



WASHINGTON STATE CONSERVATION DISTRICT ACCOUNTABILITY



Washington State
Conservation
Commission

NASCA Conference

September, 2015

ACCOUNTABILITY ELEMENTS

- Good Governance
- Schedule 22 - Financial
- State Audits
- Implementation Monitoring
- Supervisor Orientations & Training
- Technical Professional Development Workgroup
- Other



GOOD GOVERNANCE

- ✓ Threshold for Receiving State Funds
- ✓ 23 District Operations Elements
- ✓ Self Evaluation
- ✓ Action Plan with RMs
- ✓ Work on Addressing Needs
- ✓ WSCC Staff involvement
- ✓ Annual Report to Commission



SCHEDULE 22 – FINANCIAL PROCEDURES REVIEW

- ✓ State Auditor & Conservation Commission
- ✓ 99 Questions on Financial Procedures
- ✓ Self Evaluation
- ✓ Part of 'Schedules' reports annually filed by Districts to State Auditor – electronically
- ✓ Heat Map



STATE AUDITS OF DISTRICTS



- ✓ 3 Year Cycle
- ✓ Exceptions
 - Federal audit required
 - New employee
 - Audit findings
 - WSCC staff suggestion
- ✓ Paid by District...grant eligible

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IMPLEMENTATION MONITORING

- ✓ District projects Commission Origin Funding
- ✓ District sets cost share %
- ✓ Electronic forms
- ✓ Sampling for monitoring
- ✓ Regional Managers examine files & go to site for review
- ✓ Cultural Resources



SUPERVISOR ORIENTATION & TRAINING

- ✓ Each new supervisor receives an orientation
- ✓ History, responsibilities, powers, authorities, partners
- ✓ WADE Supervisor Track
- ✓ New Supervisor Leadership Program being developed (WSCC, WACD, WCS)
 - ✓ Part 1 – District Supervisor essential information
 - ✓ Part 2 – Leadership Development



TECHNICAL PROFESSIONAL DEVELOPMENT WORKGROUP

- ✓ Job Classification Standards
- ✓ Education and Training
- ✓ Certification Programs
- ✓ Planning Tools and Templates
- ✓ Communications and Outreach
- ✓ Technical Expertise, Mentoring, Job Shadowing
- ✓ Science, Research/Demonstration, Effectiveness Monitoring
- ✓ Quality Assurance



QUESTIONS?



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Adult Learners

1. Motivation - Adults learn things that are:

- Relevant
- Practical
- Have to learn to:
 - Solve problems
 - Help manage work situations
 - Help them cope with life-changes and events

Adult Learners

2. Strong Secondary Motivators

- Self-esteem
- Personal pleasure

3. Physically & psychologically comfortable

- Physical needs
- Emotional & psychological needs

Adult Learners

4. Bring life experience, knowledge, expectations

- Acknowledge tap it, use it
- Expectations

5. New knowledge integrated

- New learning not fitting old - rejected
- Bridge by asking questions

Adult Learners

6. Actively involved

- Discussions, exercises, activities
- Expectations, managing, evaluation

7. Secretly fear failure

- Resist grading
- Learn to do things better