



More Trees, Healthy Forests

Ohio Department of Natural Resources
Division of Forestry

Open House Summary

Maumee State Forest

Fiscal Year 2009

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Purpose

Ohio DNR Division of Forestry **open houses** are held each year as an opportunity for citizens to learn more about state forest management for the upcoming year. This document is provided to interested citizens and visitors to state forests. Citizens are encouraged to attend any one or all of our upcoming open houses located throughout the state this summer. At each open house, citizens will have a chance to visit with local forest managers and staff to ask questions on the details of these projects. This is a great opportunity for interaction with your state foresters.

This document outlines important activities such as timber harvests, prescribed burning, recreational trail activities, and other activities that are scheduled for the upcoming 12 months on **Maumee State Forest** managed by the ODNR - Division of Forestry.

The information contained in these open house documents is accurate to the best of the Division's knowledge and is intended for interested citizens. However, citizens should be aware that the items listed here are scheduled and anticipated activities. While being good stewards, it often becomes necessary to alter, change, add, drop, or re-evaluate projects due to changing conditions.

Overview of State Forests

Ohio operates 20 state forests, covering more than 185,000 acres in 21 counties, mostly in Ohio's unglaciated southeastern region. The history of Ohio's State Forests officially began in 1916, but its roots go back much further. Before Ohio was settled, it was virtually all forested. But by the late 1800s, many of those forests had been cut down, leaving the state with only 20 percent forest cover.

Today's state forests are a reflection of decades of stewardship. With careful nurturing by generations of dedicated, trained and committed foresters, Ohio's forests have become models of resource management and protection.

Lands virtually devoid of merchantable timber now boast an inventory in excess of 1.2 billion board feet. At the same time, more than 400 million board feet of forest products have been removed and processed over the last 50 years through carefully planned and executed forestry operations. The current value of the revenue to the state for these products removed would be in excess of \$100 million.

But state forests are more than timber. State forests are outdoor havens for millions of recreational visitors, habitat for almost 100 endangered species, and home to some of the oldest tended trees in the United States.

Today, the Division of Forestry manages with its original purpose in mind. Yet, management has broadened to ensure that other natural resource values, including endangered species, wildlife habitat, and backcountry recreation are protected or enhanced.

Maumee State Forest is located 15 miles southwest of Toledo in northwestern Ohio with portions in Fulton, Lucas and Henry counties. The forest covers 3,100 acres. The day-to-day management of Maumee State Forest takes place out of the forest headquarters which is located at 3390 Co. Rd. D, about four miles southwest of Swanton in Fulton county. Support services and supervising management of the forest occurs at the District 2 office in Findlay. Maumee State Forest is managed under the multiple-use

concept including but not limited to, timber, wildlife habitat, forestry research, demonstration of good forest management, soil and water protection, recreational use and unique natural features.

Division of Forestry Mission Statement

Our Mission is to Promote and Apply Management for the Sustainable use and Protection of Ohio's Private and Public Forest Lands

▶ We will

- Reforest rural lands, where appropriate, through the growing and selling of high-quality forest tree seedlings, emphasizing hardwoods.
- Encourage the best management of Ohio's non-industrial private forests through stewardship-oriented assistance that meets landowner management objectives.
- Provide multiple public benefits from forests owned and managed by the ODNR-Division of Forestry that include being a source of aesthetics, forest products, recreational opportunities, quality streams and diverse wildlife habitats. These properties will be individually managed to enhance their unique features.
- Establish, maintain, and improve urban forests through expanding cooperative efforts with Ohio's communities.
- Encourage rural economic health by emphasizing quality products from Ohio's woodlands and wood-using industries.
- Provide wildfire management leadership including prescribed fire.
- Promote the health of Ohio's forests.
- Facilitate understanding of the vital role of forests in Ohio's environment and economy.
- Develop and maintain partnerships, such as Ohio Tree Farm Committee, Ohio Forestry Association, woodland owner groups, 4-H, Soil & Water Conservation Districts, Society of American Foresters, and others, that support these goals and objectives.

▶ We will foster

- An educated and informed workforce
- An innovative workplace that promotes excellence and personal growth
- The trust of the public that is earned on a daily basis.

Strategic Plan

The Division of Forestry has formulated a new Strategic Plan to guide State Forest management for the upcoming 2-5 years. The Strategic Plan is an effort to focus our management activities on the highest priorities. The Strategic Plan also incorporates the important step of Certification of our State Forests. Governor Strickland issued a Directive on October 25, 2007 for the ODNR-Division of Forestry to achieve third-party certification.

The Division of Forestry encourages you to comment, respond, or make suggestions to our new Strategic Plan prior to implementation. The plan is outlined below. Feel free to comment on one of the provided comments forms or on a separate sheet of paper.

State Forest Land Management

All state forestland is divided into “zones” that direct the recommendations for management. These zones are intended to provide for management activities on our forest while protecting sensitive features.

Management activities on state forests are designed to improve our forests. They promote the health and vigor of the forest, provide for timber production, improve recreational opportunities, and protect our natural heritage. Activities such as timber harvesting undergo a rigorous review process, before final decisions are made. State foresters make considerations for potential impacts to a variety of features in order to ensure good stewardship.

Timber harvests on state forests are sustainable. Approximately 2 % of the entire acreage of state forests receives some type of harvesting in any given year. On average, 75% of timber harvests are partial harvests or thinning harvests where only selected trees are cut and many trees remain on the site. Clearcutting is limited to no more than 25 acres in size and represents an average of 25% or less of the total harvested acreage each year. Revenue from forest management activities such as timber harvesting is shared with local county, township, and school district governments. As required by law, the Division distributes 65% of the net proceeds from timber sales back to the local county, township, and school district in that particular area. This is known as the “Trees to Textbooks” program.

Timber Sales

Our State Forests are “working” forests. Timber harvesting is a valuable tool in the management of a forest. Harvesting protects, promotes, and provides for healthy forests. Harvesting can re-align the species composition of a forest to a more natural and historic state. An example would be to favor oak-hickory forests by removing more shade tolerant species such as maple.

The Division of Forestry administers timber harvest each year on state forests. Proposed timber harvests undergo an internal review process that considers impacts to sensitive features or species while conserving forest productivity.

The following timber sales have been reviewed and are scheduled to be sold. It is anticipated that these will be sold in the next six to 12 months. Maps of these timber sales will be available at each open house. Each timber sale will be assigned a four-digit contract number at the time of sale such as 09xx.

State Forest	Compartment	Board Feet	Total Acres	Acres Clearcut	Acres Partial / Select Cut
Maumee	C4	4,627 tons	50	10	40
		Pine			

Marking Plan

The review process on the following compartments has not been completed. These compartments are scheduled to be reviewed, marked and cruised within the next 12 months. The volumes and acreage are estimates. During the review process the boundaries and acreage, volumes, and conditions may change. This list represents a snapshot in time of forecasted timber sales. Maps of these areas will be available at each open house.

State Forest	Compartment	Board Feet	Total Acres	Acres Clearcut	Acres Partial / Select Cut
Maumee	B-1	7,360 tons	80	10	70
		Pine			

Prescribed Fire

Wildland fire is a historical component to a healthy forest. In Ohio, fire plays an important role in many of the ecosystems represented on state forests. The benefits of fire are far reaching such as promoting native vegetation, improving forest health, revitalizing ecosystems, creating wildlife habitat, and reducing dangerous forest fuels.

In an effort to return the historical role of fire in the forest, the Division conducts prescribed-low intensity-burns on state forests each year. Trained fire managers conduct fires to remove leaf litter, undesirable species, and create better conditions for forest health.

The following prescribed burning activities are forecasted for the next 12 months. Interested citizens should be aware that prescribed burning is heavily dependent on weather and other atmospheric conditions. The timing and operations of burning are often modified due to changing conditions. In addition, some portions of these areas may be burned while on other portions burning may be delayed for 1 or more seasons. This list will likely be modified as conditions change. For more information or details regarding anticipated prescribed burns please visit one of our district open houses.

State Forest	Compartment	Total Acres
Maumee	A-2	10
	Site #1; Rd D pine thinning	
Maumee	A-3	4
	Site# 9; Rd 3 Rear Pine clearcut	
Maumee	A-4	2
	Site # 3; Rd. C Lupine site	
Maumee	B-2	3
	Site # 5; Manore Rd wet prairie	

Compartment Cruising

A compartment represents 300 to 400 acres of forestland in a state forest. Foresters cruise these compartments and write a prescription for future activities that may be considered or needed in these stands. Each year, state foresters visit and evaluate approximately 5% of the acreage of state forests through the compartment cruising cycle. This process ensures that forest management and timber harvests are sustainable.

State Forest	Compartment	Board Feet	Total Acres	Acres Clearcut	Acres Partial / Select Cut
Maumee	B-1	7,360 tons	80	10	70
		Pine			

Recreation and Special Use Permits

Thousands of visitors enjoy the trail system on our state forests. Visitors can use bridle, backpack, hiking, mountain biking, and APV trails. Each year there are a host of maintenance activities that need to be accomplished on our trail system. The Division of Forestry welcomes volunteer labor and contributions to trail improvements.

Various types of recreational opportunities are available on Maumee State Forest. An APV and Snowmobile Area (5 miles), two bridle trail areas (8 miles) and hiking/fire trails (65.9 miles) are maintained components of the forest system. All areas are open to public hunting.

Hiking/Fire Lanes

- All hiking/fire trails will be inspected. The trails will be mowed and cleared of down trees at least once each year.

APV Area

- The APV and Snowmobile trails will be inspected quarterly. Grading will be done two times per year (conditions permitting). Clearing of downed trees will be performed as needed. Trails will be remarked as needed.
- In FY 2009-2010, the APV trails on the west side of Road 2 will be redesigned/rerouted in order to create a trail system that maintains speed. The redesigned trail system will include increased number of mild turns and less number of lengthy straight-a-ways.
- State Recreational Vehicle (SRV) funds have been used to purchase equipment needed to maintain and upgrade the APV and Snowmobile Area. FY 2004 projects have included the latrine renovation and parking lot sealing and striping. Purchases included a scraper blade, gate supplies, chainsaw, trash can, posthole digger and a patrol motorcycle. FY 2005 SRV projects included trail resurfacing/sand hauling to low spots, the creation of a picnic table area and new entrance and informational signs. Purchases included trail marking supplies, a trashcan, signs, picnic tables and miscellaneous consumable product. No SRV funding was received in FY 2006

Bridle Trails

- The bridle trails will be inspected at least twice each year. The trails will be mowed and downed trees cleared as needed. In FY 2001, a loop trail was marked in the Lucas County Bridle trail area. In FY 2004 a Recreational Trail Program (RTP) grant was received for bridle trail improvements, to include parking lot expansions, bridge replacements, trail rerouting and marking. In FY 2005, there were 5 wooden bridges replaced by culvert piped on the bridle trails (one in Lucas Co. and 4 in Henry Co.). In FY 2006, The Henry County parking lot was improved by creating a significantly larger parking area with pull thru parking design. With the help of the Henry County OHC, a split rail fence was installed near the entrance of the Henry County parking lot. Also in FY 2006, the Lucas County bridle parking area was improved by widening and stoning the entrances. New signage for both bridle trail parking lots was completed. An information board, hitching post and mounting platform was constructed at the Henry County parking area by a local Boy Scout as an Eagle Award project. Also in FY 2007, a marked loop on the Henry County bridle trails was completed. These final steps closed out the \$25,000 RTP Grant awarded in FY2004.
- Project for FY 2009 will include the installation of trail distance markers (mile markers) to be incorporated into the marked loop.
- Partnerships with recreational users are continuing. The Fulton County Chapter of the Ohio Horse Council (OHC) donated a culvert that was installed to upgrade and reroute a bridle trail crossing in Henry County. Ohio Trails Partnership events have been held at Maumee Forest in May 1999; June 2002 and June 2004 to raise funds and awareness for Ohio Trails. The Lucas and Fulton Co. OHC assisted with a trash pick up in spring, 2004. In December 2005, the Henry County OHC donated material and labor to install a split rail fence at the newly enlarged bridle trail parking area in Henry County.

Special Use Permits (SUP)

Special events or public meetings held on a state forest often require the waiver of specific rules. To acquire a special use permit and hold a special event, a SUP application must be completed and mailed to the appropriate state forest. Some events or activities require a fee or security deposit.

Current Open Special Use Permits on Maumee State Forest

<u>NAME</u>	<u>DATE of EVENT</u>	<u>TYPE of ACTIVITY</u>
G Stuckey -Ohio EPA	05-07-04 to termination	Water Sampling
D Parshall -Ohio Lepidopterists	03-15-05 to 03-15-10	Lepidoptera Collection
J Koch – USDA Forest Service	03-01-07 to termination	Ash Spp. Trial Planting
R Walker - Henry Co Draft Horse Club	09-30-07	Club Wagon ride
Robert Ganss	10-15-07 to 10-15-08	Dog Sled Training
Michael Collier	10-15-07 to 10-15-08	Dog Sled Training
G Lipps – Div. Of Wildlife	03-01-08 to 11-01-08	Salamander/Turtle
T. Oberhaus - Friends Van Buren SP	04-03-08	Competitive Horse Ride
Dan Herms – OSU/OARDC	05-01-08 to 09-01-10	EAB Spinosid Study
Long/Knight - USDA Forest Service	05-02-08 to 08-31-11	EAB Veg. Dynamics
Avraham Eitam/Poe USDA- APHIS	06-01-08 to 10-01-08	Woodwasp Survey
C McClure – Van Wert OHC	08-01-08	Competitive Horse Ride

Rails to Trails Connector Project

A request has been made by the Toledo Metropolitan Area Park District to develop a connector trail through a section of Maumee Forest in Lucas County to link the southern and northern segments of the Wabash Cannonball Trail. Proposed location is Compartment B3 in Kline Tract, Lucas County. Information and maps will be available at the 2008 Open House event

Infrastructural Maintenance and Improvements

Each state forest provides unique opportunities for visitors to enjoy trails, hunt, fish, picnic, bird watch, and many other uses. It is extremely important as part of our management commitment, to provide a valuable experience to our visitors. Each year, there are a host of improvements and maintenance activities to be done.

At Maumee State Forest, ODOT Cooperative Maintenance Agreement has been submitted for repair and/or replacement of pavement at the headquarters and APV area parking lots.

Fire Protection

In addition to providing fire control on the publicly owned lands, State Forest managers are responsible for fire protection areas covering many counties. The Ohio Revised Code gives the Division of Forestry the authority to enforce wildland fire laws on private lands. Within the protection area, the forest staff works to provide training, technical support, and suppression assistance to local Volunteer Fire Departments. The division's wildland fire policies and procedures are documented in the Wildland Fire Manual.

Suppression

Wildfire suppression is a responsibility that has been traditionally associated directly with the Division of Forestry. Our staff and volunteer fire departments suppress fire on our state forestland. We support volunteer fire departments with technical assistance and heavy equipment on larger fires and multiple fire situations. In order to keep wildfire losses to a minimum, we maintain close contact with and provide training to fire departments in our area.

The Maumee Fire District encompasses parts of Fulton, Lucas and Henry counties. Within this area are nine fire departments. Eight of the nine fire departments are volunteer departments and are eligible for financial assistance for wildfire suppression through Cooperative Agreements.

FY 2009 activities include:

- Update the Fire Department Information Sheets.
- Perform annual inspections of Federal Excess equipment and vehicles on loan to local fire departments.
- Contact each department in Fire Protection District.
- Maintain Cooperative Agreements for Wildfire Suppression. Current agreements are with: Swanton, Springfield Twp., Monclova Twp., Delta, Whitehouse, Providence Twp., Spencer Twp., and Liberty/Washington Twp. fire departments.
- Host semi-annual meeting for all departments within the Fire Protection District.

- Provide basic wildfire training and information as requested. In May 2004, and January 2007, the six-hour basic wildfire-training course “Fundamentals of Wildland Fire Suppression” was conducted at Spencer Township VFD and Liberty/Washington Township VFD respectively.
- Provide fire related training sessions for our Division personnel.
- Participate in parades and fire prevention programs with Smokey Bear as requested.
- Provide general fire prevention information and handouts to the local fire departments, educational institutions and the general public.
- Provide use of Smokey Bear costume for those sponsoring genuine fire prevention events and activities.
- Participate in Inter-Agency Fire Crew training and assignment.

Law Enforcement

State forests currently have 10 fully commissioned law enforcement officers plus 4 commissioned managers. The purpose of retaining commissioned officers is to enforce the Forest Rules that are depicted within the Ohio Revised Code. One very important aspect of the Law Enforcement program is that of resource protection. Forest Officers protect property boundaries from encroachment, recreation resources from undesignated use, guard against timber theft and watch for signs of watershed degradation. Specific law enforcement policies and procedures are delineated within the Division of Forestry’s Law Enforcement Manual

Maumee State Forest has one fully commissioned law enforcement officer who will:

- Maintain contact with Lucas County Juvenile, Henry County Juvenile, Fulton County Juvenile, Eastern District Court (Fulton Co.), Napoleon Court (Henry Co.), Sylvania Court (Lucas Co.) and Maumee Court (Lucas Co.).
- Maintain contact with Fulton, Lucas and Henry county sheriff’s offices, as well as with State Highway Patrol Post 48.
- Investigate all wildland fires reported within the fire protection district. In calendar year 2007, there were a total of 9 fire reports received and investigated.
- Patrol the forest for protection of forest visitors and the resource. Violations of forest rules result in citations or warnings. In FY 2008, a total of 23 citations were written.

Information and Education

Information and Education about forest resources in Ohio is an ongoing component of the Division of Forestry. Open House events are important opportunities to share activities at Maumee Forest with the public.

Stewardship Trail

A forest management demonstration area was developed and opened at Maumee State Forest on May 20, 2006. Input for development of “the Stewardship Trail” was received from woodland interest groups, SWCD’s and OSU Extension. The Stewardship Trail is a self-guided walking tour through a section of the forest providing examples of a variety of forest management techniques. The trail consists of 18 different stops. Visitors can choose from a one mile or two mile hiking loop through the forest and

will encounter a range of management treatments including pine thinnings, pine clearcuts, prescribed burns, wildlife management areas, invasive species, insect/disease trees, riparian corridor and an emerald ash borer ash salvage logging area.

Other

Northwest Ohio Field Windbreak Program

The Northwest Ohio Field Windbreak Program is an interagency effort to plant field windbreaks in 17 counties in northwest Ohio. The Maumee State Forest crew plays an important part with the program. Primary roles and goals include:

- Plant field windbreaks in specified counties each year.
- Apply spring and fall herbicide treatments to control competitive herbaceous vegetation.
- Work with landowners who seek technical advise.
- Obtain and provide cold storage of seedlings for the windbreak program
- Maintain Windbreak Arboretum. Provide current information and demonstrations on windbreak tree and shrub species.

Windbreak Arboretum and Tree Improvement Area

Nearly 5 acres are set aside for demonstration and research plantings. The windbreak arboretum was established in 1990 on approximately 2.5 acres to demonstrate various tree and shrub species commonly used for windbreaks plantings in Northwest Ohio. The 2.5 acre Tree Improvement Area is primarily designed for research plantings of various species. Currently the U.S. Forest Service has two experimental plantings in place:

- American elm trees having known resistance to Dutch elm disease (DED) were planted by the USFS Delaware Laboratory in 2004.
- An experimental planting of native and Asian ash species was completed by the USFS Delaware Lab to determine resistance to the emerald ash borer in Fall 2007.

Forest Health

The Emerald Ash Borer (EAB) is a destructive insect from China that kills all variety of native ash species in the United States. EAB was first found at Maumee Forest in May 2004. Since then, EAB has been found throughout the ash stands on the forest. Many research projects dealing with EAB have been conducted or are ongoing. Research institutions requesting special use permits include USDA Forest Service - Delaware, USDA Forest Service – Morgantown and USDA Aphis – Brighton.

Gypsy Moth Monitoring Sites – Gypsy moth was first found at Maumee Forest in August 2001 under burlap material located south of the APV Area parking lot. Egg masses are evident within this area, however no noticeable defoliation has been observed. The gypsy moth populations are monitored on an annual basis. Gypsy moth outbreaks may be controlled by aerial spraying of the forest canopy.

Appendix 1
State Forest Strategic Plan

**Ohio Department of Natural Resources
Division of Forestry**



**State Forest Strategic Plan
2008**

DRAFT

Vision:

Ohio's state forests will be the best managed forestlands in the country, and will be recognized as such.

OBJECTIVES

- 1. Manage forests to ensure the health and sustainability of forest systems***
- 2. Produce high-quality forest products that contribute to local communities***
- 3. Provide recreational opportunities that require a large forest land base***
- 4. Provide unique forestry education sites and promote outreach and long-term research***
- 5. Maintain a highly trained and well-equipped work force***

Goals and Strategies

Objective 1: Manage forests to ensure the health and sustainability of forest systems

- *Goal: Implement a proved, verifiable approach to sustainable forest management*
 - Strategy: Achieve Certification of our state forests using the standards of The Sustainable Forestry Initiative and The Forest Stewardship Council in 2009
 - Strategy: Maintain commitment to SFI and FSC by meeting annual requirements.
- *Goal: Manage for site-appropriate, native forest systems and species*
 - **Strategy: Review and revise state forest-specific land management objectives, goals, and zoning for forest management by 2009, and utilize appropriate silvicultural guidelines to promote site appropriate native species.**
 - Strategy: Address conifer plantation management by establishing a conifer plantation management policy by 2009.
- *Goal: Maintain long-term forest productivity through conservation of soil, water, and forest resources*
 - Strategy: Review harvest standards for water quality, soil conservation, utilization, and monitoring and incorporate needed changes into harvest planning and timber contracts by 2009
 - Strategy: Review SMZ standards and adjust for consistency with FSC-SMZ guidelines.
 - Strategy: Review Wet Weather Logging policy and implement needed changes by 2009.
- *Goal: Retain or promote stand- and landscape-level wildlife habitat*
 - Strategy: Request the development of stand- and landscape-level habitat guidelines specific for Ohio forests from the Division of Wildlife, and implement into our harvest planning process.

Objective 2: Produce high-quality forest products that contribute to local communities

- *Goal: Base harvest volumes on the goals and guidelines for each forest system, current stand and forest-wide inventories, and science-based silviculture*
 - Strategy: Establish a base-line inventory for all state forests by first formulating specifications for the level of intensity and criteria for data collection in the next 6 months; followed by a plan of action to accomplish the project.

- Strategy: Implement and test Growth & Yield model to calculate Annual Allowable Harvest in the next two years.
- Strategy: Review our current policies on forest inventories for prescription cruising and adjust or develop new harvest schedules/policies accordingly. The land management staff of the Division of Forestry will be charged selecting a system that will most efficiently and accurately prescribe harvest schedules by 2010.
- Strategy: Establish a plan to accomplish a Pre-commercial Silvicultural Activities in order to nurture young stands into quality, healthy, mature stands.
- *Goal: Develop marketing strategies to capture the maximum value of forest products*
 - Strategy: Immediately identify sales to conduct a pilot merchandized product sale in 2008, from logs harvested from various state forests. Merchandizing and marketing efforts located in Scioto Trail State Forest and shall utilize contract logging services and in-house logging. Evaluate the results of project compared to traditional stumpage timber sales.
 - Strategy: Add value by exploring utilization options, alternative markets, niche markets, and low-grade material markets.
 - Strategy: Implement a Timber Sale Administration training program to maximize our return from stumpage sales. Task to be accomplished by seasoned administrators by 2008.
 - Strategy: Review and revise Land Management Manual to adjust business practices for consistency by 2009.
 - Strategy: Improve and publicize a firewood program on state forests by 2008.

Objective3: Provide recreational opportunities that require a large forest land base

- *Goal: Develop a comprehensive backcountry recreation plan for the state forest system*
 - Strategy: Inventory Recreational Opportunities on each state forest
 - Strategy: Ensure User Safety
 - Strategy: Ensure Resource Protection
 - Strategy: Evaluate User Satisfaction (Quality of Experience)
- *Goal: Build recognition for unique and varied recreation opportunities on state forests*
 - Strategy: Emphasize backcountry (or back to basics) experience
 - Strategy: Work with DOF Communication Team to develop strategies to accomplish this goal

Objective 4: Provide unique forestry education sites and promote outreach and long-term research

- *Goal: Develop opportunities to showcase forest management practices to the general public, private landowners, and forest industry*
 - Strategy: Establish, maintain and promote demonstration sites at state forests
 - Strategy: Utilize and improve existing outreach programs to promote forest management to targeted audiences (students, woodland owners, media, recreational users, policy makers).
 - Strategy: Utilize new technology as a communications tool
 - Strategy: Promote the historical conservation legacy of the state forest system as part of the Division’s strategic communications
 - Strategy: Integrate state forest management into the Division’s strategic communications efforts
- *Goal: Support forest research with an emphasis on sustainable forest management (silviculture, prescribed fire, native systems, etc.)*
 - Strategy: Establish a forest research review team

Objective 5: Maintain a highly trained and well-equipped work force

- *Goal: Develop a training, continuing education, and/or certification standard for all division staff*
 - Strategy: Maintain a master training schedule for the DOF
 - Strategy: Develop a training guide for DOF employees
 - Strategy: Select and maintain a database to track employee training and certifications
 - Strategy: Establish training requirements by job classification
 - Strategy: Create and implement a new employee “mentor” program
- *Goal: Inventory and evaluate equipment and facilities and develop maintenance and replacement schedules*
 - Strategy: Establish written equipment replacement standards and schedule with a field request procedure
 - Strategy: Select and maintain a master facility and equipment database
 - Strategy: Establish a facility and equipment maintenance schedule and inspection procedure
 - Strategy: Conduct a facility and equipment needs assessment
- *Goal: Develop equipment and facilities budgets based on current and projected needs*
 - Strategy: Create a dedicated facilities budget separate from the regional maintenance and operating budget
 - Strategy: Develop the equipment budget to account for projected scheduled replacements
 - Strategy: Explore alternative funding sources
- *Goal: Ensure all staff has appropriate health and safety training*

- Strategy: Determine what training is required by law, policy and position
- Strategy: Establish an inspection procedure for equipment and facilities
- Strategy: Ensure safety and health training is a priority
- Strategy: Improve safety awareness that is job specific