**From Dust to Diamonds**

**Monday Sessions:**

**Conservation Training Workshops, Session 1: 11am-12pm**

1. **Tom Spellmire Leadership Academy: Great Opening Lines for Impact.** Whether you teach or talk to groups frequently, or simply give occasional presentations, I contend that you need to KNOW FOR CERTAIN what your FIRST WORDS will be each and every time. To have impact and gain more credibility, you must open with an immediate, meaningful, connecting introduction.  This seminar will present eight specific examples that you can use immediately.  *Guest Speaker: Brian Raison, OSU*
2. **SWCD Succession Planning & How to Hire New Staff.** Are you prepared to fill a key personnel position, if it would suddenly become vacant? As a Board are you prepared to recruit, interview & hire the right candidate for an opening on your staff? This session will address the importance of having an up to date Succession Plan and familiarize you with the steps in recruiting and hiring staff that will enhance the work or your district. *Guest Speakers: Jocelyn Henderson and Clark Hutson, ODA DSWC*
3. **How to Reach a Diverse Audience for Conservation.** This session will explore the social, economic and logistical challenges of getting students and teachers in large urban school districts to participate in SWCD education and conservation programs. Successfully engaging these populations in conservation activities is the first step toward diversifying volunteer and professional workforces in conservation fields. *Guest Speaker: Jacki Zevenbergen, Cuyahoga SWCD*
4. **Investigating Pollution Complaints.** Starting in 2017, the Ohio Department of Agriculture can assess civil penalties, or fines, for violations of Ohio’s agricultural pollution rules. With this development, SWCDs will need to perform specific tasks when responding to pollution complaints. This session will present several case studies from 2017 to illustrate the steps necessary for ODA to issue a civil penalty and to explain how ODA intends to use this new authority.  *Guest Speakers: Matt Lane and Jason Tyrell, ODA DSWC*
5. **“What’s Good for the Bird is Good for the Herd.”** Learn how the grazing benefits of native warm season grasses boosts livestock productivity, decreases feed and fertilizer costs and creates habitat for bobwhites and other wildlife! *Guest Speakers: Nick Schell, NRCS and John Kaiser, DOW*
6. **Weather Trends, Where Are We Now?** This session will focus on how weather trends could affect your farm and conservation practices in the future.*Guest Speaker: Aaron Wilson, OSU Byrd Center*
7. **Phosphorous Filter Beds, Part 1.** This workshop will cover the basic components of a phosphorus removal structure, its basic inputs for design, and situations where it would be a best management practice to recommend to landowners. *Guest Speaker: Jessica D’Ambrosia, TNC*

**Conservation Training Workshops, Session II: 1:15-2:15pm**

1. **Tom Spellmire Leadership Academy: Tips for Teaching: Great Opening Lines for Impact**

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1. **Using HR Management to Strengthen District Operations.** A district cannot build a good team of working professionals without sound human resource management that oversees daily functions and manages employees. This session will focus on employment policies, highlighting some of the current issues in human resources management. *Guest Speakers: Liz Cline and Jarrod Hittle, ODA DSWC*
2. **What we have learned from Cover Crops.** Whether you are a beginning cover cropper or are trying new concepts, we will report on what we have encountered on our Midwest farm visits. *Guest Speaker: Dr. Hans Kok and Eric Niemeyer, Buckeye Soils Solution*
3. **Ohio Vernal Pools: Diamonds in the Rough**. This session will explore the beauty, and threats, to these important seasonal wetlands. A variety of wildlife depends on vernal pools and some things live nowhere else. This introductory presentation will look at the special character of seasonal wetlands found in wet woods all across Ohio. *Guest Speaker: Ray Stewart, Ohio Wetlands**Association*
4. **NRCS Nutrient Management Plans.** During this session, learn how to use the plan template to develop a quality, useful plan for producers! *Guest Speaker: Eric Schwab, NRCS State Agronomist*
5. **Pipelines: Statewide Rules and Regulations.** Hear more about the types of pipelines being developed throughout Ohio, which regulatory authority has jurisdiction and how SWCD personnel can work with community stakeholders to get involved in the process. *Guest Speaker: Dale Arnold, Ohio Farm Bureau*
6. **Phosphorous Filter Beds, Part 2.**Phosphorus filter beds, Part 2. This workshop will focus on the technical design and construction details for implementing a phosphorus removal structure as well as lessons learned in the field. *Guest Speaker, Jessica D’Ambrosia, TNC*

**Conservation Training Workshops, Session III: 2:35pm-3:35pm**

1. **BeeHive, SWIMS Replacement Program.** See a tour of and hear about the Beehive software platform. Beehive will replace the existing SWIMS program currently in use by Ohio’s 88 SWCDs. *Guest Speaker: Martin Joyce, ODA DSWC*
2. **Envirothon Training for Workers and Volunteers:** Hosting an upcoming Envirothon? You will get pointers on how to write test questions, identify competition sites, and get a list of expectations to host a successful event. Learn about the changes to the contest, including standardized questions provided by the OEC, background checks for volunteers and staff, and other resources to help us promote the Envirothon and encourage more participation from schools, districts, and potential sponsors.

*Speakers: Ohio Envirothon Committee (OEC) Members*

1. **Soils Education Refresher.** All the soil scientists from the Ohio Department of Agriculture will be here to present a quick summary of readily observable soil properties and how these properties affect land use. We will discuss where these soil concepts appear in the Ohio Department of Education’s Learning Standards. In addition, we will talk about how to host a successful OhioFFA soil judging contest and Envirothon. *Guest Speakers: Steve Prebonick, Kaitlyn Benson & Matt Lane*
2. **Soil Health Partnership.** Gain an update on what the Soil Health Partnership network has found on their on-farm research! *Guest Speaker: Dr. Hans Kok*
3. **Changes in GLSM Watershed: Moving towards an improved understanding of water quality over the past decade.** This session will cover the evolution of nutrients and land use practices over the past decade with particular emphasis on the role that the distressed watershed as well as emerging BMP’s and conservation practices have played in nutrient reductions. *Guest Speaker: Dr. Stephen Jacquemin, Wright State University - Lake Campus*
4. **Urban Networking.** During this session, committee members will discuss legislative proposals, initiatives and other urban programs designed to further conservation efforts throughout Ohio. *Moderatorr: Jennifer Fish, Franklin SWCD*
5. **Logging 101.** Do you lack confidence when reviewing Timber Harvest Plans (THPs) because of limited experience around logging?  Fear not!  This session will increase your knowledge about the logging process and will show you a wide variety of logging equipment used today, by Ohio's timber industry.  You'll also learn about several timber management strategies and the BMPs that are appropriate for each type of harvest. *Guest Speaker: Robert Mulligan, ODNR, Division of Forestry*

**Conservation Training Roundtables -3:45pm-4:45pm**

1. **Administrative Assistant**
2. **District Administrators, Program Specialists & Supervisors**
3. **Ditch Maintenance**
4. **Education Specialists**
5. **Wildlife & Forestry Specialists**
6. **Ag, Urban & GIS Technicians**
7. **Watershed Coordinators**

**TUESDAY AGENDA**

**Conservation Training Workshops, Session IV: 10:45am-11:45am**

1. **Tips and Recommendation for Retaining SWCD Staff.** Retaining productive staff can play a vital role in the long term success of a district.  This session is designed for board members and administrators who would like to learn more about this topic as well as hear what other SWCD’s are doing to retain staff. *Guest Speakers: Chad Amos and Cody Hacker, ODA DSWC*
2. **Words Matter: Researching, Writing and Delivering Values-based Messages**. Learn how to understand your audience, overcome barriers, and deliver a message that moves your audience towards the desired change you seek. Whether you are an educator, technician, director, or anyone else trying to get a message across, which let’s face it is all of us, this presentation is for you! *Guest* *Speaker: Amy Roskilly, Cuyahoga SWCD*
3. **Turning Your Watershed Goals into Reality and the New SWCD Watershed Program Grants.** ODA-DSWC recently invited SWCDs to submit proposals by April 2, 2018 for grants to fund staff who will light rocket thrusters to boost watershed-based implementation. Attend this session to learn more about the program’s history and purpose, and participate in a guided tour through application instructions to help you craft your best proposal. *Guest Speaker: Greg Nageotte, ODA DSWC*
4. **What we have learned from Cover Crops (REPEATED SESSION).** Whether you are a beginning cover cropper or are trying new concepts, we will report on what we have encountered on our Midwest farm visits. *Guest Speakers: Dr. Hans Kok and Eric Niemeyer, Buckeye Soils Solution*
5. **Methods to set up, maintain and rate temporary streamflow gages in Ohio streams.** Logging stream stage using of relatively inexpensive level recorder devices with homemade stilling wells have proved successful for Ohio EPA surface water monitoring staff. The continuous streamflow of these gages can be calculated by rating the stage through several streamflow measurements. *Guest Speaker: Paul Gledhill, Modeling, Assessment and TMDL Section; Division of Surface Water; Ohio EPA*
6. **Development & Stormwater Issues.** Hear more about how Districts can implement a stormwater program through creation of a comprehensive framework to address all phases of development projects. Tips and techniques from the past 15 years will be shared. As a bonus, you will be given an update on the upcoming renewal of the Construction General Permit. *Guest Speakers: Brent Eysenbach, Cuyahoga SWCD and John Mathews, Ohio EPA*
7. **Nature's Calling: Conservation and Diversity-Redefining 'Outdoorsy.’** The session will deal with how to build capacity, creating an inclusive environment to everyone by increasing diversity and equity of opportunity. Reaching diverse populations for recruitment and engagement. *Guest Speaker: Tamy Solomon, Connecting Kids Outdoors*

**Conservation Training Workshops, Session V: 1:45pm-2:45pm**

1. **Conservation in the Amazon:**  Hear more about how conservation efforts are impacting other countries! Our own Director Bill Conklin will share his recent trip, pictures and share insight on how we are making an impact for the good. *Guest Speaker: Bill Conklin, Area 4 Director & Union SWCD Supervisor*
2. **Learn from a Soil Health Champion!** Come hear from Ohio’s soil health pioneer, who is forging a new frontier in farming! Dave has had to learn about soil health by trial and error on his farm. But he wants others to have an easier road. So come hear what it takes to be a soil health champion! *Guest Speaker: Dave Brandt,*
3. **BMPs and Green Infrastructure**: Gain insight on lessons learned, maintenance of NEORSD Green Infrastructure sites, as well as some of the BMP's we use on those and other sites. After 1 year of tracking, learn more about some interesting observations and results! *Guest Speakers: Robert Misso, Kurtz Brothers*
4. **Avoiding Pests for Future Success!** The tale of an invader & the super hero network that saved the day. Plus how we are moving forward. *Guest Speakers: Dave Apsley, OSU; Dave Adkins, ODA; Rebecca Miller, Hocking SWCD*
5. **Envirothon 411:** For all new staff and supervisors, this session is a chance to hear from staff, supervisors, and previous participants about their perspective of the Envirothon at the Area, State and National Level. Hear from a group of high school seniors who competed at Envirothon last year. Additionally, SWCD staff will illustrate the importance of participating in the Envirothon silent auction and Don Rehl Memorial Fund. You will participate in a mock envirothon during this session. *Speakers: SWCD staff, Delaware Area Career Center Students*
6. **Using ArcMap: Farmland Preservation and Drainage Projects:** Come learn how ArcMap is utilized to assist districts in the areas of Farmland Preservation and Drainage Projects! *Guest Speakers: Liz Farver, Darke SWCD, Shaun Stephens, Warren SWCD and Justin McBride, ODA*
7. **Making Your Message Global: Internet, Social Media and the Conservation Message.** Technology is constantly changing the way we communicate with our community. We live in a world that depends on the internet for information. People use the internet to stay in touch, share information and provide feedback. We as SWCDs need to keep us with this trend and make our message readily available to the World Wide Web. This session will address: Do I really need a website and social media? Is building my own web-site rocket science? *Guest Speaker: John Nelson, Public Relations Specialist, Hamilton SWCD*

**Conservation Training Workshops, Session VI: 3pm-4pm**

1. **Discover Nutrients for Life!** Learn aboutthis fantastic educational program designed to highlight the importance of soil, soil nutrients, and soil science to sustainable global plant and crop growth.  NFL curriculum contains STEM lessons with lots of rigor and hands-on opportunities. A flashdrive filled with curriculum, readers, posters, flashcards, and more will be provided. All education materials are tested by teachers to ensure students learn about soil science education in an exciting and engaging way. *Guest Speaker: Katie Nainiger, Geauga SWCD*
2. **Urban Soil Fertility.** Some farmers came, and most farmers went.  After a decade of urban agriculture in Cleveland, learn how the successful ones transformed some of the worst soils in America into delicious specialty crops. *Guest Speaker: Justin Husher, Cuyahoga SWCD*
3. **Pollinator Plug Planting.** Learn more how you can help pollinators through the planting of specific plant species, where these should be planted to make the most impact and how you can educate others to make a difference.*Guest Speaker: Mike Retterer, Pheasants Forever*
4. **How do I make sense of all these numbers? Basic Interpretation of Soil Tests.** Do you know what all the numbers on a soil test mean?  With the increasing pressure on nutrient management across the state, reading and understanding a soil test is a must for all SWCD staff and Board members. This session will provide you with the basic economics and interpretation of soil tests.*Guest Speakers: Kip Studer and Kaitlyn Benson, ODA DSWC*
5. **Legislative and Lobbying Efforts:** Learn more about the legislative process and how to maximize your legislative efforts to benefit your cause! *Guest Speaker: Belinda Jones, Capitol Consulting Group*
6. **The Internet and Social Marketing:** If behavior change is what you want, the internet may be your newest ally. Learn how to use analytics and algorithms to your advantage when using the internet and social media. *Guest Speaker: John Nelson, Hamilton SWCD*