Barker Rinker Seacat Architecture*

Craig Bouck, *Partner and Principal, Barker Rinker Seacat Architecture*

When designing and planning for a new recreation center, it's easy to get caught up in form over function or focus solely on the guest experience. What would be helpful is changing your viewpoint to consider *all* users of the space to design the most efficient center possible. We will go room by room, completing a custodian's checklist to get an empathetic look at how design can positively impact every user!

- Gain a new perspective that will benefit their planning/design process.
- Recommend easy-to-implement design changes to benefit their staff long term.
- Recognize that this seemingly complex process of "planning for everything" can be stress-free.

Designing Events for Sponsorship Success

(0.1 CEU)

Jasmine Lee, *Event Consultant, JL Event Pro*

Building a successful sponsorship program starts long before speaking with potential partners. Your event design can help you attract more sponsors

and increase the value of the partnerships. Learn how to make your layout, schedule, activities and more work in your financial favor. Events of any size can increase sponsorship revenue through intentional design!

- List at least three (3) areas of concern that impact the value sponsors place on an event.
- Demonstrate an event layout that appeals to potential sponsors.
- Discuss an example of how an event attraction can be redesigned to attract sponsors.

Excellent Facility Rental Management

(0.1 CEU)

Mark Honberg

Be excellent with your agency's Facility Rental Program. We will explore excellent methods to organize your Facility Reservation Process; we will analyze excellent ways to establish defensible rental fees based on your building's square footage and a procedure called "price-points"; plus, we will examine a dozen different rental policy considerations, some that you may not have thought of before.

- Explore excellent ways to organize your Facility Rental Reservation Process
- Analyze excellent ways to establish defensible rental fees, based on building square footage and "price-points"
- Examine a dozen policy considerations, some that you may not have thought of before

Flip of a Coin: Leveraging Strengths for Next Gen TR*

(0.1 CEU)

Corinna Flemming, *CTRS, Shannon Hospital/Sonrisas*

Jordan Daniel, *Ph.D., Associate Professor, Angelo State University*

For far too long, an artificial separation of theory and practice has been the norm. Through co-curricular strategic planning and partnerships, each side can leverage their strengths to enhance the field and the classroom, which neither could do alone. In leveraging these strengths and benefiting from the subsequent enhancements, participants will be challenged on how best to integrate theory and application by collaborating with small groups in order to strengthen the next generation of therapeutic recreation.

- Outline the importance of better working relationships between practitioners and educators.
- Identify potential strategic partnerships/plans to better inform the individual (student toward practice path).
- Create and describe best practices in program implementation/autonomy.

Let's All Get Reel*

(0.1 CEU)

Paul Macias, *Aquatics Manager, City of Farmers Branch*

We all need to get Reel about our staff recruiting strategies. It's no secret that video content is rapidly becoming the most consumed type of content on social media. This presentation will go through developing staff engagement and lead you through best practices of digital media. At the end of the session, you will learn to shoot your videos and photos, using the latest technology and popular resources to get it done.

- Gain an understanding of how to read social media data and apply it.
- Gain an understanding of why video content is important to use.
- Gain an understanding of the staff engagement process.

Program and Event Showcase

(No CEUs)

Jennifer Kashner, *Assistant Recreation Manager, City of Frisco*

This session will showcase all the amazing programs and special events that took place this past year from all over the state of Texas. Come network and get some amazing ideas to take back to your city!

Rethinking Innovation

(0.1 CEU)

Lola Isom, *Process Improvement Specialist, City of McKinney*

When you think of innovation, what do you think of? Oftentimes, the word



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"innovation" can be intimidating. This session will demystify the concept of innovation and bring it closer to your grasp. We must embrace innovation in this fast-paced, ever-changing world, and this session will help you ignite creativity and rethink innovation, and you'll have fun doing it.

- Provide a new way of defining "innovation" as it pertains to simply enacting positive change.
- Identify areas in their work (or even personal life) that have potential for innovation.
- Identify possible solutions to the area of opportunity (mentioned in outcome 2).

Women's Empowerment Session: Girlfriend, I See You (and So Do They!)

(0.1 CEU)

*Renee' Johnson, Assistant Director of Parks and Recreation, City of Dallas
Erica Lyght, Manager, Apex Centre, City of McKinney*

How do you climb a ladder that was not really intended for you? Sometimes the environmental culture is a space that promotes self-doubt and indecisiveness. To get what you want in the workplace, you must know that you are the dopest, baddest and most unique individual. This is what we call The Power of the Woman!

- Leverage your voice to be heard through assertive communication.
- Position yourself to move forward to achieve goals through strategic leadership.
- Establish relationships through mentorship, advocacy, and professional sponsorship that push you over the finish line.

Wednesday, March 1, 2:30-3:30 p.m.

Adding Low-Cost Sports to Your Programming

(0.1 CEU)

Joe Guzman, City of Corpus Christi Parks and Recreation

Learn how to implement two low-cost entry sports (indoor soccer and football) to parks and recreation athletic departments. Participants will learn how to start and develop these two programs while keeping expenses low in order to offer more options to their clientele. Participants will also have a chance to take part in a hands-on demonstration of floorball.

- Identify equipment needed to implement programs.
- Know the rules and expectations of both programs.
- Learn to adapt programming to fit their specific facilities and clientele.

Be "Essential" by Tracking Agency Performance Measures

(0.1 CEU)

Mark Honberger

Learn how to harness the Power of Excel by turning basic data into vital information and presenting it in a beautiful report, which will highlight your agency as an "Essential Service" to your Elected Policy Makers and the community. We'll investigate how to properly track Performance Measures, and we'll cover unique ideas for accomplishing Budget Projections that are accurate and reliable.

- Discover the power of Excel and gain a comfortability with this power tool.
- Uncover the importance of "Performance Measures," what they are, how to track them and how to report the results to their elected officials to show their agency as essential.
- Understand the importance of Budget Projections and learn techniques to make them accurate and reliable.

Better Engage Your Community with Resident Journey Mapping

(0.1 CEU)

Shai Haddad, Chief Revenue Officer, Amilia

Resident expectations have shifted drastically, and unlocking your resident journey is one way that your agency can keep up with their ever-evolving needs! Using real-life personas, this session will cover journey mapping: the why, the how, and most importantly - the what-to-avoid! Building personas

and mapping journeys is an investment with tangible benefits: a better understanding of how each department contributes to the resident experience and faster identification of opportunities.

- Define who their core residents are and create effective personas.
- Leverage their understanding of pain points to improve community experience with their organization.
- Map the key elements of their recreation journey and associate them with emotions.

Let's Talk Teens: Teen Engagement in Your Community*

(0.1 CEU)

*Sydney Elliott, Youth and Business Coordinator, City of DeSoto
Kevin Moore, Recreation and Sports Manager, City of DeSoto*

In some cities, especially minority communities, teens are considered an underserved population. How do you communicate with them? How do you consider their interest? This session will share the journey that DeSoto Parks and Recreation has taken to make sure that teens are included not only in the agency but also in the planning and programming phase. This session will share tactics for getting multiple stakeholders involved and how to make teen engagement important.

- Recognize new techniques to provide teen programming in attendee's community.
- Understand the importance of teens and the need for their engagement in the community.
- Incorporate strategies for engaging teens in a positive manner.

Not a Blank Slate: Revitalizing Aging Park Infrastructure

(0.1 CEU)

Lisa Casey, Associate, Studio Outside

Marty Sillito, Parks Superintendent, City of McKinney

Forward-thinking communities in DFW have recognized overlooked opportunities in revitalizing aging park infrastructure. These assets often already have considerable embodied energy and effort that can streamline the cost of improvements, but vision is required to make beloved park spaces anew while aligning with changing community expectations. Join a discussion on how the City of McKinney and other communities have improved the value of these maturing assets.

- Identify previously overlooked opportunities for improvements in existing park infrastructure.
- Generate a vision for revitalization of an aging park asset within a park system. Identify potential phasing approaches to optimize improvements.
- Evaluate a vision for revitalization with ways to win at maintenance.

Outdated Recreation Centers: Repair, Renovate or Replace?

(0.1 CEU)

Mick Massey, Texas Regional Director, Barker Rinker Seacat Architecture

Jason Ringdahl, Principal, Barker Rinker Seacat Architecture

What can you do when you find yourself with an underperforming out-of-date center? Many things may make a recreation center obsolete - evolving needs both in programming and with the community's desires, physical forces like a deteriorating structure or inefficient building layout, and varying demographics within your community influencing the size or location. Traditionally it is one of three options: repair, renovate or replace. All three are significant commitments with time, money and energy, but the good news is you can prepare! Take a deep dive into the strategy for making the right choice for your facility.

- Assess the market conditions in their community.
- Define both the current and future trends that have rendered many aging facilities obsolete.
- Outline a development plan of next steps toward making the project a reality.

Promoting Pollinators in Your Parks and Other Managed Areas

(0.1 CEU)

Janet Hurler, Senior Extension Program Specialist, Texas A&M AgriLife Extension Services

Both native bees and honeybees play a key role in pollinating flowering plants in urban landscapes. Urban gardens provide habitat and food resources to support a biodiverse pollinator population. Blending the balance of area recreational sites with plant diversification helps to promote all pollinators, bees, birds, bats and others to ensure we have a balanced environment. This session will cover what groups need to understand to build and maintain pollinator areas, including discussing pesticide use.

- Understand the variety of potential pollinators in Texas.
- Understand how they need to manage these areas through integrated pest management steps.
- Understand the balance between pollinator areas and the use of pesticides in and around these areas.

The Lifestyle Pool of the Future

(0.1 CEU)

Craig Bouck, Partner, Principal, Barker Rinker Seacat Architecture
Doug Whiteaker, President, Water Technology Inc.

Come "meet" the lifestyle pool of the future! Using an interactive 3D model, we will introduce and walk through the various trends making waves in aquatic design today. The walls, water, enclosure, envelope, mechanical and even programming all play a role in designing the pool of the future. Come explore the evolution of aquatics and discover what innovations lie on the horizon.

- List the pros and cons of various aquatics trends.
- Identify the trends in a realistic setting within the 3D model.
- Compare innovative aquatic center design details that increase flexibility, playability and aquatic facility performance.

Wednesday, March 1, 4-5 p.m.

Designing Play Spaces for True Inclusion: Tips from Parents Who Know*

(0.1 CEU)

Jaime Zwiener, Senior Associate, TBG
Meade Mitchell, Principal, TBG

Through the eyes of a landscape designer, who is also the mother of a 7-year-old with physical and cognitive disabilities, and a landscape architect, who is also the father of a teenager with exceptional learning abilities, this panel will empathetically explore why we as designers, researchers, policy-makers, equipment manufacturers and community leaders must demand a shift from play that is accessible to play that is truly inclusive.

- Identify the wide range of disability types that should be considered when designing or operating a play environment so that all children can actively engage in a play environment.
- Recount firsthand real-life play experiences of what inclusive play does and does not look like.
- Recognize that, as designers, park operators, manufacturers and community members, we hold the power to advocate for those of all ability levels.

Empowering Communities: Self-Efficacy and Programming

(0.1 CEU)

Lisa Henderson, Outdoor Education Supervisor, Texas Parks and Wildlife Department
Luis Padilla, Supervisor - Buffalo Soldiers Program, Texas Parks and Wildlife Department

Scheduled a trendy program and no one showed up? Reached out to new audiences but still seeing the same faces? Well, are you teaching people to fish, or are you fishing for them? Come join the Texas State Parks Outdoor Education and Outreach team to learn how including self-efficacy strategies in your programming can empower your community! Not quite sure what self-efficacy is and why it's important? We'll cover that too as we showcase real-world examples through interactive activities.

- Define the difference between self-esteem and self-efficacy.
- Identify the four (4) sources of self-efficacy beliefs (mastery experiences, vicarious experiences, verbal persuasion and physiological feedback).
- Understand how the Texas State Parks Outdoor Education and Outreach team incorporates self-efficacy into their programming to

empower communities, and the learner will gain ideas to replicate at their own agency.

Forget Raving Fans ... Create Swifties: Community Building by Taylor Swift

(0.1 CEU)

Moved to Wed. 3/1 9:45am

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

Drawing a Blank Space when it comes to resident engagement? Need to heal some Bad Blood with residents and turn your brand story into a Love Story? We know the feeling All Too Well! No matter your musical tastes, you'll be Enchanted by the incredible branding, marketing and community-building power of Taylor Swift. Whether you love her music or just want to be Fearless in your marketing this year, You Belong With Me in this fun, fast-paced session you won't soon forget. Are You Ready For It?

- Understand the concepts of branding and community-building.
- Identify new strategies to engage with residents and build loyalty.
- Identify marketing and branding strategies in daily life (like on the radio).

Have You Played Today?

(0.1 CEU)

Shannon Coates, Director, City of Frisco

This question should be just as important as "Did you eat breakfast?" or "Did you brush your teeth?" As park and recreation professionals, we all know the importance of play. It stimulates the mind, boosts creativity, helps form connections and lowers blood pressure. If play is so powerful, why aren't more people playing? From team-building ideas to community-building ideas, join me to #FindYourPlay.

- Investigate the power of play and consider, if play is so powerful, why aren't more people playing?
- Participate in small-group discussion.
- Think, pair and share.

NRPA Is Coming to Texas!

(0.1 CEU)

Michael Biedenstien, CPRP, AFO, Volunteer and Awards Manager, National Recreation and Park Association

Stacie Anaya, CPRE, Director of Parks and Recreation, City of Lewisville
The National Recreation and Park Association Annual Conference is coming to Dallas on October 10-12, 2023! This session will be a crash course covering all things NRPA: how to get involved, what to expect, when/what to do, how to maximize your time, etc.

- Identify the opportunities for learning and networking at the NRPA Annual Conference.
- Prioritize for themselves how to get involved by volunteering before and during the conference.
- Identify the timeline to register, present, volunteer, etc., for/at the conference.

Partnerships That Work: Creating a Successful P3

(0.1 CEU)

Arash Izadi, Principal, Director of Sport + Recreation, LPA
Jon Hughes, Executive Vice President, Griffin Structures

In difficult times, public-private partnerships (P3) provide a financing strategy to build facilities, while managing costs and addressing broader community goals. But making a P3 work takes careful planning, open communication and a clearly defined framework. This session will analyze the potential for a P3 to bring community goals to life from the perspective of designers and executives who have successfully completed projects.

- Understand the benefits of a public-private partnership.
- Understand the methodology behind P3s and create a financing strategy that benefits all stakeholders involved.
- Understand how this delivery method can address broader community goals.



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Senior Centers - Improving Lives Throughout the Ages

(0.1 CEU)

Dianne Stone, Associate Director, National Council on Aging

Since 1943, senior centers have provided programs and services that improve lives as people age. Today there are 10,000 senior centers that reflect the communities they serve. Learn where senior centers began, what senior centers are doing today and how they can continue to evolve. Learn how the National Council on Aging (NCOA) connects senior centers to supports, to best practices and to each other through the National Institute of Senior Centers (NISC) and the new Modernizing Senior Centers Resource Center, as well as how NCOA is improving the lives of 40 million older adults.

- Understand the evolving role of senior centers in improving lives.
- Identify best practices that can be implemented.
- Define how NCOA is supporting senior centers through NISC and the Modernizing Senior Centers Resource Center.

Surveys: Rubbish or Relevant*

(0.1 CEU)

Joseph Walker, Principal Lecturer, University of North Texas

Jamie Rae Walker, Associate Professor and Extension Specialist, Texas A&M AgriLife Extension

This session will highlight best practices in survey research, common mistakes and assumptions, and key takeaways to consider when designing and implementing surveys.

- Review general best practices in survey design and implementation.
- Discuss the assumptions often made when collecting, analyzing and presenting survey data and reporting sampling power.
- Identify relevant best practices for specific situations.

Thursday, March 2, 9:30-10:30 a.m.

Balancing Park Maintenance with Park Usage

(0.1 CEU)

Mark Honberger

Maintenance wants to keep people off the grass (keep it healthy), and recreation wants to put people on the grass (make use of the park). We must find balance! Attendees will learn to establish common goals; to reduce vandalism by creating "Community Gathering Places"; and to engage a "Customer Service Attitude" in both staffs, providing a more satisfying community experience.

- Identify how to balance both staff's ideas for the park by establishing common goals and utilizing proper coordination, communication, teamwork and accountability.
- Learn how to reduce vandalism by creating facilities to be a "community gathering place," with an advantageous "participant flow."
- Be ready to engage a "customer service attitude" in both staffs that provides the community with a much more satisfying experience.

Diving into Your Data Without Drowning*

(0.1 CEU)

Bobbi Nance, President, Recreation Results LLC

Curious about what insights your data holds, but unsure where to start? Using real-life, relatable examples, we'll walk through questions you should ask of your data, key areas that will make a big impact on your data efforts, and small tweaks to make your results stand out. Taught in a fun, approachable way – this promises to inspire you to change your relationship with your data from avoidance to asset.

- Think more critically about your data and ask better questions of it.
- Feel more confident in using simple tools like Excel to dive into data.
- Make tweaks to charts and graphs that make results more engaging and easier to understand.

Enriching Your Community Canvas with Public Art and Architectural Enhancement

(0.1 CEU)

Jim Browne, Director of Recreation Business Development and Planning,

Brinkley Sargent Wiginton Architects

Stephen Springs, Senior Principal/Architect, Brinkley Sargent

Wiginton Architects

What are the opportunities for your parks and recreation department to establish or improve processes and build the partnerships necessary for public art and creative design to thrive? How can your public spaces and recreation facilities capture the public's imagination and demonstrate commitment to iconic recreation buildings and public spaces while strengthening public support for continued investment in public art and great design in public buildings?

- Demonstrate the ability to define and summarize the components of a strategically designed Public Art Master Plan.
- Respond with three (3) examples of community-based organizations, nonprofits or governmental advisory boards that are critical partners for successful public art plans.
- Demonstrate a greater awareness of traditional and nontraditional architectural enhancement techniques that can add value to the community's public art vision and goals.

Park Operations and Planning - Current Trends

(0.1 CEU)

Chris Chastain, Preserve and Greenbelt Manager, Lewisville Parks and Recreation

Richard Clarke, Parks Superintendent, City of Carrollton

This session will focus on current trends in park maintenance and how they affect park design and the daily operations of park staff. Topics will include new technology to maintain parks (autonomous machines and electric vehicles) and reducing mowing needs through identifying no-mow zones and pollinator areas.

- Identify three (3) pros and three (3) cons of automated maintenance equipment and fully electric equipment.
- Recognize number of hours spent mowing. Use session content to identify areas within their park that can be converted to "no-mow" zones and calculate amount of time saved.
- Identify at least one (1) area in their parks that meets requirements to be a pollinator zone.

Preparing Programmers to Meet the Needs of Military-Connected Children*

(0.1 CEU)

Georgia McKown, Director - Planning, Analysis, and Evaluation, Military Child Education Coalition

Andrea Janoe, Director - Implementation, Military Child Education Coalition

Texas has more than 120,000 active-duty military service members, and their families are integral to our communities. Join us in this session to learn about how to engage and support military-connected children and their families in therapeutic and recreational activities.

- Identify military-connected children in their programs.
- Describe how different features of the military lifestyle may impact military-connected children.
- Discuss how to support the social-emotional needs of military-connected children (MCC) in their programs.

Texas Sized Toxicology

(0.1 CEU)

Joseph Lozada, Director of Training Development, Strategic Trauma Solutions

The great state of Texas is home to many wild critters. Some of these critters don't play well with others. In fact, some of these animals are downright hazardous to our health. In this session we will discuss how to keep the community safe from living toxic hazards and how to provide initial treatment until advanced help arrives.

- Effectively describe the basic difference between poison and venom.

- Describe skills and care for persons in order to prevent further injury and promote recovery.
- Discuss varying types of envenomations that may occur around North Texas.

The Bakari Williams Protocol

(0.1 CEU)

Venera Flores-Stafford, Assistant Director, City of Arlington

Michael Debrecht, Interim Assistant Director, City of Arlington

The City of Arlington will discuss how the department responded to the death of 3-year-old Bakari Williams after visiting Don Misenhimer Splashpad. In addition, the presentation will discuss the improvement and upgrades of equipment, implementation of the QR code, and the updated policies, procedures and protocols for aquatic facilities.

- Identify redundancies to ensure staff compliance in chemical recordings.
- Learn ways to share chemical information with customers to provide confidence in the facility.
- Understand leadership roles in the wake of dealing with a major tragedy.

Throw Spaghetti on the Walls: Team Engagement Methods that Stick

(0.1 CEU)

Travis Cunniff, Recreation Services Manager, City of Allen

Thomas Matthews, Recreation Specialist II, City of Allen

Hear the firsthand story of an organization that has deployed major strategic initiatives to combat staff burnout and increase engagement across all levels of the team. From "Programmer Summits" to an all-staff internal conference, Allen Parks and Recreation will share several pages from their team engagement playbook, equipping session attendees with the logistics, cautions and potential outcomes of several out-of-the-box ideas. Attendees will leave with a custom Team Engagement Action Plan.

- Identify and discuss three (3) proven team engagement activities/ideas.
- Create a Team Engagement Action Plan for their organization/team.
- Discuss effective ways that all levels of staff can impact team engagement regardless of the size of the team or organization.

TRAPS Townhall

(No CEUs)

Erin Franz, Executive Director, Texas Recreation and Park Society

Join TRAPS Executive Director Erin Franz, along with TRAPS leadership, in an update about the strategic plan, initiatives and news on the horizon. Learn about how TRAPS is serving our members through new benefits, opportunities to engage with the organization and various committees, and our most recent advocacy efforts. If you are a lifetime member or just considering joining, this session is for you.

Thursday, March 2, 10:45-11:45 a.m.

A Frisco Park for the Future: Ecology and Recreation Symbiosis

(0.1 CEU)

Conners Ladner, Principal, Design Workshop Inc.

Emily Manderson, Senior Environmental Designer, Blackland Collaborative

Public parks and nature preserves are too often seen as disparate spaces. Northwest Community Park represents a new vision for public green space, where ancient remnants of Blackland Prairie are interwoven with mountain biking trails and nature-driven playgrounds, interpretive elements and gathering spaces. The park is an opportunity to create a living laboratory and a celebration of both the Frisco community and North America's most endangered ecosystems.

- Give specific examples of how new parks can embody both community programming and nature preservation/restoration.
- Name retrofit interventions that can turn existing parks into ecologically functional spaces.
- Identify specific projects suitable for the community programming/ecological restoration hybrid model for public parks.

Be a Thermostat, Not a Thermometer

(0.1 CEU)

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

Feel like you're always reacting to the chaos swirling around you? You'll never get ahead chasing someone else's vibes, a thermometer that bounces up and down with the sun. Instead, try being the thermostat: Set the tone for what's expected and what's tolerated, then motivate your staff, leadership and community to rise (or chill) to your level. From calming social chatter to motivating leadership, the power is yours if you want it!

- Identify ways that others are pulling focus and attention from what matters and learn how to resist those conflicts.
- Learn how to get a better handle on social media chatter and rally the community in your favor.
- Learn how to help staff and leadership understand their role in the impression of your brand within the community and how they can help (or at least not hurt).

Can Using Aquaticity Skills Improve Your Swim Programs?

(0.1 CEU)

Jo An Zimmermann, Associate Professor, Texas State University

Stacey Herzog Bender, Senior Lecturer, Texas State University

There are many approaches to teaching swim lessons, and each has its own levels with testing processes. This session will discuss a method of skills testing that works regardless of lesson type. It gives participants a numeric score on six skills known to show the level of one's comfort in the water (aquaticity) and lines up with skills suggested by the American Academy of Pediatrics (AAP) as basic water competence. We will discuss research conducted with both adults and children. Practical applications will be discussed.

- Discuss the term aquaticity.
- Apply aquaticity skills to both swim and water safety courses.
- Create a plan for using measures of aquaticity to improve swim and water safety courses.

CAPRA Visitor Training

(0.1 CEU)

Jen Basham

The purpose of this training is to provide general knowledge about the accreditation process. This includes information for agencies looking to become accredited, individuals wanting to become a visitor and updated procedures from previous years.

- Understand the different roles that visitors play in the accreditation process.
- Identify standards that have changed.
- Understand the role of CAPRA.

Cross-Training with Emergency Services

(0.1 CEU)

Emily Marecle, Aquatic Supervisor, City of Grapevine

"EMS arrives and takes over." We all use this prompt in our scenarios, but what comes next? This session will explore the many benefits of meeting with the first responders who are dispatched to your facility in an emergency. We will also briefly discuss an in-service plan that includes running an emergency action plan (EAP) with your EMS department all the way up to loading the victim into the ambulance.

- Identify who to reach out to and how to initiate the conversation with your fire/EMS department to get started.
- Ask targeted questions and know what topics to cover for your specific situation or setup.
- Plan and execute a successful training with your fire/EMS department to better serve members and guests.



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Do Your Facilities Make the Grade?

(0.1 CEU)

Kim Bybee, Parks Manager, City of Carrollton

Parks and recreation facilities are in constant need of maintenance, repairs, renovation and eventually replacement. Prioritizing which facilities to tackle each year can be a difficult task with limited budgets. Come learn how to integrate a report card process within your department to apply grades to your facilities and easily determine the areas that need the greatest focus so you can create a plan to budget funds appropriately.

- Identify the necessary steps for effectively evaluating parks and recreation facilities.
- Define criteria that will contribute to an overall grade/score for different types of amenities.
- Apply these tools to actual facilities and see the results in action.

Friday Night Lights - Planning a Regional Trail to Unite Midland and Odessa

(0.1 CEU)

Timothy Hair, Principal, Dunaway Associates

Cameron Walker, Executive Director, Permian Basin MPO

The Permian Basin has traditionally been less than friendly to drivers, bicyclists and pedestrians alike. The session will outline the planning process for the Wildcatter Trail, including public engagement, and building diverse local support for a significant project to link two cities in the nation's busiest oil field.

- Understand the impact of infrastructure on planning and design.
- Understand how to increase stakeholder engagement in the project and go from planning to project.
- Plan for conflicting land uses and regulatory processes.

Intentional Recreation Programming: Programming with a Purpose

(0.1 CEU)

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

Why is intentionality important when considering recreation programming offered to the community? Intentionality in recreation programming allows for us to ensure we are upholding our organization's missions, goals and values. Every recreation professional should ask themselves, what impact am I truly making through the programs I am offering? Let's explore programming with a purpose!

- Define programming intentionality.
- Demonstrate three (3) ways to effectively promote programming intentionality in their organization.
- Discuss two (2) effective marketing practices to aid in program intentionality.

Our Three Leadership Brains: Smarts, Compassion and Courage*

(0.1 CEU)

Jamie Sabbach, President and CEO, 110% Inc.

The pandemic ushered in an unprecedented series of challenges that have required an ethical core, compassion, and competence – essentially, the three leadership brains. Parks and recreation must have strong, capable and courageous leaders at the helm now more than ever. The future will always rely on the choices we make – and those choices will lead to the next chapter of the parks and recreation story that future generations will read and judge.

- Define and describe society's influence on character and values.
- Identify political and social ethical issues that affect the field of parks and recreation.
- Determine the impacts of teaching, enforcing, advocating and modeling that ultimately contribute to a greater good.

Services for Ages 50+: It's a Balancing Act*

(0.1 CEU)

Kelly Gaydos, Recreation Center Supervisor, Round Rock Parks and Recreation Department

Working with older adults can be a balancing act. Do they want to be called "seniors" or "active adults"? Will they participate in a group exercise class or only want cards and games? Are members willing to pay for a program, or will they only participate if it is included in their membership? This session will showcase the programs and operations of the Allen R. Baca Center in Round Rock and how it is possible to juggle the needs and wants of this older population.

- Assess why baby boomers matter.
- Discuss how to adapt programs to meet the changing needs of customers.
- Analyze the operational side of the Baca Center.

Thursday, March 2, 1:30-2:30 p.m.

Aging Mastery: Creating Community, Empowering Lives

(0.1 CEU)

Dianne Stone, Associate Director, National Council of Aging

The Aging Mastery Program* (AMP) is an aspirational and fun evidence-informed program developed by the National Council on Aging. AMP helps older adults reframe aging for themselves and build their own playbook for aging well. More than 30,000 people have participated in AMP with high satisfaction and graduation rates. This workshop will provide an overview of the program and show you how to offer it in your community using examples from several AMP sites in Texas and also nationwide.

- Understand the importance of having older adults change their mindset about aging.
- Learn techniques for engaging older adults in behavior change.
- Gain insights and recommendations for adapting the program for a variety of audiences.

Career Development Bootcamp - How to Stand Out*

(0.1 CEU)

Michael Biedenstein, CPRP, AFO, Volunteer and Awards Manager, National Recreation and Park Association

Cassie Paddock, CPRP, Recreation Manager, City of Schertz

Are you looking for ways to take your career to the next level and develop soft skills? Do you feel like you're being held back at work or could be contributing at a higher level? This session will discuss four different ladders/phases of a career and what to do at each level to get yourself ready for the next step. You'll leave this session with concrete ideas to improve yourself, expand your influence and position yourself for a promotion.

- Understand where they are at in their career and what many professionals have done already up to that point in a career.
- Develop a road map (identify opportunities to pursue) to the next career step to help achieve their goals.
- Identify professionals to model their career after and identify other professionals in a similar career phase as themselves – both providing accountability and support to the learner going forward.

Customer Service in a Box

(0.1 CEU)

Greg Guse, Athletics Manager, City of Arlington

Laura Derks, Customer Service Representative, City of Arlington

Feeling overwhelmed or frustrated by the constant training needed for your front-line staff? Are you unsure where to start and wish you could copy and paste a training plan? We will discuss real-life, practical examples of training your front-line staff. Take home your "box" of proven strategies and items to improve your team's customer service and make your life easier!

- Demonstrate ability to measure customer service.
- Demonstrate ability to implement front desk ongoing training.
- List three (3) practical applications for staff training.

Design Trends for Risk Management in Aquatics

(0.1 CEU)

Justin Caron, Principal, Aquatic Design Group

In today's world, aquatics risk management starts in the facility design process and plays a heavy role in the renovation process as well. This session will feature a display of trends for managing risk in aquatic centers in both the design process as well as the renovation process. There will be a focus on decking materials, splashpads, in-light drowning surveillance systems, adding UV disinfection to swimming pools and much more.

- Identify risk management trends that are incorporated into the design process.
- Identify risk management trends that are incorporated into the renovation process.
- Understand average costs for incorporating risk management trends into the design process.

Making Parks and Recreation Enjoyable and Accessible for All*

(0.1 CEU)

Kristi Avalos, President and CEO, Accessology Too LLC

A park can be almost anything. It can be as small as a green space or as large as a theme park. Regardless of its size, it is required by law to be accessible. Whether the park has water features, hike/bike trails or amusement rides, accessibility is needed to offer recreational opportunities for individuals with disabilities. This class is designed to assist participants in understanding how to make the many varieties of parks compliant with the Americans with Disabilities Act (ADA).

- Name five (5) examples of specific ways to incorporate all of the senses into outdoor experiences, making them accessible and enjoyable for individuals with different types of disabilities.
- Identify two (2) characteristics of compliant trails on two (2) types of topography.
- Describe five (5) modifications for playgrounds to make them accessible.

Minorities in Leisure Services (MILS) Branch Session: The Minute Method

(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.

- Identify various challenges and barriers inhibiting members of various minority groups from advancing their careers within organizations.
- Introduce the MINUTE method and how it can be utilized to enhance their careers or the careers of their staff members.
- Assess the various ways the MINUTE method can be adaptable to one's career so as to enhance their skills of obtain career opportunities.

Natural Connections: Building Partnerships That Support Nature

(0.1 CEU)

Kelsey Scherschel, Special Projects Manager, City of San Antonio

This session will present information on the role of parks in connecting people to nature, stewarding natural resources and building partnerships that support and extend the capacity to do so. Session participants will map out opportunities that exist within their community to build partnerships and the resources needed to execute those actions.

- Understand the role of parks as a public trust resource.
- Become familiar with different types of partnerships that support connections to nature.
- Identify opportunities and resources needed to develop partnerships within parks/communities.

Turfgrass Mathematics 101

(0.1 CEU)

Chase Straw, Assistant Professor, Texas A&M University

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

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!

- Read a fertilizer and pesticide label to identify appropriate application procedures.
- Determine the proper amount of fertilizer and pesticide to apply to a given area.
- Properly calibrate a sprayer and spreader to deliver fertilizers and pesticides at the appropriate rate.

Will It Be a Fit, Fad or Flop?

(0.1 CEU)

Bobbi Nance, President, Recreation Results LLC

When it's time to add new programs to your offerings each season, how confident are you that they'll be successful? Instead of waiting to see what sticks, pick up a set of exercises and techniques you can use to brainstorm, test and evaluate new program ideas before you even start writing that brochure description. Take a more thoughtful approach to expanding your offerings – all with the goal of increasing your new programs' potential for success.

- Evaluate recreation programs before they are offered for their fit and their potential for success.
- Examine past successes and envision new program and recreation service ideas that build off of them.
- Test new ideas before offering them as a full recreation program.

Thursday, March 2, 3:15-4:15 p.m.

Are You in the Path of Totality?

(0.1 CEU)

Deidre Flores

Rosa Ledesma, City of Kerrville

Moved to Wed. 3/1 2:30pm

The 2023 & 2024 solar eclipse events are just around the corner. In 2024, millions of people are expected to view this unparalleled experience as the path of totality spans several large metropolitan areas in the US – including Texas. This unique event will significantly impact our communities, and there is a need to plan and prepare for an influx of visitors, develop and disseminate educational and safety material and coordinate with various organizations to ensure the quality of the experience.

- Identify the two solar eclipses and their significance to their communities.
- Identify one way they can provide programming in their community.
- Identify why eye safety is so important during an eclipse event.

Bring Fishing and Archery Programs to Your Site with Texas Parks and Wildlife

(0.1 CEU)

Adam Comer, Aquatic Education Training Specialist, Texas Parks and Wildlife Department

Adam Michael Lewis, Community Archery Specialist, Texas Parks and Wildlife Department

Fishing and archery are fun and active pursuits that can be enjoyed by all ages and experience levels. Discover and explore trainings and resources through Texas Parks and Wildlife Department (TPWD) Outreach and Education that can bring fishing and archery to your recreation center or park at little or no cost.

- Discuss implementing one (1) activity at the participant's site.
- Give two (2) examples of TPWD outdoor programming that a site can provide for their visitors.
- Recall two (2) ways a participant's site can utilize TPWD programming and resources.



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Central Irrigation Control and Flow Sensing to Save Water, Time and Money

(0.1 CEU)

David Garrison, North Texas Technical Sales, Calsense

In this session, attendees will learn what central control is relative to irrigation management and how it can be used to address inefficiencies in managing landscape water use. We will also address flow monitoring, which can be managed by central control. We'll look at the use of weather-based programming and remote monitoring in a central control and water budget forecasting context, and demonstrate how these elements can be utilized to save on water, labor and overall operational costs.

- Explain the concept of central control in irrigation management and how it can be used to address inefficiencies in managing landscape water use.
- Demonstrate how flow monitoring can be managed by central control.
- Show how central control concepts can be implemented in their organization to save water, energy and labor.

Cultivation Practices for Turfgrass Sports Fields

(0.1 CEU)

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

Chase Straw, Assistant Professor, Texas A&M University

Soil compaction on high-use turfgrass sports fields can compromise aesthetics, playability and safety. There are a plethora of cultivation options to alleviate soil compaction, but not all are equal. This session will describe their differences and leave participants with several useful options.

- Understand the importance of cultivation for successful sports fields.
- Understand differences between the many different available cultivation pieces of equipment.
- Understand the effectiveness of each cultivation practice described.

Have No Fear of the Volunteer: Fostering Altruistic Relationships*

(0.1 CEU)

Michael Kowski, Director of Parks and Recreation, City of McKinney

Marty Sillito, Parks Superintendent, City of McKinney

Volunteers directly contribute to the success of a community's parks system. This session will focus on the volunteer network in McKinney, Texas, and showcase how this fast-growing north Texas city transitioned from fragmented undertakings to organized and meaningful volunteer partnerships. This story will center on the McKinney Parks Foundation and the Dallas Off-Road Bicycle Association and reveal how their qualitative and quantitative impacts can be experienced, measured and replicated.

- Understand how to form and nurture volunteer groups to operate as independent agents that advance projects with minimal oversight.
- Develop a menu of predetermined volunteer opportunities that satisfy community needs and meet volunteer expectations and abilities.
- Design volunteer workdays – marketing, time frame, training – and define the degree and type of support provided by a parks and recreation department.

Marching Your Madness into a Strategic Playbook*

(0.1 CEU)

Kate Meacham, Director of Parks and Recreation, City of Allen

Jen Robinson, Strategic Projects Manager, City of Allen

In our day-to-day madness, it is easy to lose sight of the bigger picture. By focusing on your *raving fans* (your customers) and developing *player profiles of your team members*, you can build a successful playbook that has everyone marching in the same direction! Learn how to develop a strategic plan that all levels of your organization can score a touchdown with!

- Understand how to identify tools within their organization to initiate a department-level strategic plan.
- Understand how to analyze high-level information and bring it down to front-line team members in a simplified approach.
- Understand how to build a department strategic plan that is people-focused.

TRAPS Advocacy: Legislative Update and How YOU Can Get Involved

(0.1 CEU)

Jeff Achee, Director, Harker Heights Parks and Recreation

This session will discuss the Texas legislative process, how the TRAPS Legislative Committee works for its membership, how the 88th Texas legislative session may impact the parks and recreation industry, and how you can get involved.

- Define and discuss the basic concepts of the legislative process in Texas.
- Interpret information from previous Texas legislative sessions and determine impact on own community.
- Discuss effective ways to get involved in the legislative process, both statewide and nationally, through a town hall-styled question-and-answer forum.



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