

## **One Tam Conservation and Stewardship Programs**

### **Update 5-21-15**

The Tamalpais Lands Collaborative partners identified launching One Tam Conservation and Stewardship-based programs as a high priority to build capacity for existing agency programs and meet currently under-resourced needs. Partner staff (resource managers and program providers) outlined the following program needs for support under the One Tam initiative:

- **Community-based Restoration & Citizen Science** – Each TLC agency partner offers program opportunities at varying scales for volunteers, academic institutions and community partners to participate habitat restoration, trails stewardship and citizen science on Mount Tam. All of the TLC partners identified the need for added staff support to either sustain or provide added capacity for their existing programs, and expand and develop programs to meet growing resource management needs.

In response, the TLC has initiated the One Tam Restoration & Community Science Team. This Team:

- Has one staff and two interns working directly with the agency partners;
- Runs weekly volunteer-based habitat restoration programs in priority restoration sites on all agency lands across Mount Tam; and
- Works closely with resource managers to develop a docent program and partnerships with institutions to support and expand the current Wildlife Picture Index project.

- **Conservation Management Team** – Agency partners have varying levels of data and information about the distribution of weed infestations and special status species within their jurisdictions. This Team addresses multi-jurisdictional weed management issues, special status species protection and population health, and the collection of wetlands, grasslands and forest health data mountain-wide. MMWD for example has systematically surveyed approximately 50% of their lands for weed infestations, while the State Parks have not had resources to undertake a comprehensive effort. All partners agree that having both a comprehensive inventory and monitoring program and early detection rapid response weed program are critical to managing for the long-term health of Tam’s resources.

In response, the TLC will initiate the One Tam Conservation Management Team. This team will:

- Be comprised of 2-3 staff and two interns working directly with agency partner staff;
  - Build upon and link existing agency efforts into a comprehensive program to rapidly document and control newly emerging threats to sensitive resources (including weeds, social trails, etc.);
  - Systematically inventory special status species (plants first) and support agency-prescribed management actions throughout Mount Tam; and
  - Support resource managers in mapping pathogen outbreaks/spread, wetlands and grassland habitats.
- **Youth & Community Programs** – All TLC partners offer youth programs on Mount Tam. However, agency staff have outlined gaps in programs offered (e.g. limited opportunities for middle & high school

students, limited capacity to deliver programs on State Park and County Parks lands, etc.), and program areas where they cannot meet the requested needs from teachers (MMWD watershed education programs). All partners identified the need offer increased stewardship and resource education programs to underserved youth. Additionally TLC partners prioritized the need to outreach to Marin schools, residents, programs and businesses to build greater support and understanding about the resources on Mount Tam, the need for participation in long-term stewardship and ways to engage in the care and health of the mountain.

In response, the TLC has initiated the One Tam Youth and Community Programs Team. This team:

- Has one bilingual staff and two interns working directly with agency partner staff;
- Will support both on-mountain and in-school education programs throughout the mountain, with a focus on:
  - Elementary school support at MMWD;
  - A Tam-wide high school service program during 6 weeks in the summer (LINC);
  - The creation of a middle school habitat restoration service program and a high school trails stewardship program. These programs will expand relationships with schools throughout the County.
- Will increase staff capacity for tabling events, delivering presentations, participating in community events;
- Will offer naturalist walks, and working with County, State and National Park agency staff to increase participation in the Healthy Parks Health People initiative;
- The team will also work with agency staff to increase program opportunities and partnerships with underserved youth and affiliated organizations.

One Tam Staff are hired through the Parks Conservancy by TLC agency staff panel. TLC partners have and will continue to provide guidance on position descriptions, work plan development and evaluation of all staff so that activities and achievements are consistent with TLC priorities and meet agency goals. To ensure that One Tam staff represent the TLC vision and mission; understand partner cultures, policies, guidelines, plans; and work efficiently with agency partners, they will be fully integrated with agency staff and work directly in those offices performing/overseeing similar work. All One Tam staff and interns will receive an orientation and training with each partner, as well as receive technical direction and tasks. The Parks Conservancy shall provide administrative oversight.