Fiscal Year 2003

ANNUAL PERFORMANCE PLAN

October 1, 2002 – September 30, 2003

NEZ PERCE NATIONAL HISTORICAL PARK

and

BIG HOLE NATIONAL BATTLEFIELD

Fiscal Year 2003

ANNUAL PERFORMANCE PLAN

for

NEZ PERCE NATIONAL HISTORICAL PARK

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BIG HOLE NATIONAL BATTLEFIELD

Approved: _____

Douglas E. Eury — Date
Superintendent

Nez Perce National Historical Park offers for all Americans an important perspective about our history as a people. It is not the view from the Gateway Arch looking west; it is a view from a homeland looking out, witnessing the march of history and change, yet continuing today and tomorrow to commemorate and celebrate Nez Perce culture and traditions.

It is a park about *a* people,
for *all* people.

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I INTRODUCTION

About This Plan

This is the ~~Annual Performance Plan~~ for Nez Perce National Historical Park and Big Hole National Battlefield. It covers October 1, 2002 – September 30, 2003 (federal fiscal year 2003), one- year of our five year (2000- 2005) ~~Strategic Plan~~. Our separate ~~Strategic Plan~~ contains our mission and long- term goals and contributes to the nationwide National Park Service (NPS) mission. Copies of our ~~Strategic Plan~~ are available by requesting a copy from: Superintendent, Nez Perce National Historical Park, 39063 US Highway 95, Spalding, Idaho 83540.

Our ~~Annual Performance Plan~~ lists each goal in the context of its parent mission and long- term goal. Like the parent goal, each annual goal is results- or outcome- oriented. Each goal is objective, quantifiable and measurable, with performance measures built into each goal statement. Each goal has a brief background explanation, an overview of how the goal will be accomplished, and a statement of how accomplishment will be measured. See Section III, "Financial Resources," for information on the fiscal resources we plan to use to achieve the desired outcomes or results.

Each park also develops internal management documents - - annual work plans. They describe the specific activities, services, and products that will be carried out or produced to accomplish planned results in greater detail and list the related dollar and staff (in terms of "full- time equivalents" or FTE) resources. Annual work plans and budgets guide the park's activities throughout the year.

The Government Performance and Results Act of 1993 (GPRA)

This ~~Annual Performance Plan~~ is written in part to fulfill the requirements of the ~~Government Performance and Results Act~~ (GPRA). Congress passed this law in 1993 to bring the federal government into the "performance management revolution." Performance management is a goal- driven management concept and practice already widely adopted by the private sector, state and local governments, and many others. GPRA requires federal agencies to develop 1) a ~~Strategic Plan~~, 2) ~~Annual Performance Plans~~, and 3) ~~Annual Performance Reports~~ in order to more effectively and efficiently manage their activities to achieve their missions, and to more effectively communicate with the Congress and the American people. Please see the park's ~~Strategic Plan~~ for more information about GPRA and performance management.

It should be noted that the following ~~Annual Performance Plan~~ is much more than just a response to legislative mandate. GPRA is a catalyst that causes park staff to reexamine its daily activities and routine products and services, as well as funding and staffing expended to accomplish them. It motivates and energizes us to ensure these things were well aligned with the mission of the National Park Service and the park, and the long-term goals established to achieve those missions. The results, we believe, will be better planning, better management, and better communication with all of our constituencies and stakeholders, as well as amongst ourselves, about where we are, where we need to be, and how we are going to get there in the most effective and efficient ways.

II MISSION

The mission of the National Park Service at Nez Perce National Historical Park arises from the purpose, significance and legislative intent found in Public Law 89- 19, the enabling legislation for the park; Public Law 88- 24 which established the Big Hole National Battlefield as a unit of the National Park Service; and the Nez Perce National Historical Park Additions Act of 1991, Public Law 102- 576, which added a number of new sites to the park, including the Big Hole National Battlefield.

Purpose: The purpose of Nez Perce National Historical Park is to:

- Facilitate protection and offer interpretation of Nez Perce National sites in Idaho, Oregon, Washington, Montana, and Wyoming that have exceptional value in commemorating the history of the United States

- Preserve and protect tangible resources that document the history of the Nez Perce peoples and the significant role of the Nez Perce in North American history

- Interpret the culture and history of the Nez Perce peoples and promote documentation to enhance that interpretation.

Significance: The primary significance of Nez Perce National Historical Park can be summarized as:

- The park preserves a continuum of at least 11,000 years of Nez Perce culture. Its archeological record, museum collection, cultural landscapes, and structures are of national significance. The park contains historical and cultural landmarks that are of legendary significance to the Nez Perce people. The Nez Perce (Nee- Me- Poo) National Historic Trail commemorates a significant event in the history of the Nez Perce people.

- Nez Perce National Historical Park offers a unique opportunity for visitors to gain an understanding of present- day Nez Perce culture within and outside the Nez Perce homeland and to learn about important events of the past.

- Past and present Nez Perce culture was shaped by the geography and the rich and varied resources of the Nez Perce homeland.

- The park includes parts of the Lewis and Clark National Historic Trail and the Lolo Trail, both of which were used by other cultures. The Nez Perce country, Nez Perce National Historical Park sites, and other Native American cultures overlap but also differ in many ways.

- The park contains burial sites and sacred sites; it is also a focal point for current Nez Perce culture and allows for the continued traditional use of resources. The park honors the rights retained in the 1855 and 1863 treaties and will fully apply all applicable laws, executive orders, policies, and treaties related to the protection of cultural properties and sacred sites.

Legislative Intent: The enabling legislation provides for certain ways to support the purpose of the park. The National Park Service consults with the Nez Perce people concerning the interpretation of the park and its history. Achieving the protection and interpretation of Nez Perce National Historical Park sites is furthered through a broad range of partnerships and cooperative arrangements with states, federal agencies, tribes, and local and private entities.

III ACCOMPLISHING GOALS

Annual goals for FY2003 at Nez Perce National Historical Park and Big Hole National Battlefield will be accomplished using the organization, facilities, and financial resources summarized below. These should give the park staff, partners, stakeholders, and the public a better understanding of not only *what* we are trying to accomplish this year, but also *how* we are doing it in a very real sense.

Organization

Superintendent Douglas E. Eury leads the park staff. Staff is organized into four operating units: Oregon/Washington Unit, Idaho Unit, Montana Unit (including Big Hole National Battlefield,) and the Support Unit. The Support Unit consists of the Administrative Team, the Resource Management Team, the Maintenance Team, and the Interpretation Team. Staff expertise and specialties include 9 permanent park rangers, an education technician, a museum curator, a cultural resource specialist, a library technician, a computer specialist, a contract specialist, several maintenance workers, a motor vehicle operator, several administrative support staff and a variety of other specialized support positions. There are six seasonal (temporary) park rangers. There are three seasonal maintenance workers. The park also relies upon the goodwill of volunteer employees (Volunteers- in- Parks or "VIP's") to accomplish our mission.

Our staff will be supplemented and/or supported by assistance or expertise from various other NPS parks and central offices, and/or and other partners or organizations. Staff from the National Park Service's Columbia Cascades Support Office in Seattle, Washington, will work with us to assess and improve our interpretive programming for Goal IIb1 and will help us to inventory and evaluate our historic cultural landscapes and archeological resources for Goals IIb for better data upon which to make informed decisions about our resources. In addition to helping accomplish education and visitor service goals through literature sales and donation, the Northwest Interpretive Association and Glacier Natural History Association will provide one part- time sales clerk at the visitor center in Wisdom, Montana, and Spalding, Idaho, at no cost to the NPS.

Facilities

Park facilities for accomplishing the FY 2003 annual goals include: a staffed visitor center/headquarters facility (13,800 square feet) in Spalding, Idaho, and a staffed visitor center/headquarters facility (4,086 square feet) at Big Hole National Battlefield in Wisdom, Montana. Orientation to the entire park is available at both visitor centers through the park brochure, exhibits, audiovisual programs, and the interpretive staff at the information desks. Three non- NPS staffed visitor facilities (at Lolo Pass, Nez Perce Homeland Project, and Blaine County Museum) offer orientation and interpretation. Five other park sites (Heart of the Monster, White Bird, Bear Paw, Canoe Camp, and Pierce Courthouse) offer non- staffed interpretive opportunities for visitors as does park partner Wallowa Band Nez Perce Trail Interpretive Center's Historical Photo Exhibit in Joseph, Oregon. These locations also have available limited personal service interpretation upon request. Tours of the St. Joseph Mission site are made available through cooperative agreement between the NPS and the private landowner.

The remainder of the park sites are pullouts along regional highways, generally with one large interpretive sign that reveals the site's or a nearby site's significance. A number of the new sites are privately owned and agreements are not yet in place providing the legal framework for site development.

Financial Resources

Financial resources available to achieve the two park's FY 2003 annual goals include a base operating budget of approximately $2,140,000 ($1,745,757 for Nez Perce National Historical Park and $393,915 for Big Hole National Battlefield), which funds a permanent work force of 26 permanent positions, and 12 seasonal positions. This work force will be supplemented by an estimated 2,000 hours of Volunteers- in- Parks service, 2 Student Conservation Assistants, etc. and special project and program funds distributed by the National Park Service regional and Washington offices. Achieving our FY 2003 annual goal performance targets is critically dependent on our base funding and on these additional project funds, volunteer assistance, partnerships and donations. Therefore, in order to plan the year's goals, to organize the year's work to accomplish them, and to communicate, and document them, all funding and staffing sources, and major alternative sources of support and work, are included in developing our Annual Performance Plan.

Highlights of the park's budget, which funds specific goals in the annual performance plan, include:

~~$ 532,921 for resource preservation and management~~
~~$ 1,607,290 to address visitor services~~

IV MEASURING RESULTS

A performance plan has value only to the extent that results can be measured. For this plan each of the goals has a performance target in five years. The five- year plan is detailed in an Annual Performance Plan with specific outputs (or "accomplishments") identified for each goal. Since individual performance plans for each supervisor and/or program manager reflect the GPRA goals for which they have a responsibility; the employee's performance appraisal is, in fact, a recurring performance appraisal or measurement of the strategic plan.

There are also required program- specific reports and forms which must be completed throughout the year and the information in them will provide an indication of accomplishment toward goals.

V KEY EXTERNAL FACTORS

Park management and staff can plan, manage, and control much of what occurs in the park. Sometimes they can influence factors external to park boundaries that affect the park. Other factors, such as natural events, are beyond managing or influencing. These things can negatively or positively affect goal outcomes. A few of the most important are briefly identified below. This is not an exhaustive list but simply those factors that are most likely to influence outcomes at the time this plan was written.

The popularity of Nez Perce National Historical Park is expected to continue and present even greater challenges, both in terms of cultural and natural resource preservation and visitor use. The increased interest in the area as a consequence of the bicentennial observance of the Lewis and Clark Corps of Discovery exploration of the west from 1803 through 1806 will significantly increase visitation to many of the park sites. In fact, visitation trends are up already in anticipation of this observance.

Additional factors affecting performance include:

- The costs of maintaining and restoring natural and cultural resources are escalating.

- The difficulty in restoring native vegetation to the cultural landscape at a number of park sites is due to the encroachment of noxious weeds and plants from neighboring properties.

- The implementation of new programs that emphasize wise use of limited resources and sustainable practices.

- A significant increase in the number of projects requiring compliance reviews under the National Environmental Policy Act and/or Section 106 of the Historic Preservation Act.

- The National Parks and Omnibus Act of 1998 (Public Law 105-391) established major new responsibilities for concessions management, employee training and career development, natural resources inventory and monitoring, and cooperative research studies.

- The Park consists of 38 individual sites disbursed over four states under a variety of ownerships including Tribal, federal, state, local and private. Many goals are dependent upon compatible agency management policies and the goodwill and financial resources of partners.

- The special relationship that the Park has with descendents of the Nez Perce peoples makes it appropriate that ongoing consultation with those descendents on the Colville Reservation in Washington, the Umatilla Indian Reservation in Oregon, and the Nez Perce Indian Reservation in Idaho takes place. The internal politics and divergent interests of the Confederated Tribes of the Colville Reservation, Confederated Tribes of the Umatilla Indian Reservation, and Nez Perce Tribe representing Nez Perce descendents in Washington, Oregon, and Idaho, has the potential to lengthen the decision-making process on major management actions in the Park.

VI ANNUAL GOALS

Annual goals are the current year's increments toward achieving the park's long-term goals. Long-term goals, in turn, are increments toward achieving mission goals. Mission goals are statements of ideal future conditions pursued "in perpetuity" to achieve the mission of Nez Perce National Historical Park, including Big Hole National Battlefield. The annual goals below, therefore, are listed in the context of their long-term and mission goals.

GOAL CATEGORY I Preserve Park Resources

Ia Natural and Cultural resources and associated values are protected, restored, and maintained in good condition and managed within their broader ecosystem and cultural context.

Ia1A *Disturbed Lands* *By September 30, 2005, 100% or 49 acres of NEPE's lands disturbed by prior development or agricultural use and targeted (by September 30, 2000) for restoration are restored.*

By September 30, 2003, 3 additional acres of targeted, disturbed, park lands are restored (numbers have changed from Strategic Plan total of 6 of 21 acres). Cumulative total will now be 45 of 49

Nez Perce NHP and Big Hole NP have an estimated 49 acres of land disturbed by previous physical development Two acres have been disturbed by road cuts at Big Hole NB. Work will be conducted to restore this intrusion by placing topsoil, seeding, and covering with appropriate erosion control materials. In addition, approximately 6 acres were disturbed by urban development on the Spalding site. Work will involve removal of exotic species, potential re- contouring of area, and reseeding with native grasses. In addition, prescribed fire is being planned for the area in an effort to restore natural conditions and ecological processes to the area. Goal achievement will be monitored, measured, and verified by on the ground inspection, photo documentation, and project completion reports.

Ia1B *Exotic Vegetation* *By September 30, 2005, 37 of (100%) of 37 acres of NEPE's lands impacted by exotic vegetation targeted by September 30, 1999, is contained.*

By September 30, 2003, 37 acres of lands impacted by exotic species is contained. (cumulative total 37)

Nez Perce NHP and Big Hole NP have an estimated 37 acres of land impacted by exotic vegetation that can be contained. Examples of exotic species include yellow starthistle, knapweed, poison hemlock, black locust, and field bindweed. Areas of infestation include Spalding, White Bird, East Kamiah, Old Chief Joseph Cemetery, Big Hole National Battlefield and Bear Paw Battlefield. Park staff utilize a variety of methods to remove exotic species including mechanical, biological, and chemical alternatives to contain and remove these species. The park has also completed an Integrated Pest Management Plan and works with sister agencies in the fight against exotic species. A primary area of focus in FY2003 will be working on the 6 acres of disturbed lands at Spalding and restoring native vegetation to that area. Goal achievement will be monitored, measured, and verified by annual on the ground inspections.

Ia4 Water Quality *By September 30, 2005, 100% of park water will remain unimpaired.*

Nez Perce NHP and Big Hole NP contain five sites (Bear Paw Battlefield, Big Hole NB, Spalding, East Kamiah, and White Bird Battlefield) with hydrologic resources. In 1999 water quality inventories were conducted on these sites which provided a limited baseline of data. Park staff are working with the National Park Service (NPS) Water Resources Division in Fort Collins, Colorado, to continuously monitor stream flow in the North Fork of the Big Hole River in accordance with provisions of the Montana Water Compact between the state of Montana and NPS. No other monitoring is being planned for this year.

Ia5 Historic Structures *By September 30, 2005, 34 of 40 (85%) of the historic structures listed on the NPS LCS at the end of fiscal year 1999 are in good condition.*

By September 30, 2003, 33 of the historic structures listed in 1999 LCS are in good condition.

The park had a total of 40 structures on the List of Classified Structures, the NPS official inventory and database of important historic structures, as of the end of 1999, the baseline year for this goal. 34 of those structures were already determined to be in good condition, i.e. requiring only routine and cyclic maintenance, but no major repair or rehabilitation. FY 2003 work will include monitoring the condition of the structures to ensure integrity and detect change in stability. Measuring goal achievement and verification of measures will be by on site inspection, photo documentation, completion reports, and inspection by the park cultural resource specialist with advisory assistance from the Historic Architect from the NPS Seattle Support Office, and representatives from the Idaho, Oregon, and Montana Historic Preservation Offices.

Ia6 Museum Collections *By September 30, 2005, 307 (80%) of 383 applicable preservation and protection standards for our museum collection are met.*

By September 30, 2003, 0 deficiencies identified are corrected, emphasis will be to maintain current standards being met.

Nez Perce NHP and Big Hole NB have museum collections on exhibit and/or storage at two park sites. The park had a total of 316 of 383 applicable preservation and protection standards for its museum met. Many of the deficiencies that are still not met are in areas that cannot be overcome. Some of these include storage in earthquake or floodplain zones and pipes in storage areas. Park staff is working to correct the remaining deficiencies, but also working to maintain the high integrity of the collection and exhibit space achieved. FY 2003 work will include maintenance of the collections with constant monitoring to ensure the integrity of the collections and the protection of this valuable resource. This goal will be achieved by conducting monthly and annual inspections to measure goal achievement. Verification of measures will be by on site inspection, photo documentation, completion reports, and inspection by the park curator and museum technician with advisory assistance from the Museum Specialist from the NPS Seattle Support Office.

Ia7 Cultural Landscapes *By September 30, 2005, 21 (51%) of 41 cultural landscapes on the 1999 NPS CLI with condition information are in good condition.*

By September 30, 2003, maintain 21 (51%) of baseline Cultural Landscapes in good condition.

The park had a total of 41 cultural landscapes on the 1999 NPS CLI, including 40 at NEPE and 1 at BIHO. At that time, the park felt 21 of these to be in good condition, i.e. requiring only routine and/or cyclic maintenance. FY 2003 work will include onsite visits and work with park partners in maintaining and or improving the condition of the landscapes. Emphasis will be placed on developing a cooperative agreement with landowners on Clearwater Battlefield for resource inventory, preservation, and protection. This goal will be achieved by conducting annual inspections to measure goal achievement. Verification of measures will be by on site inspection, photo documentation, completion reports, and inspection by the park cultural resource specialist with advisory assistance from the Cultural Landscape Specialist from the NPS Seattle Support Office.

Ia08 Archeological Sites By September 30, 2005, 18 (30%) of 64 archeological sites listed on the FY1999 NPS ASMIS with condition assessments are in good condition.(48 additional sites added as a result of work in 2001)

By September 30, 2003, maintain the number of recorded archeological sites in good condition at 18 (30%).

This goal will be achieved by conducting annual inspections to measure goal achievement. Verification of measures will be by on site inspection, photo documentation, completion reports, and inspection by the park cultural resource specialist with advisory assistance from the Regional Archeologist from the NPS Seattle Support Office, and representatives from the Idaho, Oregon, and Montana Historic Preservation Offices.

Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information

Ib01 Natural Resource Inventories *By September 30, 2005, 4 (33%) of 12 primary natural resource inventories identified in the Resource Management Plan and General Management Plan are completed.*

By September 30, 2003, 0 data sets will be automated.

Park staff have worked to acquire and/or develop natural resource inventories. Efforts include acquisition of soils, vegetation, and baseline cartographic data for the park managed sites. The FY03 area of emphasis will be to work with the rest of the Northern Semi- arid Network to coordinate future inventory projects.

Ib2A Cultural Resource Baseline – Archeology *By September 30, 2005, the number of archeological sites, inventoried, evaluated and listed in the NPS ASMIS is increased from 0 in FY99 to 4 (400% increase).*

By September 30, 2003, archeological inventory and evaluation data collected from past surveys will be evaluated and entered into the ASMIS for 2 more sites. (note: in the beginning of 2001there were 18 known archeological sites. Through investigations of park, region and SHPO records an additional 46 sites were found. These along with the original 18 sites have been entered into ASMIS and we are still researching more.)

Archeological surveys were conducted in FY02 at Dug Bar and Buffalo Eddy with site forms developed – these will be entered into ASMIS. Work this year by the Nez Perce Tribe will allow future input of data from Clearwater Battlefield into ASMIS. Goal achievement will be measured and verified by successful entry of data of site forms (a minimum of two) for these projects into ASMIS.

Ib2B Cultural Resource Baseline – Cultural Landscapes *By September 30, 2005, 5% of the number of Cultural Landscapes identified in the 1998 CLI will be evaluated and entered into the CLI database.*

By September 30, 2003, 3% of the Cultural Landscapes identified in the 1998 CLI will be evaluated and entered into the CLI database.

In coordination with the Nez Perce Tribe's archeological survey of the Clearwater Battlefield, park Resource Management staff will compile data for use in the future Clearwater Battlefield CLI.

Ib2D Cultural Resource Baseline – Museum Collections *By September 30, 2005, the number of museum objects cataloged into the NPS ANCS+ and submitted to the National Catalog are maintained in good condition.*

By September 30, 2003, 188,627 items in the park's museum collection will be maintained in good condition.

Nez Perce NHP and Big Hole NP have approximately 185,000 museum collections catalogued and entered into the NPS ANCS+ program. Park staff are actively working on the maintenance of this data and also the acquisition of additional objects. As additional objects are acquired they are catalogued, described, and that information is entered into the database. The park goal for FY03 is to maintain the existing collection and database in good condition. Goal achievement will be measured and verified by completion of the annual submission to the National Catalogue.

GOAL CATEGORY II Public Enjoyment and Visitor Experience of Parks

IIa Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities

IIa1 Visitor Satisfaction *By September 30, 2005, 96% of visitors are satisfied with appropriate park facilities, services, and recreational opportunities.*

By September 30, 2003, 96% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Approximately 100 acres of grounds and one active cemetery will be maintained. This will be accomplished with ONPS funds. Routine maintenance on facilities (building, trails, grounds) are included in this goal as well as operation of the park Research Center and working with park partners at a number of locations. At Big Hole National Battlefield, park staff are developing a new Visitor Center display map and a revised trail guide booklet. The Friends of Canyon Creek will begin construction of an interpretive shelter with several wayside exhibits at Canyon Creek skirmish site. Restroom facilities at the Big Hole National Battlefield Visitor Center are currently being retrofitted and improved to provide better accessibility. In addition, a new information desk in the Spalding VC will be designed and installed to meet accessibility guidelines. Parkwide, a number of existing visitor facilities will be painted in FY03 and new interpretive waysides installed at Buffalo Eddy and Bearpaw Battlefield.

IIa2 Visitor Safety *By September 30, 2005, the visitor accident/incident rate is maintained at 0*

By September 30, 2003, maintain visitor injury rate at zero.

A parkwide safety survey was conducted in late FY02. Work in FY03 will concentrate on implementing those recommendations. Traffic warning signs at Buffalo Eddy and Old Chief Joseph Cemetery will be installed and a solution for dangerous parking at Old Chief Joseph Cemetery found. A parkwide Law Enforcement Needs Study will be conducted and law enforcement needs at the Spalding site met through cooperative agreement with the Nez Perce Tribe.

IIb Park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.

IIb1 Visitor Understanding and Appreciation *By September 30, 2005, 86% of visitors understand and appreciate the significance of the park.*

By September 30, 2003, 80% of park visitors understand and appreciate the significance of the park they are visiting.

All efforts to provide information and orientation services about park resources to visitors are included in this goal. These services include: staffing visitor center operations, providing interpretive programs, off- site presentations, operation of the research center and media development. Work on the Comprehensive Interpretive Plan is complete and we are now moving into the implementation phase. FY03 work also includes implementation of the parkwide Wayside Exhibit Plan begun in FY02.

Interpretive media development park- wide will continue with exhibit planning with the USFS for the Lolo Pass visitor center and waysides for highway 12 sites and the Lolo Motorway. Planning for temporary exhibits and some upgrade for permanent exhibits will take place related to the Lewis and Clark Bicentennial.

Each year a Visitor Survey is conducted to determine the number of visitors that understand and appreciate the significance of the park.

IIb1X Education Programs *By September 30, 2005, 50% of 7700 participants in formal educational programs (4th grade and up) understand Nez Perce NHP is part of America's cultural and natural heritage preserved by the National Park Service and its programs*

By September 30, 2003, 35% of 7000 (2,450) participants in formal educational programs (4th grade and up) understand Nez Perce NHP is part of America's cultural and natural heritage preserved by the National Park Service.

All curriculum based educational programs will have an element pertaining to the role of the National Park Service in preserving the natural and cultural resources of Nez Perce National Historical Park and Big Hole National Battlefield; and, where age appropriate, address the "larger" picture of resource stewardship. We are currently working with local educators by means of Teachers Workshops to develop pre- and post- visit materials and develop additional curriculum based programs. Working with the education community we hope to be able to provide learning experiences linked directly to clear objectives and that are directed at different learning styles.

The park- wide Education Strategy will be implemented on several fronts with additional teacher workshops in OR and MT. Educational programming for fourth grade will be formally evaluated and specific programs developed. Training needs will be identified and carried out. The park Teachers' Guide will be updated.

Comments will be solicited from educators participating in park programs to determine if their objectives are being met; and, determining if the National Park Service mission is understood by those participating in our educational programs.

GOAL CATEGORY IV Ensure Organizational Effectiveness

IVa The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

IVa3A Employee Performance Agreements Linked to GPRA *By September 30, 2005, 100% of NEPE and BIHO employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.*

By September 30, 2003, 90% of Nez Perce NHP and Big Hole NB employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

IVa4A Underrepresented Groups Increased in Permanent Workforce *By September 30, 2005, the number of NEPE and BIHO permanent positions in the 9 targeted occupational series filled by employees by underrepresented groups is increased from 7 at end of FY99 to 8 (14% increase)*

By September 30, 2003, the number of Nez Perce NHP and Big Hole NB permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 7 at the end of FY99 to 8.

(025- Park Management, 193- Archeology, 1010- Exhibit Specialist, 083- Police, 301- Admin and Programs, 1015- Museum Curator, 170- Historian, 401- General Bio Science, 1640- Facility Management)

IVa4B Underrepresented Groups Increased in Temporary/Seasonal Workforce *By September 30, 2005, the total number of NEPE and BIHO temporary/seasonal positions annually filled by women and minorities is maintained at the FY99 level of 6 employees of 9 (66%).*

By September 30, 2003, the number of Nez Perce NHP and Big Hole NB temporary/seasonal positions annually filled by women and minorities is maintained at the FY99 level of 6 employees of 9 (66%)

IVa04C&D Disabled Representation in Workforce Increased *By September 30, 2005, the number of NEPE and BIHO permanent/temporary or seasonal positions filled by employees with disabilities is increased from 0 in FY99 to 1 (100% increase).*

By September 30, 2003, the number of Nez Perce NHP and Big Hole NB permanent/temporary/seasonal positions annually filled by individuals with disabilities is increased from 0 to 1

IVa6A Employee Lost Time Injury Rate Reduced *By September 30, 2005 the number of NEPE and BIHO employee lost- time injuries is maintained at the FY92- FY96 5 year annual average of 2.*

By September 30, 2003, the number of Nez Perce NHP and Big Hole NB employee lost- time injuries is maintained at or below the FY1992- FY1996 five- year average of 2

IVa6B Employee Continuation of Pay Hours Decreased *By September 30, 2005, the number of NEPE and BIHO continuation of pay hours will be maintained at 500 hours or less.*

By September 30, 2003, the number of Nez Perce NHP and Big Hole NB hours of continuation of pay is maintained at 500 hours or less.

IVb The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations, and individuals.

IVb1 Volunteer Hours Increased *By September 30, 2005, the number of NEPE and BIHO volunteer hours is increased from BIHO 800 hrs and NEPE 1211 hrs in FY97 to BIHO 1040 hrs and NEPE 1574 (30% increase).*

By September 30, 2003, increase by 30% the number of volunteer hours over the 1997 level.

> NEPE (Spalding) hours increased to 2044. Volunteer possibilities will continue to be promoted by the volunteer coordinator. Set up for VIP trailer pads will be looked into further. The possibility of establishing VIP's for the ORWA Unit will be explored.

IVb2A Increase in Cash Donations *By September 30, 2005, cash donations are maintained at FY97 level of $9,000 for Big Hole NB*

By September 30, 2003, cash donations are maintained at the FY97 level of $9,000 for Big Hole NB

IVb02B & C *By September 30, 2005, the cash value of in- kind donations, grants, and services to Nez Perce NHP and Big Hole NB from appropriate cooperating associations is increased from $5,500 for Big Hole in FY97 to $7,500, and from $25,000 in FY97 to $33,750 for Nez Perce (35% increase)*

By September 30, 2003, the cash value of in- kind donations, grants, and services to Nez Perce NHP and Big Hole NB from appropriate cooperating associations is increased from $5,600 for Big Hole in FY97 to $6,000; and from $25,000 in FY97 to $28,000 for Nez Perce.

IVbX Park Partnerships *By September 30, 2005, the number of projects satisfactorily completed by partners under formal agreement that protect resources or serve the visitors of NEPE and BIHO is increased from 5 in FY99 to 10 (100% increase).*

By September 30, 2003, the number of projects satisfactorily completed by partners under formal agreement that protect park resources or serve the park visitor is increased by 1 for a cumulative total of 7.

V. ANNUAL PERFORMANCE PLAN CONTRIBUTORS

The following park staff members were involved in preparing this Annual Performance Plan:

Timothy A. Nitz, GPRA Coordinator, (541) 432- 9452

Doug Eury, Superintendent
Jon James, Superintendent, Big Hole National Battlefield
Jason Lyon, Integrated Resource Program Manager
Marie Marek, Interpretation Team Leader
Dennis Groseclose, Maintenance Worker Supervisor
James Rogers, Administrative Officer

VIII APPENDIX

Nez Perce National Historical Park and Big Hole National Battlefield FY03 Annual Work Plan

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ia1A~~
Status in Base Year ~~Disturbed Lands in 1998 Land Protection Plan~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context. **Ia1A DISTURBED LANDS - 10% of targeted disturbed lands, as of 1999, are restored.**				
Park/Program Long- term goal: By September 30, 2005, 49 of (100%) 49 acres of lands disturbed by prior development or agricultural use and targeted for restoration are restored			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 92% of targeted disturbed park lands are restored (numbers have changed from Strategic Plan total of 6 of 21 acres)				
Performance Target this FY: 45 acres (3 acres in 03)	Indicator: acres disturbed	Baseline Number: 49 acres	Desired Condition: Mitigated/ Restored	Unit Measure: Acres

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Disturbed Land Restoration	RM	Restoration of Glasby home site, Spalding	Jason Lyon	ONPS	$9,135	.1
Disturbed Land Restoration	RM	Road cut restoration at BIHO	Jason Lyon	ONPS	$5,692	.05
Protection of cultural landscapes through cooperative agreement	MT	Cooperative agreements with landowners at BEPA and land exchanges with State of Montana at BEPA and landowner at BIHO	Wayne Hill (CCSO) Jon G. James (BEPA- BIHO)	ONPS	$8,320	.15

Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget,finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$5,377	.05
TOTAL COST AND FTE				ONPS	$28,524	.35

FY03 Annual Performance Plan
Park/Program Name: Nez Perce National Historical Park
Park/Program Id No 9370
Org Goal Id No Ia1B
Status in Base Year Disturbances identified in 1998 Land Protection Plan

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context. **Ia1B EXOTIC SPECIES – 6.5% of exotic vegetation on parkland is contained**				
Park/Program Long- term goal: By September 30, 2005, 37 of (100%) 37 acres of lands impacted by exotic vegetation is contained.			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 100% of lands impacted by exotic species is contained				
Performance Target this FY: 37 acres (37 acres in 03)	Indicator: acres disturbed	Baseline Number: 37 acres	Desired Condition: Contained	Unit Measure: Acres

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Exotic Species Containment	RM	Disturbances contained at EAKA, SPAL, WHBI, OLCH	Jason Lyon	ONPS	$11,385	.1
External Coordination/Cooperation	RM	Attend weed coordination meetings, coordinate research on projects	Jason Lyon	ONPS	$2,277	.02
Assist in Coordinating the Northern Rocky Mountain EPMT program for NEPE and BIHO	RM	Attend planning meetings and facility field work at BEPA/BIHO	Jason Lyon	ONPS	$3,444	.05
Exotic Species Containment	MAINT	Disturbances contained at EAKA, SPAL, WHBI, OLCH	Dennis Groseclose	ONPS	$10,000	.3

Exotic Species Containment	ORWA	Pre- existing and new disturbances at OLCH are contained	Timothy Nitz	ONPS	$3,778	.05
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$9,679	.09
TOTAL COST AND FTE				ONPS	$40,563	.61

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ia5~~
Status in Base Year ~~Structures listed in 1999 LCS~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context. **Ia5 - HISTORIC STRUCTURES - 50% of the Historic Structures on the 1999 List of Classified Structures (LCS) are in good condition.**				
Park/Program Long- term goal: By September 30, 2005, 34 of 40 (85%) of the historic structures listed on the LCS at the end of fiscal year 1999 are in good condition.			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 83% of historic structures listed in 1999 LCS are in good condition.				
Performance Target this FY: 33 structures (1 additional in 03)	Indicator: historic structures	Baseline Number: 40 historic structures	Desired Condition: good	Unit Measure: # of structures

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Complete Survey of Structures	RM	100% of structures are inventoried according to LCS inventory protocol	Jason Lyon	ONPS	$6,886	.1
Repair McWhorter Monument at BEPA	RM	Initiate monument preservation and protection	Jason Lyon	ONPS	$6,886	.1
Maintain Historic Structures	MAINT	Paint exterior of Watsons Store , Indian Agents House, and Officers Quarters	Dennis Groseclose	ONPS CC	$2,000 $24,000	.06
Historic Structure Assessment	ORWA	Work with CCSO and CCT owner to develop restoration plan for Nespelem Longhouse	Timothy Nitz	ONPS	$3,778	.05

Adapt Historic Structure for Continued Preservation	ID	Conduct Feasibility Study for Watsons Store adaptive reuse	Scott Eckberg	ONPS	$15,400	.15
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$8,603	.08
TOTAL COST AND FTE				ONPS	$43,553	.54

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ia6~~
Status in Base Year ~~Collection Management Plan list of deficiencies~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context. **Ia6 - MUSEUM COLLECTIONS - 73% of preservation and protection standards for park museum collections are met**				
Park/Program Long- term goal: By September 30, 2005, 307 (80%) of 383 applicable preservation and protection standards for our museum collection are met.			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 0 deficiencies identified are corrected, emphasis will be to maintain current standards being met.				
Performance Target this FY: 0 deficiencies corrected, status quo maintained	Indicator: % of standards met	Baseline Number: 307	Desired Condition: deficiency corrected	Unit Measure: Individual deficiency

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Increase Accountability of Museum Collection	RM	Continue collection/accession inventory	Bob Chenoweth	ONPS	$40,263	.55
Increase Accountability of Museum Collection	RM	Acquire pieces, manage, and maintain collection	Bob Chenoweth Robert Applegate	ONPS	$14,641	.4
Maintain Adequate Environmental Conditions for Preservation of Collection	RM	Monitor Environmental Factors	Linda Paisano	ONPS	$4,876	.1
Protect Resources from Project Impacts	RM	Complete compliance on all projects affecting collections	Jason Lyon	ONPS	$13,773	.2
Maintain Adequate Environmental Conditions for Preservation of Collection	MAINT	Assist RM in meeting environmental standards	Dennis Groseclose	ONPS	$7,000	.04

Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$23,659	.23
TOTAL COST AND FTE				ONPS	$104,212	1.52

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ia7~~
Status in Base Year ~~1999 Cultural Landscape Inventory~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context. **Ia7 CULTURAL LANDSCAPES - 53% of the cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition**				
Park/Program Long- term goal: By September 30, 2005, 21 (51%) of 41 cultural landscapes on the 1999 Cultural Landscape Inventory with condition information are in good condition.			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, Maintain 51% of baseline Cultural Landscapes are in good condition.				
Performance Target this FY: 21 landscapes	Indicator: Number of cultural landscapes in good condition	Baseline Number: 41	Desired Condition: good	Unit Measure: # of Cultural landscape

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Photomonitoring	RM	Photomonitor NEPE sites according to Photomonitoring Plan	Jason Lyon	ONPS	$1,139	.01
Restore and Maintain Cultural Landscapes	RM	Review and assist regional office with EAKA CLI	Jason Lyon	ONPS	$3,443	.05
Shoreline Monitoring	RM	Continue monitoring of North Fork Big Hole River movement	Jason Lyon	ONPS	$689	.01
Maintain Cultural Landscapes	MAINT	Maintain landscape features through mowing and trimming	Dennis Groseclose	ONPS	$79,906	2.5

Maintain Cultural Landscape	MT/RM	Utilize Montana Conservation Corps crews to accomplish cultural landscape maintenance projects	Tim Fisher Jason Lyon	ONPS Public Land Corps	$5,453 $15,000	.11
Maintain Landscape Features	MT	Maintain landscape features by mowing, trimming, and irrigating	Charlie Gay Curtis Galvez	ONPS	$24,670	.35
Maintain Cemetery Features	ORWA	Maintain CCC- era landscape features at Old Chief Joseph Cemetery	Timothy Nitz	ONPS	$3,337	.05
Preserve Cultural Landscapes	ID	Coordinate Lewis and Clark Canoe Camp site expansion and prepare NEPE GMP modifications for ID Unit sites	Scott Eckberg	ONPS	$19,250	.19
Provide Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$59,685	.58
TOTAL COST AND FTE				ONPS	$197,572	3.85

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ia08~~
Status in Base Year ~~18 sites~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context. **Ia08 ARCHEOLOGICAL SITES - 50% of the recorded archeological sites are in good condition. (servicewide goal Ia8 requires assessment in ASMIS)**				
Park/Program Long- term goal: By September 30, 2005, 100% of the recorded archeological sites are in good condition.			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, maintain the number of recorded archeological sites in good condition at 30% (48 additional sites added in 2001)				
Performance Target this FY: 30% are in good condition	Indicator: Sites in good condition	Baseline Number: 18 sites	Desired Condition: good	Unit Measure: # of recorded sites

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
East Kamiah Monitoring Project	RM	Implement Heart of Montster monitoring project	Jason Lyon	ONPS	$3,443	.05
Buffalo Eddy Monitoring Project	RM	Continue photomonitoring program at Buffalo Eddy	Jason Lyon	ONPS	$689	.01
Maintain Archeological Sites	MAINT	Preventative maintenance	Dennis Groseclose	ONPS	$10,000	.08
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, personnel, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$2,689	.03
TOTAL COST AND FTE				ONPS	$16,821	.17

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ib01~~
Status in Base Year ~~11 data sets needed~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources are based on adequate scholarly and scientific information. **Ib01 NATURAL RESOURCE INVENTORIES - Acquire or develop 91% (2,083 of the 2,287) outstanding data sets identified in 1997 of basic natural resource inventories for all parks.**				
Park/Program Long- term goal: By September 30, 2005, 4 (33%) of the 12 primary natural resource inventories identified in the Resource Management Plan and General Management Plan are completed.			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 3 data sets will be automated.				
Performance Target this FY: 0 data set automated for a cumulative total of 3	Indicator: data set	Baseline Number: 12 data sets needed	Desired Condition: Completed data sets	Unit Measure: # of data sets

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Coordinate the Efforts of the Biological Inventory for the Northern Semi- arid Network	RM	Attend meetings and facilitate completion of network related projects	Jason Lyon	ONPS	$11,385	.1
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$1,613	.02
TOTAL COST AND FTE				ONPS	$12,998	.12

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ib2A~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources are based on adequate scholarly and scientific information. **Ib2A CULTURAL RESOURCE BASELINES –Archeological sites inventoried and evaluated are increased by 30% (from FY99 baseline)**				
Park/Program Long- term goal: By September 30, 2005, the number of archeological sites inventoried, evaluated and listed in the NPS ASMIS (Archeological Sites Management Information System) is increased from 0 to 4			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, archeological inventory and evaluation data collected in past surveys will be evaluated and entered into the ASMIS. (note: there are 64 known archeological sites) as information is available. Two surveys will be conducted this year and data sets entered into ASMIS.				
Performance Target this FY: 2 arch sites entered into ASMIS (cumulative total to be 5)	Indicator: Archeological site automated	Baseline Number: 0 sites automated	Desired Condition: completed	Unit Measure: Archeological site

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Assist Nez Perce Tribe with Archeological Inventory of Clearwater Battlefield	RM	Assist with fieldwork and data management	Jason Lyon	ONPS	$6,886	.1
Arch. Inventory and Monitoring of Lolo Trail during Lewis and Clark Bicentennial	RM	Implement the Lolo Trail I&M	Jason Lyon	ONPS	$23,092	.27
Complete SHPO Record Inventory	RM	Update ASMIS records	Jason Lyon	ONPS	$3,443	.05
Administrative Support	SUPT ADMIN	Supervisory, administrative, contracting, property, personnel, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$7,528	.07
TOTAL COST AND FTE				ONPS	$40,949	.49

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ib2B~~
Status in Base Year ~~1998 CLI~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources are based on adequate scholarly and scientific information. **Ib2 CULTURAL RESOURCE BASELINES – Cultural Landscapes inventoried and evaluated at Level II are increased by 89.8% (from FY 1999 baseline 137 to 260).**				
Park/Program Long- term goal: By September 30, 2005, 5% of the number of Cultural Landscapes identified in the 1998 CLI will be evaluated and entered into the CLI database.			Baseline Year: 1998	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 3% of the Cultural Landscapes identified in the 1998 CLI will be evaluated and entered into the CLI database.				
Performance Target this FY: 0 additional Cultural Landscapes identified in 1998 CLI automated	Indicator: Cultural Landscapes automated	Baseline Number: 41	Desired Condition: CLI inventoried and evaluated	Unit Measure: Cultural Landscape

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Gather Preliminary Data for Clearwater Battlefield	RM	Compile available data for completion of Clearwater Battlefield CLI	Jason Lyon	ONPS	$689	.01
TOTAL COST AND FTE				ONPS	$689	.01

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Ib2D~~
Status in Base Year ~~1999 ANCS~~

Servicewide Goal Identification number: I Preserve Park Resources NPS Servicewide Mission/Long- term Goal: Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources are based on adequate scholarly and scientific information. **Ib2 CULTURAL RESOURCE BASELINES – Museum objects cataloged are increased by 35.7% (from 99 baseline 37.3 million to 50.7 million)**				
Park/Program Long- term goal: By September 30, 2005, the number of objects catalogued into the NPS ANCS+ for NEPE and BIHO and submitted to the National Catalog maintained in good condition.			Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, all ANCS records are maintained in good condition and verified for accuracy.				
Performance Target this FY: 188,627	Indicator: Catalogued objects	Baseline Number: 154,331 objects	Desired Condition: Catalogued objects	Unit Measure: Each object

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Automated Data Set	RM	Data maintained and increased as new collections are obtained	Linda Paisano	ONPS	$34,135	.7
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$12,905	.13
TOTAL COST AND FTE				ONPS	$47,040	.83

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~IIa1~~
Status in Base Year ~~N/A, same as baseline~~

Servicewide Goal Identification number: II Provide for Public Enjoyment NPS Servicewide Mission/Long- term Goal: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities. **IIa1- VISITOR SATISFACTION – 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.**				
Park/Program Long- term goal: By September 30, 2005, 96% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.			Baseline Year: 2002	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 96% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.				
Performance Target this FY: 96% of visitors are satisfied	Indicator: Visitor satisfaction	Baseline Number: 98%	Desired Condition: Satisfied visitors	Unit Measure: % of visitors satisfied

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Maintain Park Facilities and Grounds	MAINT	Routine maintenance of park buildings, grounds, and utility systems	Dennis Groseclose	ONPS	$222,513	4.5
Upgrade Visitor Informational Services	MAINT	Install new Visitor Center information desk	Dennis Groseclose	ONPS Fee Demo	$1,000 $23,426	.03
Maintain Interpretive Facilities	MAINT	Paint Interpretive Shelters at Whitebird and East Kamiah	Dennis Groseclose	ONPS RC	$5,000 $12,000	.04
Maintain Park Buildings	MAINT	Paint interior and ext.. of Spalding VC, ext. of office complex, and maint. shop	Dennis Groseclose	ONPS RC	$2,000 $22,000	.03
Upgrade Visitor Facilities	MAINT	Install waysides at Buffalo Eddy	Dennis Groseclose	ONPS	$1,000	.03

Upgrade Visitor Informational Services	INTERP	Plan and install universal design information desk in Spalding Visitor Center; conduct evaluation of park directional signing; coordinate visitor services maintenance/rehab projects with NEPE Maint.	Marie Marek	ONPS	$3,000	.16
Provide Visitor Services	RM	Operate NEPE Research Center, museum exhibits, and curatorial facilities; respond to visitor inquiries	Robert Applegate Bob Chenoweth Linda Paisanoi	ONPS	$59,066	.95
Maintain Visitor Facilities	MT	Routine maintenance for buildings and utility systems	Charlie Gay Rica Dyas	ONPS	$102,500	1.06
Maintain Visitor Facilities and Enhance Recreational Opportunities	MT	Repaint and repair interior ceilings and walls of BIHO Visitor Center	Charlie Gay	ONPS RC	$5,798 $20,000	.23
Maintain Visitor Facilities	MT	Routine operation of water/wastewater treatment system and preventative maintenance of employee residences	Charlie Gay Wayne Challoner Rica Dyas	ONPS Housing Accounts	$12,683 $3,000	.33
Maintain Visitor Facilities	MT	Retrofit existing Visitor Center restrooms	Jon G. James Charlie Gay Rica Dyas	ONPS Fee Demo	$12,160 $87,220	.31
Enhance Visitor Facilities	ORWA	Plan for expansion of Old Chief Joseph Cemetery site; assist tribal and non- profit partners plan for facilities at	Timothy Nitz	ONPS	$60,794	.9

		Tick Hill and Tiwiyekinwes Cultural Center; coordinate development of Joseph Canyon Viewpoint with USFS owner; prepare CAs to support on- going partnerships				
Provide Visitor Facilities	ID	Provide for visitor facilities at Kooskia Fish Hatchery (Looking Glass Camp) and St. Joseph's Mission through cooperative agreement with landowner	Scott Eckberg	ONPS	$11,550	.04
Improve Visitor Facilities and Enhance Recreational Opportunities	MT	Install shelter at Canyon Creek	Jon G. James Friends of Canyon Creek	ONPS TEA- 21	$4,038 $90,000+	.08
Improve Visitor Facilities and Enhance Recreational Opportunities	MT	Develop and install wayside exhibits at BEPA	Curtis Galvez Charlie Gay	ONPS Fee Demo	$3,368 $20,000	.09
Maintain Visitor Facilities and Enhance Recreational Opportunities	MT	Review, monitor, and approve projects	Jon G. James Rica Dyas	ONPS	$25,634	.6
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$171,526	1.67
TOTAL COST AND FTE				ONPS	$703,630	11.05

FY 03 Annual Performance Plan
Park/Program Name: Nez Perce National Historical Park
Park/Program Id. No: 9370
Park/Program Goal Id. No. I I a2
Status in Base Year: same as baseline

Servicewide Goal Identification number: I I Provide for Public Enjoyment
NPS Servicewide Mission or Long- term Goal: By September 30, 2005, visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

I I a2 Visitor Safety – the visitor accident/incident rate will be at or below 8.1 per 100,000 visitor days (a 15% decrease from the FY92 –FY96 baseline of 9.48 per 100,000 visitor days)

Park/Program Long- term Goal: By September 30, 2005, maintain visitor injury rate at zero	*Baseline Year*: 1992 to 1996	*Target Year*: 2005

Park/Program Annual Goal: By September 30, 2003, maintain visitor injury rate at zero

Performance Target this FY: maintain no injury rate	Indicator (thing measured): visitor accidents/incidents	Baseline number*: 0*	Desired condition: safe visitors	Unit of measure: visitor accidents/incidents

FY03 Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible:	Funding Category	Dollars	FTE
Acquire Safety Supplies	MAINT	Restock and enhance inventory of safety equipment	Dennis Groseclose	ONPS	$3,000	
Improve Traffic Safety	ORWA	Install traffic warning signs at Buffalo Eddy and Old Chief Joseph Cemetery; plan for land acquisition and development to provide safe parking at Old Chief Joseph Cemetery; seek external funding for parking development	Timothy Nitz	ONPS	$11,334	.15
Improve Safety of ORWA Sites	ORWA	Implement safety recommendations from FY02 safety inspection	Timothy Nitz	ONPS	$3,778	.05
Provide Law Enforcement and Emergency Response	ID	Implement cooperative agreement with Nez Perce	Scott Eckberg	ONPS	$48,500	.38

		Tribe Law Enforcement to provide LE services for Spalding site; complete NEPE LE Needs Assessment; implement safety measures identified in FY02 Safety Inspections at ID sites; update Superintendent's Compendium				
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget,finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$10,754	.11
Total Cost and FTE				ONPS	$77,366	.11

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~IIb1~~
Status in Base Year ~~N/A, same as baseline~~

Servicewide Goal Identification number: II Provide for Public Enjoyment NPS Servicewide Mission/Long- term Goal: By September 30, 2005, park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.. **IIb1- VISITOR SATISFACTION – 65% of park visitors understand and appreciate the significance of the park they are visiting.**				
Park/Program Long- term goal: By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.			Baseline Year: 2002	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 80% of park visitors understand and appreciate the significance of the park they are visiting.				
Performance Target this FY: 80% of visitors understand and appreciate the significance of the park	Indicator: Visitor understanding	Baseline Number: 74	Desired Condition: Visitor understanding	Unit Measure: % of visitors

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Provide for Visitor Understanding and Appreciation of Park Resources	INTERP	Operate Spalding Visitor Center	Marie Marek	ONPS VIP	$275,540 $2,100	4.6
Provide for Visitor Understanding and Appreciation of Park Resources	INTERP	Maintain existing partnerships	Marie Marek	ONPS	$3,000	.1
Enhance NEPE Interpretive Media	INTERP	Parkwide wayside planning and production; Lolo Pass VC exhibits and Lolo Motorway wayside planning; ORWA planning assist; revise park brochure; upgrade NEPE web page; assist Hells Gate State Park with interpretive media; upgrade site bulletins to NPS standards; plan and	Marie Marek Marc Blackburn	ONPS Park Pass	$55,000 $195,531	1.5

		produce park newsletter				
Provide for Visitor Understanding and Appreciation of Park Resources	RM	Operate NEPE Research Center, museum exhibits, and curatorial facilities; participate in projects that increase visitor understanding such as wayside review, compliance, installation, and trail planning.	Jason Lyon Bob Chenoweth Robert Applegate	ONPS	$30,373	.41
Provide for Visitor Understanding and Appreciation of Park Resources	MT	Explore feasibility of establishing BEPA/BIHO friends' groups and developing major capital campaign for rehabilitation and expansion of BIHO Visitor Center	Jon G. James	ONPS	$4,040	.08
Provide for Visitor Understanding and Appreciation of Park Resources	MT	Maintain partnerships with cooperating associations: GNHA and Blaine County Museum	Jon G. James Tim Fisher Curtis Galvez	ONPS	$7,700	.18
Provide for Visitor Understanding and Appreciation of Park Resources	MT	Develop and maintain relationship with partners on the Lewis and Clark National Historic Trail and the Nez Perce (Nee- Me-Poo) National Historic Trail	Jon G. James	ONPS	$11,400	.03
Provide for Visitor Understanding and Appreciation of Park Resources	MT	Regular staffing of BIHO Visitor Center information desk and providing interpretive demonstrations, programs, and tours	Tim Fisher	ONPS Fee Demo VIP GNHA	$124,760 $6,800 $2,100 $3,087	3.2

Provide for Visitor Understanding and Appreciation of Park Resources	MT	Develop formal education program strategy for area schools in coordination with NEPE- BIHO CIP	Tim Fisher Curtis Galvez	ONPS Donations	$17,800 $1,175	.24
Provide for Visitor Understanding and Appreciation of Park Resources	MT	Conduct special events: BIHO and BEPA commemorations	Jon G. James Tim Fisher Curtis Galvez	ONPS VIP GNHA	$12,500 $3,600 $3,967	.34
Provide for Visitor Understanding and Appreciation of Park Resources	MT	Replace BIHO Visitor Center display map	Jon G. James Tim Fisher	ONPS Fee Demo	$9,030 $20,000	.22
Provide for Visitor Understanding and Appreciation of Park Resources	MT	Revise BIHO trail guide	Tim Fisher Charlie Gay	ONPS	$3,200	.08
Provide for Visitor Understanding and Appreciation of Park Resources	ORWA	Plan for interpretation at Tick Hill and Tiwiyekinwes Cultural Center with park partners; participate in parkwide wayside planning; provide Nez Perce Language technical support to Interpretive Team; participate in park brochure development. Coordinate ORWA Unit/park partner interpretive activities	Albert Redstar	ONPS	$39,845	.75
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$214,005	2.09
Total Cost and FTE				ONPS	$808,193	13.82

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~IIb1X~~

Servicewide Goal Identification number: II Provide for Public Enjoyment NPS Servicewide Mission/Long- term Goal: By September 30, 2005, park visitors and the general public understand and appreciate the preservation of parks and their resources for this and future generations.. **IIb1X- EDUCATIONAL PROGRAMS – 50% of 7,700 students participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by the National Park Service and its Programs**				
Park/Program Long- term goal: By September 30, 2005 50% of 7,700 participants in formal educational programs (4th grade and up) understand Nez Perce NHP is part of America's cultural and natural heritage preserved by the National Park Service			Baseline Year: 2001	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 35% participants in formal educational programs (4th grade and up) understand Nez Perce NHP is part of America's cultural and natural heritage preserved by the National Park Service				
Performance Target this FY: 35% (of 7,000) students gain understanding of NPS mission and Nez Perce NHP or Big Hole NB significance	Indicator: % of participants with understanding	Baseline Number: none	Desired Condition: Students gain understanding	Unit Measure: % of students

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Provide for student understanding and appreciation of park resources	INTERP	Plan and present a minimum of two teacher workshops.	Alyse Cadez	ONPS	$2,885	.05
Provide for student understanding and appreciation of park resources	INTERP	Implement NEPE education strategy	Alyse Cadez	ONPS	$5,000	.5
Administrative Support	SUPT ADMIN	Provide supervisory, administrative, contracting, property, personnel, budget, finance, IT, vehicles, rent, assessments, office space, and utilities for planned outputs	Doug Eury James Rogers	ONPS	$10,216	.1
Total Cost and FTE				ONPS	$18,101	.65

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Iva3A~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service uses current management practices, systems, and technologies to accomplish its mission. **Iva3A WORKFORCE DEVELOPMENT – Performance Plans Linked to Goals – by September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.**				
Park/Program Long- term goal: By September 30, 2005, by September 30, 2005, 100% of Nez Perce NHP and Big Hole NB employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.			Baseline Year: Each year	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, 90% of Nez Perce NHP and Big Hole NB employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.				
Performance Target this FY: 90% of employee performance plans are linked to strategic or annual performance goals.	Indicator: Employees whose performance plans are linked to strategic and annual performance goals	Baseline Number: Each year	Desired Condition: Linked to goals	Unit Measure: Each permanent, term, and temporary performance plan

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Update Employee Performance Plans to reflect strategic planning	MGMT	Ensure all employee annual performance plans reflect park GPRA goals	Doug Eury Timothy Nitz			

FY03 Annual Performance Plan
Park/Program Name: Nez Perce National Historical Park
Park/Program Id No 9370
Org Goal Id No Iva4A
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service uses current management practices, systems, and technologies to accomplish its mission. **Iva4A WORKFORCE DIVERSITY – Underrepresented groups in permanent workforce – by September 30, 2005, increase the Servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.**				
Park/Program Long- term goal: By September 30, 2005, the number of Nez Perce NHP and Big Hole NB permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 7 at the end of FY99 to 8 (14% increase)			Baseline Year: FY99	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, the number of Nez Perce NHP and Big Hole NB permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 7 at the end of FY99 to 8				
Performance Target this FY: Hire one permanent from an underrepresented group in one of the 9 targeted job series (Park Management, Police, Historian, Archeology, Administration, General Biological Science, Exhibits Specialist, Museum Curator, Facility Management)	Indicator: Positions in the permanent workforce who are members of underrepresented groups	Baseline Number: 7	Desired Condition: Position filled with underrepresented employees	Unit Measure: Each position

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Improve workforce diversity	MGMT	Expand recruitment efforts and create entry level and developmental opportunities	Doug Eury			

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Iva4B~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service uses current management practices, systems, and technologies to accomplish its mission. **Iva4B WORKFORCE DIVERSITY – Women and minorities in temporary and seasonal workforce – by September 30, 2005, increase the Servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and seasonal workforce.**				
Park/Program Long- term goal: By September 30, 2005, the number of Nez Perce NHP and Big Hole NB temporary/seasonal positions annually filled by women and minorities is maintained at the FY99 level of 6 employees of 9 (66%)			Baseline Year: FY99	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, the number of Nez Perce NHP and Big Hole NB temporary/seasonal positions annually filled by women and minorities is maintained at the FY99 level of 6 employees of 9 (66%)				
Performance Target this FY: Maintain current the number of temporary/seasonal positions filled by women/minorities at 6 or 66% of temp/seasonal workforce.	Indicator: Positions in the temporary/seasonal workforce	Baseline Number: 6	Desired Condition: Temp/seasonal positions filled with women or minorities	Unit Measure: Each position

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Improve workforce diversity	MGMT	Expand recruitment efforts and create entry level and developmental opportunities	Doug Eury			

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Iva4C and D~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Serivce uses current management practices, systems, and technologies to accomplish its mission. **Iva4C and D WORKFORCE DIVERSITY – Individuals with disabilities in the permanent workforce – by September 30, 2005, increase the Servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the permanent and temporary workforce.**					
Park/Program Long- term goal: By September 30, 2005, the number of Nez Perce NHP and Big Hole NB permanent/temporary/seasonal positions annually filled by individuals with disabilities is increased from 0 to 1			Baseline Year: FY99	Target Year: 2005	
Park/Program Annual Goal: By September 30, 2003, the number of Nez Perce NHP and Big Hole NB permanent/temporary/seasonal positions annually filled by individuals with disabilities is increased from 0 to 1					
Performance Target this FY: Fill one position with an individual with a disability	Indicator: Positions in the permanent/temporary/seasonal workforce	Baseline Number: 0	Desired Condition: Permanent/temp/ seasonal positions filled with individuals with disabilities	Unit Measure: Each position	

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Improve workforce diversity	MGMT	Expand recruitment efforts and create entry level and developmental opportunities	Doug Eury			

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Iva6A~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations and individuals. **Iva6A EMPLOYEE SAFETY – Employee Lost Time Injury Rate, by September 30, 2005 the NPS employee lost- time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE)**						
Park/Program Long- term goal: By September 30, 2005, the number of Nez Perce NHP and Big Hole NB employee lost- time injuries is maintained at or below the FY1992- FY1996 five- year average of 2				Baseline Year: 2000	Target Year: 2005	
Park/Program Annual Goal: By September 30, 2003, the number of Nez Perce NHP and Big Hole NB employee lost- time injuries is maintained at or below the FY1992- FY1996 five- year average of 2						
Performance Target this FY: 2		Indicator: Employee lost time injuries	Baseline Number: 2	Desired Condition: Reduced lost- time injuries/injury rate	Unit Measure: Each lost time injury	
FY03 Annual Work Plan						
Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Implement Safety Recommendations	MGMT	Unit Managers and Team Leaders will implement measures recommended by FY02 Safety Reports in employee work areas	Doug Eury Gary Colwell			
NEPE SOP's	MGMT	Management Team will update park SOP's and distribute to all personnel	Doug Eury			
Implement Defensive Driving Training	ORWA	ORWA Unit personnel will participate in defensive driving course	Timothy Nitz			

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~Iva6B~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service uses current management practices, systems, and technologies to accomplish its mission. **Iva6B EMPLOYEE SAFETY – Continuation of Pay Hours, by September 30, 2005 the Servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,000 hours.**				
Park/Program Long- term goal: By September 30, 2005, the number of Nez Perce NHP and Big Hole NB hours of continuation of pay is maintained at 500 hours or less.			Baseline Year: 2000	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, the number of Nez Perce NHP and Big Hole NB the number of Nez Perce NHP and Big Hole NB hours of continuation of pay is maintained at 500 hours or less.				
Performance Target this FY: COP hours to be maintained at 500 hours or less (45 days of COP = 360 hours)	Indicator: Employee continuation of pay hours	Baseline Number: 500 hours	Desired Condition: Reduced COP hours	Unit Measure: Each COP hour

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Report employee injuries	MGMT	Report employee incident/accidents in the SMIS program	Doug Eury			

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~IvBI~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations and individuals. **Ivb1 VOLUNTEER HOURS - By September 30, 2005, increase by 10% over the 1997 level, the number of volunteer hours.**					
Park/Program Long- term goal: By September 30, 2005, increase by 30% the number of volunteer hours over the 1997 level.			Baseline Year: 1997	Target Year: 2005	
Park/Program Annual Goal: By September 30, 2003, increase by 30% the number of volunteer hours over the 1997 level.					
Performance Target this FY: NEPE + 363 hrs for yr total of 1574 BIHO + 240 hrs for yr total of 1040	Indicator: Volunteer hours	Baseline Number: BIHO: 800 NEPE: 1211	Desired Condition: Increase hours	Unit Measure: Each hour	
FY03 Annual Work Plan					
Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Utilize volunteer services	INTERP	Continued use of VIP's for all units and divisions. VIP management.	Marie Marek Alyse Cadez			

FY03 Annual Performance Plan
Park/Program Name: Nez Perce National Historical Park
Park/Program Id No 9370
Org Goal Id No IVb2A
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations and individuals. **IVB2A – DONATIONS and GRANTS – Cash Donations, by September 30, 2005 cash donations are increased by 3.6% (from $14.47 million in 1998 to $15 million)**						
Park/Program Long- term goal: By September 30, 2005, cash donations are maintained at the FY97 level of $9,000 for Big Hole NB.				Baseline Year: 1997	Target Year: 2005	
Park/Program Annual Goal: By September 30, 2003, cash donations are maintained at the FY97 level of $9,000 for Big Hole NB						
Performance Target this FY: maintain donations at Big Hole NB at $9,000		Indicator: Value of donations	Baseline Number: $9,000 BIHO $0 for NEPE	Desired Condition: Increased donations	Unit Measure: dollars	
FY03 Annual Work Plan						
Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Increase support for park programs	MGMT	Increase opportunities to explain park program needs and identify how support can be provided.	Doug Eury			

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~IVb02B and C~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations and individuals. **IVB02B and C – DONATIONS and GRANTS – Friends Groups and Other Organizations, by September 30, 2005 the value of donations, grants, and services from Friends Groups, cooperating associations, and other organizations is increased to $50 million**				
Park/Program Long- term goal: By September 30, 2005, the cash value of in- kind donations, grants, and services to Nez Perce NHP and Big Hole NB from appropriate cooperating associations is increased from $5,500 for Big Hole in FY97 to $7,500, and from $25,000 in FY97 to $33,750 for Nez Perce (35% increase)			Baseline Year: 1997	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, the cash value of in- kind donations, grants, and services to Nez Perce NHP and Big Hole NB from appropriate cooperating associations is increased from $5,600 for Big Hole in FY97 to $6,000; and from $25,000 in FY97 to $28,000 for Nez Perce				
Performance Target this FY: increase support from cooperating associations at BIHO by $500 and at NEPE by $3,000. Donations from friends groups (NPF) can be included as well.	Indicator: Value of donations	Baseline Number: $5,500 BIHO $25,000 for NEPE	Desired Condition: Increased donations	Unit Measure: dollars

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Increase support for park programs	MGMT	Increase opportunities to explain park program needs and identify how support can be provided.	Doug Eury			

FY03 Annual Performance Plan
Park/Program Name: ~~Nez Perce National Historical Park~~
Park/Program Id No ~~9370~~
Org Goal Id No ~~IVbX~~
Status in Base Year

Servicewide Goal Identification number: IV Ensure Organizational Effectiveness NPS Servicewide Mission/Long- term Goal: The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations and individuals. **IvbX – PARK PARTNERSHIPS – by September 30, 2005, the number of projects satisfactorily completed by partners under formal agreement that protect park resources or serve the park visitor is increased by 100%**				
Park/Program Long- term goal: By September 30, 2005, the number of projects satisfactorily completed by partners under formal agreement that protect park resources or serve the park visitor is increased by 100%			Baseline Year: FY99	Target Year: 2005
Park/Program Annual Goal: By September 30, 2003, the number of projects satisfactorily completed by partners under formal agreement that protect park resources or serve the park visitor is increased by one.				
Performance Target this FY: one additional agreement added for a cumulative total of 7	Indicator: Number of projects completed	Baseline Number: 5	Desired Condition: Project completed	Unit Measure: Each project

FY03 Annual Work Plan

Work Plan Product/Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Preserving park resources with partners	MGMT	Put into place agreements that allow working with park partners to preserve park resources within park boundaries.	Doug Eury			