

GM_180 - Conservation Planning and Application
Part 409 - Conservation Planning Policy
(Oregon Amendments in RED)

409.0 General

A. This document establishes NRCS policy for providing conservation planning assistance to clients. The director of the Conservation Technical Assistance Division (CTAD) has national responsibility for conservation planning policy.

B. States may supplement this policy, as needed, to provide specific guidance and to comply with State, territorial, Tribal, and local laws and regulations. State supplements must fit within the scope of this policy. A copy of the State supplement must be sent to the Director, CTAD, for review and approval.

B. This supplement establishes Oregon Natural Resources Conservation Service (OR-NRCS) conservation planning curriculum and planner certification policy.

C. Title 180, National Planning Procedures Handbook (NPPH), Part 600, provides procedures and guidance on implementing this planning policy, including relationships to the Field Office Technical Guide (FOTG), electronic storage of data, technical handbooks, and program guidance in the planning process. The NRCS planning process and standards as outlined in the NPPH will be used for all conservation planning.

C. All individual conservation plans shall follow the Oregon Conservation Plan Review sheet (Exhibit 1).

D. In cases where NRCS is assisting, or is assisted by, other agencies or groups, NRCS planning procedures and plan format may be modified to meet those specific client needs provided that all applicable Federal environmental and compliance requirements are met.

E. All references within this policy to State Conservationists include the directors of the Pacific Island and Caribbean Areas.

409.1 Conservation Planning Overview

A. Conservation plans are the basis for all assistance NRCS provides to clients and the basic tool for clients to manage their natural resources. The greatest value comes by having the client engaged in every step of the planning process. Through participation, the client develops an understanding of the natural resource issues, interactions, and treatments necessary for resource sustainability.

B. The objective in conservation planning is to help each client attain sustainable use and sound management of soil, water, air, plant, animal, energy, and human resources. The purpose is to prevent the degradation of resources and to ensure their sustained use and productivity, while considering the client's economic and social needs.

(1) Conservation planning is conducted with the client, working progressively towards a resource management system (RMS) level of management. An RMS is a combination of conservation practices and resource management activities for the treatment of all identified resource concerns for soil, water, air, plants, animals, energy, and humans that meets or exceeds the planning criteria in the FOTG.

(2) The conservation planning process is progressive when a client addresses only a limited number of resource concerns—or even a single resource concern alone—but does not achieve an RMS level of treatment. The rate of progress in moving to an RMS level will depend on the client’s desires and constraints.

(3) A conservation plan is developed for one or more planning land units and documents the land manager’s selected alternative.

(4) It is desirable to write a conservation plan for an entire agricultural operation*. If a client is not interested in developing a plan for an entire agricultural operation, develop a plan for one or more Conservation Management Unit (CMU) as defined in the National Planning Procedures Handbook.

When developing alternatives for a CMU, the plan will consider the natural resource conditions for the entire agricultural operation and ensure that the alternatives formulated are compatible with the whole farm plan objectives. At a minimum, there will be a brief description of the entire agricultural operation and a broad, overall client objective statement. If any planned action associated with the conservation plan has the potential to have a controversial or adverse impact on adjacent lands then the conservation plan must also address and mitigate the adverse impacts related to those CMUs.

*The agricultural operation includes land (contiguous or noncontiguous) that is under the effective control of the client, and is operated by the client with equipment, labor, management, and production or cultivation practices that are substantially separate from other agricultural operations.

C. When programs or initiatives exist (for example, highly erodible land provisions) that define other levels of planning for specific resource issues, clients will be offered alternatives that, as a minimum, meet the criteria of those programs or provisions. The conservation planner will encourage these clients to develop a conservation plan that follows the nine steps of conservation planning and address planning criteria for identified resource concerns. This will help the client identify and address resource concerns and provide a plan to use with other conservation related programs.

C. In all conservation plans, the planner will provide the client with a minimum of two viable action alternatives that address the client’s highest priority resource concerns. In addition to these two alternatives, the ‘No Action’ alternative needs to be documented. The ‘No Action’ alternative is a brief summary of the impacts likely to occur under the client’s current and planned management strategies without addressing identified resource concerns. All alternatives must be documented on the CPA-52 environmental evaluation form which is intended to be used as a planning tool for developing alternatives.

D. Short- and long-term resource management objectives of NRCS’s clients are addressed through the development of individual conservation plans and areawide plans where clients develop plans with conservation planning assistance from NRCS, conservation districts, technical service providers (TSPs), and other appropriate sources. NRCS conservation planning assistance is based on ecological, economic, and social considerations relative to the resources. When NRCS provides conservation planning assistance, onsite visits with clients are an integral part of that assistance.

E. A conservation plan is the record of decisions and supporting information for treatment of a unit of land or water meeting planning criteria for one or more identified natural resource concerns as a result of the planning process. The plan describes the schedule of implementation for practices and activities needed to solve identified natural resource concerns and takes advantage of opportunities. The needs of the client, the resources, and Federal, State, territorial, Tribal, and local requirements must be met. The conservation plan may include multiple components that provide practices and management activities for particular resources. The following is a list of possible components of conservation plans and is not considered all-inclusive:

- (1) Comprehensive nutrient management plan (CNMP)
- (2) Irrigation water management (IWM) plan
- (3) Integrated pest management (IPM) plan
- (4) Forest management plan
- (5) Nutrient management plan
- (6) Grazing plan
- (7) Wildlife management plan
- (8) Conservation activity plans (CAPs)
- (9) Others as they are developed nationally or by States
- (10) **Wetland Restoration Plan of Operations (WRPO)**

F. Areawide conservation plans are voluntary, comprehensive plans for a watershed or other large geographic area. Areawide conservation planning will consider all natural resources within the planning area, as well as social and economic considerations. Plan development follows the established planning process to assist local people, through a voluntary locally led effort that assesses their natural resource conditions and needs, sets goals, and identifies programs, alternative actions, and other resources to solve those needs. As a result, proposals are developed and recommendations are made to address those needs, implement solutions, and measure their success. A locally led effort considers all pertinent Federal, State, Tribal, territorial, and local conservation programs and private sector programs, singly and in combination, as tools to solve natural resource concerns on a broad scale.

F. Oregon's approach to locally led areawide conservation planning has established two levels of areawide planning documents. These include the "County Long Range Natural Resources Plan" (Long Range Plan) and the "Conservation Implementation Strategy "(CIS). The Long Range Plan is an areawide plan for the County that includes a list of priority resource concerns that will be addressed over the next five to ten years. The CIS's describe the two to five year strategy for implementing and funding solutions to conservation problems associated with one or more priority resource concerns (as described in the Long Range Plan) for a specific land use or specific focused area. In addition, properly contracting conservation practices through Farm Bill programs is an essential aspect in conservation plan implementation. Therefore, areawide planning and Farm Bill contracting are important components of Oregon conservation planning training and certification.

409.2 Conservation Planning Assistance Delivery

A. Conservation planning assistance provided by NRCS will be in compliance with all civil right acts, nondiscrimination statutes, and regulations of the Secretary of Agriculture.

B. NRCS traditionally provides conservation planning assistance on a request basis through mutual agreements and cooperative agreements with conservation districts and Tribal districts.

- (1) The mutual agreement establishes a partnership and a foundation for USDA agencies to cooperate with States, units of Government, territorial governments, Tribal governments, conservation districts, and Tribal districts.
- (2) The cooperative working agreement supplements the mutual agreement and establishes the relationship between the partners and agencies of USDA, and between State conservation agencies, territorial or Tribal governments, and conservation districts or Tribal districts.
- (3) NRCS may enter into agreements with other organizations and units of Government to provide conservation planning assistance as mutually agreed upon.
- (4) The State Conservationist will assess and determine the level of NRCS assistance to be provided in areas without conservation districts. NRCS will provide assistance for programs mandated by Congress independent of a cooperative working agreement with the conservation district.

C. As a Federal agency, NRCS recognizes and acknowledges its trust responsibilities to Indian Tribes, and is committed to government-to-government relationships with each Tribe. It is NRCS's policy to ensure that Tribal rights and concerns are taken into account, to take appropriate steps to remove impediments to working directly and effectively with Tribes, and to work with Tribes to achieve self-sufficiency. Based on its commitment to the government-to-government relationship and its trust responsibilities, NRCS will—

- (1) Operate within a government-to-government relationship with federally recognized Indian Tribes.
- (2) Consult, to the greatest extent practicable and permitted by law, with Indian Tribal governments before taking action that affect federally recognized Indian Tribes.
- (3) Assess the impact of agency activities on Tribal trust resources and assure that Tribal interests are considered before the activities are undertaken.
- (4) Remove procedural impediments to working directly with Tribal governments on activities that affect trust property or governmental rights of the Tribes.
- (5) Work cooperatively with other agencies to accomplish these goals established by Executive Order 13175, "Consultation and Coordination with Indian Tribal Governments."
- (6) Consultation with Oregon tribes occurs at every OR-NRCS organizational level. OR-NRCS tribal liaisons work closely with federally recognized tribes in Oregon to ensure optimal delivery of NRCS programs and services on a regular basis.

D. NRCS assistance to clients must meet all applicable Federal, State, territorial, Tribal, and local laws, program rules, policy statements, Executive orders, and international agreements.

E. Areawide conservation planning, especially for those situations with complex objectives, requires the use of interdisciplinary teams of specialists in the planning effort.

F. In complex situations, NRCS will employ an early scoping process to determine expected needs for NRCS services and other resources before committing to planning assistance.

G. If assistance on Federal, State, territorial, or Tribal land requires a significant amount of NRCS resources beyond scoping process completed early in the planning process, an agreement that provides for reimbursement of NRCS services must be executed. The State Conservationist will determine when an agreement is required. See Title 440, Conservation Programs Manual (CPM), Part 525, for additional policy.

G. NRCS provides assistance on federal or state land only as authorized by state and federal regulations and requires a working agreement that specifies work arrangements, technical services, and reimbursements.

H. National Environmental Policy Act (NEPA) requirements will be incorporated into all applicable steps and activities of NRCS-assisted planning activities and will not be considered as a separate process or requirement. See Title 190, General Manual (GM), Part 410, for NRCS policy and procedures on compliance with NEPA. The level of NEPA documentation will depend on findings during the scoping process or the environmental evaluation (EE). The EE, which may lead to an environmental assessment (EA) or environmental impact statement (EIS), will be conducted for all NRCS planning activities and will be used to help determine the level of NEPA documentation required. Planners must identify the level of NEPA documentation required for each planning activity as early in the planning process as possible and incorporate activities into each planning step to ensure that information required for NEPA documentation is developed simultaneously with the plan document. Specific guidance related to general NRCS environmental compliance for NEPA, as well as all special environmental concerns (SECs) listed on the Form NRCS-CPA-52, “Environmental Evaluation Worksheet,” can be found in 180-NPPH, Part 600, Subpart H, Section 600.71, and in Title 190, National Environmental Compliance Handbook (NECH), Part 610.

409.3 Requirements for Providing Conservation Planning Assistance

A. All NRCS conservation planners must be certified. The CTAD will establish minimum criteria to be met to be a “certified conservation planner” (see 180-GM, Part 409, Section 409.9). Two subsets of conservation planning assistance will also be certified: “CNMP planners” (see 180-GM, Part 409, Section 409.10) and “IPM Specialists” (see 180-GM, Part 409, Section 409.11). Additional subsets of conservation planning assistance categories may be developed by States. For certain service categories listed on the TSP Web site, TSPs are required to be certified as conservation planners. For certification requirements for TSPs, refer to 440-CPM, Part 504, Subpart C, and the TSP Web site.

A. All NRCS conservation planners must be certified within 3 years of employment in Oregon.

(1) A certified conservation planner is a person who possesses the necessary skills, training, and experience to implement the NRCS nine-step planning process to meet client objectives in solving natural resource concerns.

(2) The certified conservation planner has demonstrated skill in assisting clients to identify resource problems, to express the client’s short and long term objectives, to propose feasible solutions to resource problems, and encourages the client to choose and implement an effective alternative that treats resource concerns, meets client’s objectives, and meets all Federal policies.

(3) The State Conservationist may establish additional certification levels and criteria as needed to cover degrees of scope and complexity in planning environments.

(3) In addition to “Certified Conservation Planner”, OR-NRCS recognizes a “Master Planner” level of certification. The Master Planner level provides Oregon with an effective group of experienced planners to train less experienced planners and to provide leadership to OR-NRCS on conservation planning methods and policies. Master Planners will be part of an elite group of highly trained and accomplished professionals in Oregon that have proven they have achieved excellence in conservation planning. The Oregon criteria for Certified Conservation Planner and Master Planner can be found in Section 409.9.

B. All conservation plans developed by NRCS or partner employees for NRCS purposes will be approved by an NRCS certified conservation planner. When a conservation plan is being used to meet specific USDA program requirements under the authority of NRCS, such as highly erodible land compliance, it must also be approved by the appropriate NRCS official as required by that program. The signature of the NRCS certified conservation planner indicates that the conservation plan meets the needs of the client; NRCS conservation planning policy, procedures, and standards; and any applicable program or provision requirements.

B. Any conservation plan developed for a USDA program participant which requires approval and signature by an NRCS official must be reviewed by an OR-NRCS employee holding a current planning certification designation. The reviewing planner will indicate plan approval by affixing their certification stamp, initials and date of review to the plan.

C. The State Conservationist will establish and implement a process to ensure training is provided to employees. This is to include the following actions:

(1) Developing State training needs and budgets for conservation planning training.

(1) Oregon will develop training needs and budget through:

(i) the Core Curriculum Guide (CCG),

(ii) The supervisor and District Conservationist will ensure a new Oregon employee will receive identified critical planning and contracting training within three months of employment as identified in the Conservation Planner On-boarding Checklist (Exhibit 2). This Conservation Planner On-boarding Checklist is to be used by the supervisor to develop the initial IDP as well as begin the process for obtaining conservation planning certification.

(iii) The supervisor will ensure all new employees with planning responsibilities will within three months begin the planning certification process and send a request for a mentor to the State Resource Conservationist (SRC) (See Section 409.9D for a description of the Oregon mentor process) to assist with training, guidance, and support.

(iv) All new Oregon employees will complete the Core Conservation Planning Course and all other required activities identified in the ‘Conservation Planner On-boarding Checklist (Exhibit 2) and ‘Certification Required Activities Checklist’ (Exhibit 3) within three months of the core conservation planning course.

- (v) Master Planners and those mentoring certified conservation planner candidates through the certification process will be provided training and guidance through the SRC.
 - (vi) The Oregon Core Conservation Planning Course shall be offered every two years unless the State Conservationist approves a change.
 - (vii) The Areawide Planning Course shall be offered every three years unless the State Conservationist approves a change.
 - (viii) Basic contracting training and updates shall be offered annually unless the State Conservationist approves a change.
- (2) Developing a list of qualifications (knowledge, skills, and abilities) required for certified conservation planner designations in addition to the requirements listed in 180-GM, Part 409, Section 409.9.
- (3) Providing access to training through NRCS training courses, on-the-job training, or equivalent courses and methods developed outside of NRCS and approved by the State Conservationist as meeting the identified training need. Approval of equivalent courses will be done in consultation with the Director, CTAD.
- (4) Ensuring that all individuals that approve conservation plans meet minimum NRCS certified conservation planner requirements.
- (i) OR-NRCS employees (full or part-time) who have conservation planning and implementation as a primary duty must obtain and maintain Oregon Conservation Planning Certification.
 - (ii) OR-NRCS Basin and Field positions (full and part-time) who provide training and/or conservation planning assistance to NRCS employees and/or training in conservation planning as a primary duty must obtain and maintain Oregon Conservation Planning Certification.
 - (iii) District Conservationists must participate in Oregon's Areawide Planning Course, or its equivalent, as approved by their supervisor.
 - (iv) Other staff with areawide planning responsibilities as established by their Supervisor must participate in Oregon's Areawide Planning Course, or its equivalent, as approved by their supervisor.
 - (v) OR- NRCS Ecological Sciences and Planning Team members shall:
 - (A) Obtain and maintain Oregon Conservation Planning Certification unless released of this requirement by the SRC with the permission of the State Conservationist.
 - (B) Earn and maintain job approval authority (JAA) for all conservation practices associated with their discipline and at a level equivalent to the highest need in Oregon. This is to ensure they have adequate knowledge of the associated subject matter in order to properly train others in all phases including inventory and evaluation, design and implementation.
 - (C) Shall serve as conservation planning course instructors and actively evaluate planning expertise and procedures during quality assurance review activities such as spot checks, status reviews, program reviews, basin reviews, and other means as identified.

D. The State Conservationist will establish and maintain a list of all NRCS certified conservation planners in the State, including NRCS employees, volunteers, conservation district employees, TSPs, and participating State agency employees.

D. The SRC will maintain a current list of conservation planners certified in Oregon. OR NRCS shall have a minimum total of twelve Master Planners at the Basin and Field staff. Each Basin shall have a minimum of one Master Planner. In addition, the State Office will have a minimum of four Master Planners.

E. The CTAD will maintain a list of all TSPs who meet national conservation planning criteria in TechReg.

F. The State Conservationist may enter into agreements with non-NRCS sources to become recommending organizations to certify conservation planners in accordance with procedures in 440-CPM, Part 504. The State Conservationist may also directly certify qualified individuals, such as third-party vendors, as conservation planners contingent upon these individuals satisfying NRCS requirements. Whether providing assistance to a recommending organization or directly certifying a qualified individual, the State Conservationist must ensure that this assistance is consistent with existing NRCS policies and technical guidance.

F. Before certifying a conservation plan that tiers to a Farm Bill program, Soil and Water Conservation District (SWCD) employees, volunteers, and employees of other NRCS partners in Oregon must meet the same requirements for initial certification and certification maintenance as OR-NRCS employees.

G. All certified conservation planners will develop conservation plans that contain conservation practices that meet NRCS standards and specifications as documented in the FOTG.

H. Job approval authority for both engineering and ecological practices is a process separate from conservation planning certifications.

409.4 Planning on Units That Cross a State, County, or Field Office Boundary

A. NRCS assistance on an individual planning area that crosses a State, county, or field office boundary is the responsibility of the field office where the majority of the land is located, unless otherwise agreed to by the client and respective State Conservationists (see section 409.6 for work along international borders). Conservation planning will be consistent with the FOTG covering the area where the land is located.

B. For assistance to groups or units of Government on a planning area that crosses a State boundary, the State Conservationists, in consultation with the client, will determine by mutual consent which State will have the lead responsibility for providing planning and other technical assistance.

409.5 Documentation of Conservation Planning Data and Signature Requirements

A. The NRCS copy of the conservation plan and associated documents and worksheets will be maintained in combination of hardcopy and electronically, as appropriate. Current agency approved software and databases will be used to develop conservation plans and maintain electronic data. See 130-GM, Part 408, for mandatory electronic field office business tools.

B. Conservation plan documents may be made available to the customer in electronic format, hardcopy, or both.

C. Plan Signatures

- (1) The plan is signed by an NRCS certified conservation planner indicating the plan meets client objectives and all NRCS policy, procedures, and standards. Some programs may have additional signature requirements.
- (2) The plan is signed by the customer indicating acceptance of the conservation system alternative.
- (3) The plan may be signed by the conservation district, per NRCS and conservation district policy as specified under mutual, cooperative working, operational, and contribution agreements and in accordance with the confidentiality provisions of section 1619 of the Food, Conservation, and Energy Act of 2008.

409.6 Conservation Planning Assistance That May Have International Impacts

Assistance provided must comply with 280-GM, Part 400, “International Conservation Programs.” State Conservationists must contact the CTAD for further guidance when conservation planning assistance is outside of the 50 States and U.S. territories, such as planning on a tract of land or property that is located on both sides of the U.S. border.

409.7 Freedom of Information Act (FOIA) of 1966 and Privacy Act (PA) of 1974

NRCS policy and procedures on FOIA and PA are contained in National Instruction (NI) 120-300 and 120-GM, Part 408, Subpart C.

409.8 Public Participation in the Planning Process

A. Public participation is an integral part of the NRCS planning process, and is described in 400-GM, Part 400. Opportunities for public participation and involvement will be provided throughout the planning process to provide for a full partnership when working with groups (not acting as individuals), communities, and units of Government. The locally led process and areawide planning utilize public participation. Individual conservation plans do not normally require public participation except when required by State, Tribal, or local laws or when they include public lands. For conservation plans involving public lands, the client must work with the public land management agency.

B. Every areawide conservation planning effort will include a public participation component to the extent determined by the State Conservationist. Requirements for public participation are specified in NEPA, OMB Circular A-95, Executive orders, departmental memoranda, and NRCS policy.

C. In its public participation activities, NRCS will—

- (1) Provide opportunities for the public to contribute information and express opinions at various stages of the planning process, decisionmaking process, or both.
- (2) Inform the public early and throughout the process regarding NRCS policy, program development, and NRCS-assisted resource planning.
- (3) Evaluate, then carefully consider all information presented and views expressed.
- (4) When applicable, acknowledge written comments and report decisions to the public.

409.9 Criteria to Achieve an NRCS Certified Conservation Planner Designation

A. Prerequisites

Individual must be one of the following:

- (i) An existing NRCS or partner employee
- (ii) A third-party vendor, including a TSP or an individual seeking TSP certification
- (iii) A volunteer
- (iv) An intern
- (v) The Basin Team Leader is responsible for collecting the certification stamp and notifying the SRC of certified planners that are no longer working or volunteering (in an official capacity) for NRCS or a partner organization in Oregon. The SRC will then revoke the individual's certification.

B. Policy References

- (1) 180-GM, Part 409
- (2) 180-NPPH, Part 600

C. Knowledge, Skills, and Abilities

- (1) At a minimum, NRCS certified conservation planners and TSPs must have an understanding of the following fundamentals:
 - (i) Crop production
 - (ii) Grazing systems
 - (iii) Plant growth
 - (iv) Soil-water-plant relationships
 - (v) Plant identification
 - (vi) Nutrient uptake
 - (vii) Erosion processes
 - (viii) Water quality
 - (ix) Scientific tools and models
 - (x) Animal production
 - (xi) Conservation practices and systems common to the work area
 - (xii) Wildlife management
 - (xiii) State and local laws and regulations that may influence conservation planning
- (2) Candidates must possess and demonstrate the following knowledge, skills, and abilities:
 - (i) Knowledge of national conservation programs
 - (ii) Skill in applying the NRCS conservation planning process
 - (iii) Skill in assessing natural resource concerns
 - (iv) Ability to plan and implement conservation practices common to the geographic area
 - (v) Knowledge of NRCS FOTG standards and specifications for applicable conservation practices in the State and locality
 - (vi) Skill in applying approved erosion prediction technology
 - (vii) Skill in using applicable site vulnerability assessment tools
 - (viii) Knowledge of Federal, State, territorial, Tribal, and local laws and regulations
 - (ix) Ability to accurately complete Form NRCS-CPA-52, "Environmental Evaluation Worksheet"

- (x) Knowledge of policy and procedures to protect cultural resources and historic properties
- (xi) Skill in communicating with landowners and operators
- (3) The State Conservationist may develop a list of additional qualifications (knowledge, skills, and abilities) required for the certified conservation planner designation.
 - (i) Knowledge of Oregon Skills Matrix Database requirements for FOTG Section IV conservation practices (refer to 340-GM, OR Part 404).
 - (ii) Understanding of areawide planning concepts,
 - (iii) Ability to effectively implement conservation plans through NRCS contracting procedures.
 - (iv) Refer to the ‘Conservation Planner On-boarding Checklist (Exhibit 2) and ‘Certification Required Activities Checklist’ (Exhibit 3) for qualifications and activities needed to obtain certification.

D. Certification Requirements

- (1) States will follow all national requirements and any additional State requirements.
- (2) The State Conservationist will establish a process and criteria to certify conservation planners.
- (2) Oregon’s process for conservation planning certification is as follows:
 - (i) Each certified conservation planner candidate in the Conservation Planning Course shall be supported through the course work by the direct supervisor, the District Conservationist and a mentor outside of the candidate’s line of command. This mentor shall be either a current Master Planner or an experienced planner who is applying for Master Planner status in part 409.9D4.
 - (ii) The supervisor retains the primary responsibility for developing the candidate’s training path to Certification.
 - (A) Supervisors shall ensure candidates apply for course enrollment soon after hiring.
 - (B) Field level candidates (NRCS, SWCD’s and others): the District Conservationist shall provide names of candidates to the Basin Team Leader who shall forward those names to the SRC.
 - (C) State office candidates: the supervisor shall provide names of candidates directly to the SRC.
 - (B) Supervisors shall help the candidate develop an individual development plan which will include all skills as defined in the ‘On-boarding Checklist’ (Exhibit 2).
 - (D) Supervisors shall ensure the candidate completes all Core Conservation Planning Course pre-requisites as listed in ‘Conservation Planner On-boarding Checklist (Exhibit 2) and ‘Certification Required Activities Checklist’ (Exhibit 3) and completes all requirements for certification.
 - (iii) Because the candidate shall complete a course planning project (409.9D3v) as part of the Conservation Planning Course, the District Conservationist of the county where the plans will be written shall:
 - (A) Introduce the candidate to the cooperator(s), if needed.

- (B) Teach the candidate about that county’s resources and Long Range Plan (see part 409.1F).
- (C) Work individually with the candidates to help them develop skills necessary to obtain certification.
- (iv) The mentor shall:
 - (A) Act as a guide to the candidate in connecting to appropriate technical experts or resources.
 - (B) Work individually with the candidates to help them develop skills necessary to obtain certification.
 - (C) Provide appropriate, but limited direct training to the candidate. It is not appropriate, however, for the mentor to provide a broad range of training, nor to directly help the candidate complete each step of the conservation planning process for the project plan(s). A mentor should serve as a resource to the candidate and be available to answer questions and provide supplemental assistance once a candidate has received training in a particular topic/area/field.
 - (D) Consult with the supervisor and District Conservationist, and then the mentor shall review and approve the Cooperator(s) the candidate proposes to work with and the level of complexity of the proposed project plan(s).
- (v) A Master Planner will review and evaluate final project plan(s) submitted by a candidate in the Conservation Planning Course and shall recommend approval or denial of certification to the Basin Team Leader and SRC. The Master Planner shall serve as the State Conservationist designee as described in 409.9D3(i-iv). The Master Planner shall not review plans:
 - (A) For which he or she acted as a mentor.
 - (B) For candidates the Master Planner supervises.
 - (C) For candidates in the same Field Office as the Master Planner.
- (vi) Master Planners shall also review certification petitions and plan(s) from new-to-Oregon planners to ‘transfer’ the certification to Oregon (409.9D5).
- (vii) The SRC shall approve or deny certification. The SRC shall provide written feedback to unsuccessful certification applicants. This feedback shall describe potential experience or training needed to gain certification.
- (3) NRCS certified conservation planner candidates must complete at least one field-reviewed RMS plan for a conservation management unit (CMU).
 - (i) The planner will be accompanied to the field by the State Conservationist designee to meet with the decisionmaker.
 - (ii) The candidate will be expected to demonstrate competency in the planning process and plan development.
 - (iii) The observer will evaluate the planner’s involvement with the decisionmaker (landowner or land operator) in the planning process and whether all resource concerns associated with the CMU are adequately addressed.
 - (iv) Field-reviewed plans must be approved by the State Conservationist or designee prior to final delivery to the decisionmaker.
 - (v) The Core Conservation Planning Course includes a course project demonstrating competence in on-farm planning. The project must be reviewed and approved by SRC and Master Planners. The project will consist of:
 - (A) At least two land-uses

- (B) There will be no minimum acreage for the project. The acreage shall be representative of typical operations, land uses and resource concerns within the participant's work area. It is at the discretion of the participant's mentor and supervisor to define acceptable project size. Every effort should be made by the teams helping participants to ensure consistency in the complexity of participant projects.
- (C) Participants may work with multiple cooperators/plans if working with one cooperator would not provide an adequate level of complexity. Participants will work with no more than three cooperators.
- (D) Meet the criteria in NPPH and conservation planning overview in 409.1B and C.
- (4) Candidates must meet any additional minimum qualifications and criteria for conservation planning assistance established by the State Conservationist.
- (4) Candidates for Master Planner certification must meet the following criteria and follow this process:
- (i) Must be Oregon Certified Planner in good standing. Both NRCS and Soil and Water Conservation District planners may be Master Planners.
 - (ii) Must have completed NRCS Oregon contracting training and area-wide planning training and have demonstrated the ability to train others in following policy and procedures.
 - (iii) Must have strong interpersonal skills, especially in coaching, listening, and providing feedback. They should have a genuine interest in the needs and development of others and their organization. Furthermore, they must be committed and have the time available to complete other Master Planner responsibilities and to help certified conservation planner candidates achieve certification.
 - (iv) After satisfying items (i) through (iii) above, Master Planner candidates may submit a written request to their supervisor to become a Master Planner. Requests from state office staff shall be concurred by the supervisor and then routed to the SRC. Requests from field office staff shall be concurred by the supervisor, the District Conservationist and the Basin Team Leader. After concurrence, the Basin Team Leader shall route requests to the SRC. All requests shall provide documentation of satisfying items (i) through (iii) above and answer the Conservation Planning Mentor Application Questions (Exhibit 4).
 - (v) After reviewing the written request and, as needed, consulting with the planner's supervisor, District Conservationist and/or Basin Team Leader, The SRC shall either assign the candidate a student to mentor through the Conservation Planning Course, or shall deny the request.
 - (vi) The SRC shall convene a meeting with mentors to coordinate their efforts prior to the beginning of the Core Course.
 - (vii) After a candidate successfully mentors a student through the Conservation Planning Course, the SRC shall interview the candidate about their experience. Based on this interview and consultation with the candidate's supervisor, District Conservationist, Basin Team Leader and other Master Planners, the SRC shall grant or deny Master Planner certification to the candidate.
 - (viii) The SRC shall provide written feedback to unsuccessful Master Planner candidates. This feedback shall describe potential experience or training that

would improve that person's aptitude for Master Planner work. For example, the SRC might request that the candidate complete one or more additional mentoring assignments before being granted Master Planner status.

(5) The State Conservationist will establish a procedure for reviewing and approving conservation planner certifications for individuals relocating to their State.

(5) OR-NRCS will evaluate upon request, on a case by case basis, an existing planner certification of new NRCS and SWCD employees from a state other than Oregon whose positions requires planner certification. The approval will be granted by the STC based on the recommendation of the SRC. The approval may have conditions for additional training or planning documentation (e.g. OR ESA training). Approval must be achieved within 12 months of the employee's start date. The employee must provide the following:

(i) Documentation of successful completion of conservation planning certification in a state other than Oregon,

(ii) Letter of acknowledgement from the previous state's SRC in which the certification was issued that the planner was in good standing as a planner, and

(iii) Comparison of Oregon NRCS conservation planning policy to the conservation planning policy of the state in which their certification was earned.

(iv) If the employee provides conservation planning assistance, the supervisor will provide a written evaluation of the employee's conservation planning performance for approval. This evaluation will include the supervisor's and Basin Team Leader's recommendation of whether to accept the employee's existing planning certification from another state.

(v) A conservation plan(s) developed by the employee in Oregon that meets the minimum requirements in 409.9D3v. A Master Planner will review and comment based on Conservation Plan Review (Exhibit 1). If edits are needed, the employee will address them and re-submit for approval. The Master Planner will then make recommendation to the Basin Team Leader and SRC for final certification.

(vi) Employees unable to complete the required elements within 12 months may request an extension by submitting to the Oregon SRC a written justification signed by the candidate's immediate supervisor.

(6) Individuals working in multiple States as conservation planners must be certified in each State.

(7) The State Conservationist may establish programs to certify third-party vendors and other individuals as conservation planners. In all cases, all national and State criteria must be met.

(8) The State Conservationist will maintain a list of certified planners.

(9) Training

(i) The State Conservationist will determine the type and minimum hours of training necessary to become a certified conservation planner.

(ii) Training may be provided through NRCS training courses, on-the-job training, or equivalent courses and methods approved by the State Conservationist as meeting the identified training requirement. The State Conservationist, in consultation with the Director, CTAD, may grant approval for course equivalency in lieu of a NRCS formal training course.

(iii) State Conservationist may provide a letter waiving training requirements if an individual has previously demonstrated competence in RMS plan development.

(iv) NRCS certified conservation planners are responsible for keeping their own individual development plan updated to reflect conservation planning training needed and completed to maintain or increase their skill level.

(v) Individuals must complete all modules (1-9) of the “National NRCS Conservation Planning Course” or equivalent as approved by the State Conservationist. Individuals must achieve a minimum score of 80 percent on the test for modules 1-5 to receive credit for the course.

(v) Oregon certified conservation planner candidates must complete the ‘Conservation Planner On-boarding and Required Activities Checklist’ (On-boarding Checklist)

E. Maintaining Certification

(1) Training to maintain and update conservation planning skills must, at a minimum, occur once every 3 years.

(i) The State Conservationist will determine the type and minimum hours of training necessary to maintain the certified conservation planner designation.

(i) Certified conservation planners must stay current with new conservation planning techniques and tools by continued training and obtaining and maintaining appropriate JAA as determined by their supervisor, District Conservationist or Basin Team Leader. Certified planners are encouraged to obtain and maintain professional certification through a natural resource professional society (e.g. American Society of Agronomy, Professional Society for Range Management, etc) and may use this certification to document continued learning.

(ii) NRCS certified conservation planners and TSPs are responsible for maintaining their conservation planner certification. Maintaining certification includes completing necessary training to maintain and update skills. TSPs must comply with the requirements for maintaining certification set by each State where they provide service.

(2) Maintenance of Oregon planning certification and planner competency will be ensured by:

(i) Remaining active in conservation planning by writing, reviewing, and/or assisting in writing five conservation plans over a three year period.

(A) Through the Oregon Quality Assurance Plan, a list of at least five recent (within three years prior to request) conservation plans for each certified planner will be made available for review upon request.

(ii) If criteria are not met for continued training (409.9E1i), remaining actively planning (409.9E2i) or reviews of plans identify reason for concern that plans are not meeting policy, the appropriate Basin Team Leader will be responsible for determining corrective actions including additional training requirements, further reviews, or revoking certification.

(iii) If certification is revoked then the SRC must be notified and the individual will be removed from the certification list.

(3) Maintenance of Master Planner certification includes:

- (i) Remain an Oregon certified planner in good standing (409.9E1 and 2).
 - (ii) Mentor certified conservation planner candidates in each Core Conservation Planning Course.
 - (iii) Support Oregon NRCS conservation planning efforts by providing training, reviewing certification project plans, contributing to committees, participating on cadres (Basin QAR, Spotcheck Cadre) in the Oregon Quality Assurance Plan or completing other assignments pertaining to conservation planning as identified by the SRC.
 - (iv) The SRC may assign a Master Planner to review a plan for feedback and learning opportunities at the request of an individual planner, his/her supervisor or line staff.
 - (v) If the Master Planner is not meeting the maintenance requirements in 409.9E3(i) through (iv), the SRC and the appropriate Basin Team Leader will be responsible for determining corrective actions including additional training requirements or revoking Master Planner certification.
 - (vi) If Master Planner certification is revoked then the SRC must be notified and the individual will be removed from the Master Planner certification list and remain a certified conservation planner.
- (4) Individuals with revoked Oregon conservation planner certification who want to regain certification must:
- (i) Request that his/her direct supervisor, the District Conservationist and Basin Team Leader provide a recommendation to the SRC for reinstating certification, noting how the reasons for revocation have been addressed. Planners returning to Oregon from another state where they have maintained certification will follow the process in 409.9D5.
 - (ii) The candidate will submit a conservation plan developed by the candidate in Oregon that meets the minimum requirements in 409.9D3v. A Master Planner will review and comment based on Conservation Plan Review (Exhibit 1). If edits are needed the candidate will address them and re-submit for approval. The Master Planner will then make recommendation to the SRC for reinstating certification.

EXHIBITS

- Exhibit 1 – Conservation Plan Review Worksheet
- Exhibit 2 – Conservation Planner On-boarding Checklist
- Exhibit 3 – Certification Required Activities Checklist
- Exhibit 4 – Conservation Planning Mentor Application Questions

Oregon Exhibit 2: Conservation Planner On Boarding Checklist

(revised 10/31/13)

Name: _____

Supervisor Name: _____

Subject	Target	Completed? (initial and date)
Conservation Assistance Notes	Employee will appreciate the need for technical notes. The employee will write technical notes concisely and effectively.	
Conservation Plan - 6 Part folder organization	Employee will appreciate the proper organization of case files (6 part folders).	
Conservation Programs - applications	Employee will understand the workflow associated with accepting, screening and ranking conservation program applications. The employee will be able to explain the process to a client.	
Conservation Programs - common uses in county.	Employee will be aware of the NRCS and SWCD conservation programs common to their work area.	
Conservation Programs - eligibility	Employee will understand program eligibility criteria for individuals and entities. The employee will be able to explain the criteria to a client.	
IDP	Employee will have an approved IDP	
Introduction to NRCS - AgLearn (online)	Employee will complete "Introduction to NRCS" in AgLearn.	
Job Approval Authority	Employee and supervisor will identify at least three critical practices for which the employee needs to earn JAA. This determination will include the minimum level of JAA needed for inventory, design and construction. Required JAA will be identified during on-boarding and then earned before the completion of the Conservation Planning Core Course.	
Job Sheets	Employee will understand the use of Job Sheets.	
Local agricultural enterprises	Employee will have a basic understanding of the agricultural enterprises and associated resource issues within the local work area.	
Local agricultural equipment	Employee will have a basic understanding of the agricultural equipment used within the local work area.	
Protracts	Employee will be able to use Protracts for completing status reviews.	
Status Reviews	Employee will have work experience with completing Status Reviews. Employee will be able to document current performance, needs for additional technical assistance and other program data.	
Toolkit	Employee will be able to use Customer Service Toolkit (and GIS) to map planned land units, produce conservation maps (including planning land unit maps, soils maps, topographic maps), make conservation assistance notes and schedule conservation practices.	
Water Rights	Employee will have an awareness of Water Rights and be able to verify the amount and type of water rights a landowner may have.	

Conservation Plan Review Worksheet

Oregon Exhibit 1

Planner:		Client Name:	
Date:	/ /	Basin & Field Office:	
Tract(s) & Field(s):			

It is the planner's responsibility to ensure that the plan documentation is coherent, logical, and complete. Inventory documentation must be adequate to support resource condition determinations. If inventory documents other than those listed are used, they must contain sufficient information to support decisions regarding Planning Criteria. When inventory tools are not used, planner will document planner/client observations or other data and client objectives relating to that resource. It may also be noted if additional inventory is needed to fully support the RMS alternative.

		Planner Box: If the first box is checked, documentation is included.
		Reviewer Box: If the second box is checked, additional documentation is needed as described by the reviewer.

Part One – All Land Uses

		Business/Client Information (e.g., Name, Address, Telephone, Location Map)
		Landowner Authorization for Release of Conservation File Information
		Contract Documents Appropriate to Case File

Part Two – All Land Uses

		Assistance Notes (Objectives, Technical, Decisions/Alternatives, etc.)
		Correspondence

Part Three – All Land Uses

		Conservation Plan Map and Legend (see NPPH 600.31)
		Soil Map and Legend (Symbols, Map Unit Names)
		Soil Reports (Appropriate for identified land uses and landowner objectives.)
		Environmental Evaluation/Inventory CPA-52 form and Cultural Resources documentation guide sheet: FOTG Section III, Oregon Conservation Planning Documents.
		Must complete CPA-52 Wetland Evaluation Procedure Guide. Document references used on either CPA-52, the procedure guide, or an assistance note in the plan file.
		Request for Cultural Resources Review/T&E Species List (OR-EVT-1CR/TE) Draft Biological Evaluation or Assessment. If there are any effects to any T&E Species identified, a biological evaluation or assessment may be needed. (If Federally listed and proposed threatened and endangered species, designated critical habitat, or essential fish habitat identified in T&E Request. Final version required if practices are scheduled for implementation within six months of date when plan is submitted.)
		Completed species guide sheets for T&E Species as outlined Wildlife Technical Note 52.
		Oregon Threatened & Endangered Plant Survey Form (If Federal T&E plant species are identified on the T&E Request and affects to any plant species are identified when completing the species guide sheets.)
		Stream Inventory (Stream Visual Assessment Protocol II SVAP II) for intermittent or perennial streams.

	Not completed at this time. Reason:	
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		Nutrients: Recent Soil Test, Appropriate Land Grant University Fertilizer Guide	
		Not completed at this time. Reason:	
		Nutrients: Landowner Nutrient Records (Rate, Form, Timing, Application)	
		Not completed at this time. Reason:	
		Nutrients: Planner statement evaluating soil test, fertilizer guide, and nutrient records.	
		Not completed at this time. Reason:	
		Windows Pesticide Screening Tool where pesticides are used (used with next worksheet).	
		Not completed at this time. Reason:	
		Pest Management Considerations in Conservation Planning Worksheet (FOTG Sec. 4).	
		Not completed at this time. Reason:	
		Oregon Irrigation-Water Savings Estimator when irrigation water is applied.	
		Not completed at this time. Reason:	
		Irrigation self-certification and water rights submitted and signed by the landowner and the water master.	
		P Index (Ag Tech Note #26 dated June 2013) when any form of phosphorus is applied.	
		Not completed at this time. Reason:	
		Nitrogen Leaching Index from RUSLE-II when any form of nitrogen is applied.	
		Not completed at this time. Reason:	
		► Associated Agricultural Land	Not Present
		Narrative Inventory or Map Describing Site(s)	
		Not completed at this time. Reason:	
		► Land uses with Wildlife modifier	Not Present
		Narrative or map identifying historic strategy habitat(s) for site and relationship to any Conservation Opportunity Area (COA) using ODFW Conservation Strategy (GIS shapefiles available at F:\geodata\ecological for use in Toolkit)	
		Wildlife Habitat Inventory (Wildlife Habitat Evaluation Guide or Species-Specific Habitat Assessment)	
		► Farmstead	Not Present
		Feedlot & Dairy Inventory in Conservation Records Workbook or Ag Tech Note #20 for AFO/CAFO operations	
		Not completed at this time. Reason:	
		Animal Waste Management Planning	
		Not completed at this time. Reason:	
		Personal Water Systems Check Up	
		Not completed at this time. Reason:	

		► Crop		Not Present (Includes Hay)
		HEL status map: A map showing official HEL status of each crop field with a map key defining HEL labels, e.g. HEL, NHEL, UHEL		
		Not completed at this time. Reason:		
		Crop Inventory in Conservation Records Workbook or Ag Tech Note #20		
		Not completed at this time. Reason:		
		RUSLE-II (Where sheet and rill [water] erosion is most prevalent.)		
		Not completed at this time. Reason:		
		WEPS (Where wind erosion is most prevalent.)		
		Not completed at this time. Reason:		
		Soil Conditioning Index, Soil Tillage Intensity Rating (Located in RUSLE2 and WEPS.)		
		Not completed at this time. Reason:		
		► Pasture		Not Present (Includes Hay)
		Grazed Land Inventory in Conservation Records Workbook, or Benchmark Grazing Description		
		Not completed at this time. Reason:		
		FOTG, Section III, Oregon Conservation Planning documents, Grazing Land Inventory documents, either Prescribed Grazing Inventory sheets, 2003 spreadsheet – Pasture Condition Score Sheet tab, or Western Oregon Pasture Inventory Worksheets, PCS Score Sheet tab		
		Not completed at this time. Reason:		
		FOTG, Section III, Oregon Conservation Planning documents, Grazing Land Inventory documents, either Prescribed Grazing Inventory sheets, 2003 spreadsheet – Pasture Info tab, or Western Oregon Pasture Inventory Worksheets, Pasture Inventory tab		
		Not completed at this time. Reason:		
		FOTG, Section III, Oregon Conservation Planning documents, Grazing Land Inventory documents, either Prescribed Grazing Inventory sheets, 2003 spreadsheet – Forage Balance tab, or Western Oregon Pasture Inventory Worksheets, L through F, BAL tab		
		Not completed at this time. Reason:		
		► Range/Grazed Forest		Not Present
		Grazed Land Inventory in Conservation Records Workbook, or Benchmark Grazing Description		
		Not completed at this time. Reason:		
		FOTG, Section III, Oregon Conservation Planning documents, Grazing Land Inventory documents, Range Inventory spreadsheets – GEN tab and either PL-COM-WEIGHT or PL-COM-DOMINANCE tab		
		Not completed at this time. Reason:		
		If grazed by livestock, FOTG, Section III, Oregon Conservation Planning documents, Grazing Land Inventory documents, Range Inventory spreadsheets – GEN tab and TR-RHA tab		
		Not completed at this time. Reason:		

		Livestock Forage Balance (LFB) Worksheet, FOTG, Section III, Oregon Conservation Planning documents, Grazing Land Inventory documents, Prescribed Grazing Inventory sheets, 2003 spreadsheet – Forage Balance tab
		Not completed at this time. Reason:
		Rangeland Productivity & Plant Composition Soil Report (Web Soil Survey)
		Not completed at this time. Reason:
		Rangeland Erosion Evaluation (Narrative)
		Not completed at this time. Reason:
		► Forest (If grazed included Grazed Forest/Grazed Range items.)
		Not Present
		Forest Land Inventory in Conservation Records Workbook
		Not completed at this time. Reason:
		Stand Inventory (Zig-Zag, Fixed Plot, Basal Area)
		Not completed at this time. Reason:
		Forestland Erosion Evaluation
Part Four		
		Conservation Plan of Operations
		Planner Certification Stamp and Signature
		Economic Analysis: FOTG section III, Oregon Conservation Planning Documents, T-charts
		Not completed at this time. Reason:
		Cost Data: FOTG Section I, Cost Data
		Documentation of Alternatives Offered and Conservation Effects & Impacts shall be recorded on the CPA-52 form with a cross reference to Section 5 of the FOTG (file CPA-52 in part three of the case file). Optional: RMS Decision Support Tool: FOTG Section V, Conservation Practice Physical Effects
Part Five Note: All items in Part Five should be in the case file prior to implementation.		
		Practice Specifications
		Copy of all required permits in plan file (ACE, DSL, ODF&W, and NOAA-NMFS, etc.)
		Final Designs and Drawings for engineering practices
		Operation and Maintenance Agreements
Part Six		
		Redlined final drawings showing “as-built” condition and dimensions of installed structures.
		Documentation for completed practices
		Monitoring/Evaluation Data
		Not completed at this time. Reason:

PLANNER NOTES

Oregon Exhibit 3: Certification Required Activities Checklist

(revised 12/29/2015)

Name: _____**Supervisor Name:** _____

Course / Assignment	WHEN to complete?	Type	Completed? (initial and date)
Introduction to the Field Office Technical Guide	Pre-Session 1	AgLearn	
Conservation Planning Part 1 (Modules 1 - 5)	Pre-Session 1	AgLearn	
Environmental Compliance for Conservation Assistance EC Level 1	Pre-Session 2	AgLearn	
Cultural Resources Training Series Part 1	Pre-Session 2	AgLearn	
Guided learning document - planning	Pre-Session 2	Guided Learning	
Energy Basics	Pre-Session 3	AgLearn	
Air Quality, Climate Change and Energy	Pre-Session 3	AgLearn	
Introduction to Water Quality	Pre-Session 4	AgLearn	
Guided learning document - contracting	Pre-Session 4	Guided Learning	
Managing for Excellence or AgLearn interpersonal communication	Before Certification	AgLearn	
Guided learning document - local working group	Before Certification	Guided learning	
Introduction to Conservation Forestry	Before Certification	AgLearn	
Obtain JAA for practices as determined from On-boarding Checklist	Before Certification	Core Course	
Complete Conservation Planning Course	Before Certification	Core Course	
Complete Conservation Planning Course project, reviewed by a Master Planner	Before Certification	Core Course	

Oregon Exhibit 4 - Conservation Planner Mentor Application Questions

Thank you for your interest in becoming a Conservation Planner Mentor! Please email your responses to the Oregon State Resource Conservationist (SRC).

Supervisor and Basin Team Leader Approval

As a requirement to participate in NRCS Conservation Planning Mentoring, you must obtain your supervisor's approval as well as approval from the NRCS Basin Team Leader. They need to confirm that you will be able to meet the time requirements involved in serving as a mentor.

- Name of Supervisor and email address:
- Name of NRCS Basin Team Leader and email address:

Mentor Acknowledgement:

I hereby acknowledge and understand the following requirements to serve as mentor:

- Commit my time to develop and support my protégé through the Core Conservation Planning course and towards conservation planning certification.
- Participate in Mentor training and coordination meetings.
- Obtain approval and support of my supervisor to participate as a mentor.

Conservation planning experience

- Highest Level of Education Completed:
 - Major/Area of Study:
- Years of experience in conservation planning.
- Length of time as a certified conservation planner in Oregon
 - Length of time certified in another state (where)

Prior supervising experience

- Have you ever been a supervisor? Yes/No
- Years of experience as a supervisor and number of employee's supervised:

Prior mentoring experience

- Do you have any previous personal or professional mentoring experience? Yes/No
- Have you participated in a formal or informal mentoring program? Formal/Informal
- If so, what was your role? Mentor / Protégé / Both Mentor & Protégé / Coordinator / Other
- Have you participated in mentoring at NRCS in the past? Yes/No
- Are you currently in a formal mentoring relationship at NRCS? Yes/No
 - If so, with whom?
 - If so, what is your role? Mentor / Protégé / Both Mentor & Protégé

Mentoring Interest and Preferences

- Why do you want to be a mentor?
- Do you want to mentor a student in the Core Conservation Planning Course and become a Master Planner (see OR Amendment 11 to GM_180 Part 409.9)?
- What are your areas of expertise? Please be specific.
- Do you have any geographical preferences or restrictions when matched with a protégé? Yes/No, please explain:
- Describe experiences you would like to pass on to a protégé.
- Special Accommodations Requested (e.g., interpreter, reader, restructured work site)