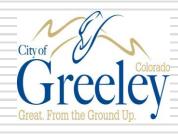
Greeley / Weld County

Area Study & Plan Toolkit November 2009







East Greeley/Weld County Sub-Area Study Toolkit

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This Toolkit is funded in part by: State of Colorado Department of Local Affairs Colorado Heritage Planning Grant Incorporating information provided by State of Colorado
Department of Local Affairs
Office of Smart Growth
1313 Sherman Street, Room 521
Denver, Colorado 80203
(303) 866-2156
http://dola.colorado.gov

Purpose and Introduction

The tool kit is produced in part to fulfill the Colorado Department of Local Affairs Heritage Grant Requirements that funded the East Greeley/Weld County Sub-Area Study. The intent is provide the uninitiated with a place to start, and perhaps provide some of the "old hands" with some new and useful tools, procedures and practices that we picked up along the way. While this tool-kit is the result of the East Greeley/Weld County Study it draws on tools and techniques used in other studies in Greeley and the North Front Range.

The Tool Kit can give you an idea of what has worked for us and may work for you. This is not a cookbook on how to use the tools. That would be more involved. Instead, this guide offers ideas of how various planning related tools can be used and people to contact for further information.

There are a couple of tools we would like to highlight. The *Rapid Health Impact Assessment* is based on the program that won the **2009 APA National Planning Excellence Award for Best Practices.** The Design for Health program integrates human health issues into planning and environmental design using innovative, practice-oriented tools. This tool is specifically designed to tie health analysis to comprehensive and area planning, so be sure to check it out.

The *Land Use Survey* has evolved from a paper and lap-top computer process to a PDA/GIS system that is most appropriate for larger projects. The benefit of the PDA/GIS system is that it saves an incredible amount of time and effort, gives almost real time analysis, and can be fun.

A good companion tool is the *McHargian "Developability" analysis*. Most contemporary planners and GIS professionals are familiar with the technique, but aren't quite sure how to pull it off. This summary gives a starting point. Once you agree on the standards and assumptions (and we provided ours) the maps roll out quickly. We like this tool because it made very concrete some of the differences between municipal and county planning perspective.

Good luck,

Greg Flebbe, Senior Planner Greeley Community Development 1100 10th Street Greeley, Colorado 80631 (970) 350-9780 www.greeleygov.com Geg.Febbe@greeleygov.com Brad Mueller, Long Range Planner
Weld County Department of Planning Services
918 10th Street
Greeley, Colorado 80631
(970) 353-6100 ext. 3572
www.co.weld.co.us
bmueller@co.weld.co.us

Thanks to: Colorado Department of Local Affairs Division of Local Government Sustainable Community Development Initiative Planning Resources

Getting Started with Comprehensive and Area Land-Use Planning

Getting off to a good start is half the challenge. These sites can help.

American Planning Association, 122 South Michigan Avenue Suite 1600, Chicago, IL 60603, 312-431-9100, fax 312-431-9985. www.planning.org.

For a list of national/international award winning plans from 2000 forward for great ideas and best practices, go to: http://www.planning.org/awards/2009/index.htm

American Planning Association – Colorado Chapter, PO Box 265, Golden CO 80402 303-918-6771 http://www.apacolorado.org/content/home

For examples of award winning Colorado plans go to: http://www.apacolorado.org/content/awards

Some Key Tools from the Colorado Department of Local Affairs (DOLA)

- 1. **2008 Determination of County and Municipal Master Plan Adoption Requirements —** Identifies the Counties and Municipalities that must have a master plan. Even if your county or municipality is not on the list you can plan anyway. No requirement for sub-area plans. http://dola.colorado.gov/dlg/osg/docs/HB1006AnnualReview2008.pdf
- 2. **IGA Handbook** is a handbook designed for local government staff and officials who are considering cooperative planning and specifically, intergovernmental agreements (IGA's). Developing IGA's can be a difficult process. This handbook describes what they are and how they are used, frequently asked questions, steps and tips, and provides sample agreements. http://dola.colorado.gov/dlg/osg/igahandbook.htm
- 3. What is Planning and Why Should a Community Plan? Planning is a basic function and power of local government in Colorado. Unlike some other states, Colorado does not have a statewide land use plan. Effective planning ensures the orderly development of land within the planning jurisdiction. Local governments plan for a variety of reasons:
 - a. To protect the public and preserve quality of life
 - b. To develop community vision and achieve goals
 - c. To protect private property rights
 - d. To encourage/continue economic development
 - e. Orderly planning provides the kind of certainty and predictability that developers, lending
 - f. To facilitate decision-making on land use

http://dola.colorado.gov/dlg/osg/docs/WhyPlan.pdf

- 4. **Land Use Planning in Colorado** Colorado has a strong tradition of local government control with respect to land use planning. The land use regulatory authority of counties and municipalities emanates from the "police power" of the state. This document gives a brief overview of the tools for local governments to use at their prerogative in planning. http://dola.colorado.gov/dlg/osg/docs/LandUsePlanningInColorado.pdf
- 5. **Master Plan Primer** Provides a general description of a Comprehensive or Master Plan, required and recommended plan elements, plan data foundation, goals and objectives, how to use the plan, responsibility for preparation and public involvement. http://dola.colorado.gov/dlg/osg/docs/Master%20Plan%20Primer.pdf
- 6. **Ten Questions to Ask when Adopting or Revising a Master Plan** These general questions will help in the determining the project goals, objectives and project management elements such as scope, budget and timing, as well as what you want to do with the plan once it is completed. http://dola.colorado.gov/dlg/osg/docs/Ten%20Questions.pdf

- 7. **Three-Mile Plan** If there are potential annexations in the proposed planning area, a Three Mile Plan analysis should be included if not done elsewhere. The three-mile plan ensures that the municipality will annex land only when it is consistent with pre-existing plans for the surrounding area. The Colorado legislature also required that a municipality adopt an annexation master plan for the three-mile area (or three-mile plan, as they are commonly known) prior to the completion of any annexation. Since few cities actually do it, this is a great opportunity to comply with state annexation statutes. http://dola.colorado.gov/dlg/osg/docs/3mileplan.pdf
- 8. **Using Economic and Population Forecasts For Community Planning** This is very basic "how-to" and "where to go" for information on population forecasting, the underlying assumptions and how it relates to jobs, development and planning. http://dola.colorado.gov/dlg/osg/docs/Demography%20and%20Planning.pdf
- 9. **How to Encourage Citizen Involvement** This provides a list of tips for citizen involvement, making the meetings more accessible, less intimidating to the public, and how to increase attendance. http://dola.colorado.gov/dlg/osg/docs/CitizenInvolvement.pdf
- 10. **DOLA** If you are using this toolkit, you may want to consider contacting DOLA directly for ideas, find out about other resources such as the intern program and grant availability.

Program Contacts:

Sustainable Community Development Initiative 1313 Sherman St., Rm. 521 303.866.3785 303.866.2369
Denver, CO 80203 andy.hill@state.co.us christy.culp@state.co.us
FAX 303.866.4819

In addition DOLA has eight regional offices, including Denver. Regional managers and field staff are able to help local governments and community agencies define issues, evaluate options, identify solutions and achieve results. They also offer management, planning, community development and technical assistance. http://dola.colorado.gov/dlg/fs/index.html

Other References

Principles and Practices of Urban Planning. 1968. William I. Goodman, Ed., and Eric C. Fruend, Assoc. Ed. Chicago, Ill. International City Managers Association.

How Will America Grow? A Citizen Guide to Land-Use Planning. 1976. Citizens Advisory Committee on Environmental Quality. Washington, D.C.

The Practice of Local Government Planning. 2nd. Ed. 1988. Frank S. So and Judith Getzels, Eds. Chicago, Ill. International City/County Management Association.

The Small Town Planning Handbook. 2nd. Ed. 1995. Thomas L. Daniels, John W. Keller, and Mark B. Lapping. Chicago, Ill. American Planning Association Press.

William I. Goodman, Ed., and Eric C. Fruend, Assoc. Ed. *Principles and Practices of Urban Planning*. Chicago, Ill. International City Managers Association. 1968. p. 1.

Tool Kit Item – Timelines and Checklist

What is it:

We found the timeline is a good way to help us with project management process by tying down the scope, timing and resources available.

Where you get them: There are lots available on the web, as well as project and time management courses, these just worked for us.

How you use: We used the timeline for a progress report at our weekly meeting.

Why: The checklist is really helpful near the meeting time since the pace can really pick up and it is easy to forget something.

Will we do it again – We use them on a regular basis

Is it transferable – Yes

Lessons learned -

- 1) A good timeline and checklist helps in the initial organization after the brainstorming and scoping, and then it helps to keep the project on task.
- 2) The timeline also serves well as a project update and benchmark tool to decision makers and elected officials.

STUDY TASK & TIMELINE

DATE TASK STATUS

DATE	TASK	STATUS
	Project Identification – (Scope, Budget, Timeline)	
	Authorization – Memorandum of Understanding	
	Contact Stakeholders, Area leaders, interested neighbors, NB2, let	
	them know what we are doing, have preliminary meeting to find out	
	issues, concerns, opportunities & desires. Is there any special info.	
	they would like to see us gather while we are at it?	
	Inform Depts., URA, P/C, Council, review timeline	
	- GIS list of maps needed (get base working maps for dept, e.g. water)	
	- Distribute to Internal & External (Gas, elec., CDOT, phone) etc.	
	- Crime & accident stats. (need authorization/clearance)	
	Finance Dept for Tax info. & Business Survey	
	Weld County Assess for Data (# & type of structures, sq. ft., valuation	
	etc.	
	Private Sector Feedback – Appraisers, Brokers, Businesses on trends	
	& comparative values (any vacancy rates for commercial & indust.?)	
	Chamber? Perhaps i.d. vacant parcels & parcels for redevelopment	
	History Research w/ Museum – Including pictures	
	Intern begin extracting Census Data (i.d. specific tables)	
	, , , ,	
	UNC – Graphic artist project help – design & graphics elements	
	Revised Project Estimates	
	Maps	
	<u>General</u>	
	- Study Boundary (w/ # Acres & Parcels – CT's & BG)	
	- Neighborhood Meeting (Where will be and were held)	
	- Historic Designations- work w/ Museums/Historic Preservation	
	- Community Design (Notable Elements)	
	- Annotated Historical Aerial Photos	
	Census (note specific tables for follow-up)	
	- # Households & Household Pop. (Color coded to show density)	
	(Also table w/ Study Area & sub-areas, City, County, State #'s)	
	- Population & # Households by Block Group w/ comparative data	
	- Housing Occupancy by Owner/Renter w/ comparative data	
	- Median Age w/ comparative data	
	- Per Capita Income w/ comparative data	
	- Median Household Income w/ comparative data	
	- Poverty Status w/ comparative data	
	- Ethnicity w/ comparative data	
	- Single Parent Households w/ comparative data	
	- % Families w/2 or single working parent w/ comparative data	
	<u>Infrastructure</u>	
	- Electrical – service level & if below ground,	
	- Gas	
	- Telephone – service level and if below ground	
	- Street Lighting (Existing w/ deficiency analysis & cost analysis & if lines are underground)	
	- Potable Water (Existing w/ deficiency analysis & cost analysis)	
	- Non-Potable Water –Service Area	
	- Sewer Lines (Existing w/ deficiency analysis & cost analysis)	
	- Existing Stormwater Drainage – service area	
	- Post-Improvement Stormwater (w/cost analysis)	
	- Streets(Existing w/ pavement quality index (PQI) & cost analysis &	
	inadequacy as defined in blight factor b, traffic calming & LOS	
	- Sidewalks, Curb & Gutter (Existing & missing w/ deficiency analysis	
	& cost analysis)	
	- Wheelchair Ramps (Existing w/ deficiency analysis & cost analysis)	
		•

DATE	TASKS	COMMENTS
	- Bus Route Service Area (i.d. service area w/ % of service level)	
	- Structure Condition (Color coded w/ summary table & % analysis)	
	include photos & blight factor a & I & non-conformity - Parcel Condition (Color coded w/ summary table & % analysis) &	
	Faulty lot layout analysis (Blight factor c), also factor e – deterioration	
	of site (stressed, obsolete, combination) & photos	
	- Code Violations (Color coded w/ sum. Table, % analysis & photo)	
	- Crime Occurrence by Year or Period & by Type	
	- Neighborhood Watch Areas (Table summary w/ #, acres, %)	
	- Fire Service (Color coded service area & summary table w/cost & non-	
	conforming structures) - Zoning (w/ acres & % by zone)	
	Special Info	
	- Existing or previous plans - highlight	
	- Sales Tax data	
	- Schools (relevant info - # students, % of capacity, boundaries,	
	improvements)	
	- Airport w/ 1-6 zones, and County R-4 zones - Natural Environmental Features - Map	
	- Traffic, Pedestrian & Bike Level of Service	
	- Flood Plain	
	- Building Permit & Development Activity	
	- Forester	
	- Environmental Features & any Contamination?	
	- Community Facilities & Services (Table 12 – Parks, Goodwill etc)	
	Adapt Neighborhood Survey Form –	
	Create Packets for sample area	
	Train staff (help from GURA in training & any work from GURA &	
	Planning, Fire or Police desk duty folks? Include photo protocol for panorama & intersection shots so can stitch, for structures, signs,	
	violations etc.)	
	Do pilot sample (a complete area and diff. types of property)	
	Field work, loading into computer, analyzing, mapping	
	Review results & evaluate w/ Planning Staff, ANT, Stakeholders	
	Revise time line and budget based on resources	
	Proceed on full study – create rest of packets and begin field work	
	Screening & correcting data & maps	
	Begin writing where possible	
	Complete field study	
	Turn in code violations as observed	
	Update 4- page area profile, neighborhood meetings, survey	
1	Neighborhood Notice –	
	Flyers, A-frames, Posters, News Release	
	1st Neighborhood Meeting	
	Draft Done with Recommendation, Staff Review, Final Changes & Review	
	2 nd Neighborhood Meeting	
	Planning Commission for City and County	
	City Council/County Commissioners	
<u> </u>	1	1

Meeting Checklist

- Critical Project Elements

 (What are the important things to keep in mind what do you want to achieve?)

 Critical team members with office and cell phone #'s
- Facility contacts (include janitor) & ph. #'s (include cell)

#	Done	<u>Tasks</u>	Who	Status	Due Date
1		Site Scoping			
2		Set Meeting Time & Place Site Secured (get in writing) with proper authorization, contact person, person doing set-up etc. Early internal notice to departments (to get on their calendar)			
3		Contact flyer distributors – e.g. high school groups, AmeriCorp, staff			
4		Project location map and meeting place map for letter, flyers			
5		Invitation List - Property Owners, staff, presenters, elected officials, media, interpreters, security Draft Invitation Letter – Who will sign, staff, elected officials, committee chair			
7		Draft Flyers, News Release, Posters, Set up Web site, phone message for people without web			
0		Contact businesses for door prizes			
8		Distribute flyers (distribute 1mo. Prior), letters & news release (receive 1-2 wks prior),			
9		Prepare Material for Meeting - Agenda/Instructions - PowerPoint (If needed) - Room Layout (and who to contact at last min. if something isn't right) - Sign in table & sheets - Handouts - Printing Maps - Make Display boards - Table ID - Meeting Evaluation - Name tags? - Meeting Directional Signs - Door prizes & tickets for drawing (e.g cookie dough, bake & share with neighbor)			
10		AV Equipment (if needed) Laptop (Program on Hardrive & Flashdrive) Projector Projector/Computer table Extension cords Projection Screen Lectern Other presentation equipment (overhead, TV, VCR			
14		Refreshments - Cookies - Drinks - Napkins - Table Cloth - Trash Bags			
15		Office Supplies - Pens & Pencils - Markers - Post It Notes - Stapler - Tape (Scotch, Masking, Duct or Packing, Double-sided) - Scissors - Rubber Bands - Paper Clips - Extension cord - Extra note pads - Flashlights (working) - Camera for meeting pictures (typically forgotten) & someone to take pictures - Business Cards			
16		Day Before and Day of Meeting Checklist			
17					
			+		-

Tool Kit Item — Rapid Health Impact Assessment

What is it: The Design for Health (DFH) rapid assessment, a participatory workshop, is part of a suite of health impact assessment (HIA) tools that includes a preliminary checklist and a threshold analysis. The three HIA tools are unusual because they **specifically focus on health issues related to urban, comprehensive and area planning.** This workshop process is meant to be used by those engaged in planning and targets issues where there is some evidence that aspects of the built environment-over which planners have some control-actually influence human health.

Health-impact assessment is a growing field that comes in a number of forms, including:

- Audits, scoping tools, screening tools, or preliminary checklists.
- Rapid assessment workshops.
- Assessment tools, such as spreadsheets.
- · Comprehensive HIAs (more like an EIS) .

When You Use It: It can be done before, during or after the area plan. Ours was conducted after the initial area data gathering was completed and introduced at the initial open house. The intent of the timing was to not confuse the people and present a coordinated program.

Where you get it- The University of Minnesota along with Blue Cross and Blue Shield of Minnesota have produced a complete tool kit for use with comprehensive and area planning. You can download a copy at:

http://www.designforhealth.net/pdfs/HIA/BCBS Rapidassessment 011608.pdf

How you use: The Rapid HIA was a new tool for the Weld County Health Department and provided a means to rapidly build on work already started by the City and County. Part of the beauty of this tool was the quick turn-around (4-months) and a focus on health issues related to an area plan.

Why: Fresh perspective - working with the County Health Department is not something municipal do very often; and

Additional resources – As part of the assessment Dan Burden of Walkable Communities did an assessment of the study area which would not have otherwise happened.

Who is familiar with it: Contact your local County Health Department and see if they participate in the program.

Will we do it again – Most certainly

Is it transferable – Absolutely, it is designed to complement comprehensive and area plans!

Lessons learned – 1) This is a wonderful resource that can give a quick initial product to an area.

2) Until the recent federal health care reform initiated, public health has been more removed from political and participatory processes than has urban planning, so it was important to work together to present a consistent message.

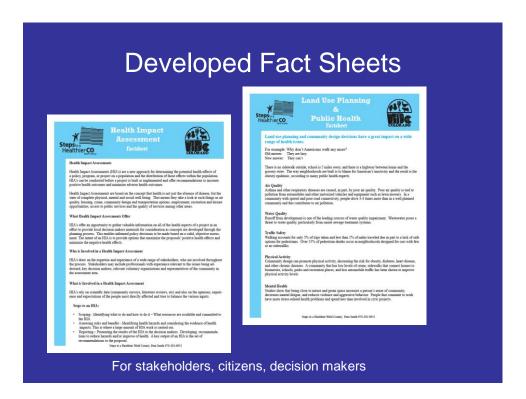
3) In follow-up the Health Dept. took a leadership role in the committee working to get sidewalks to the elementary school as recommended in the RHIA and *East Greeley/Weld County Sub-Area Study*.

The full RHIA is included as part of the *East Greeley/Weld County Sub-Area Study*. The following is part of powerpoint presentation given at the Open House and to the County Commissioners.

Health Impact Assessment Process

Basic Steps:

- Scoping What to do and how to do it. Identifying available and committed resources
- Assessing risks and benefits identifying health hazards and considering health impact evidence
- Reporting to decision makers HIA results and set of recommendations* to reduce hazards and/or improve health
- *recommendations are a key output of an HIA

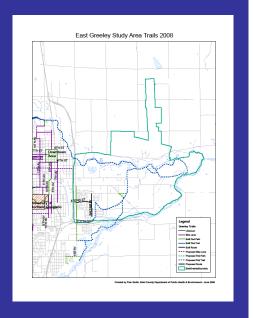


Partnerships

The Rapid Health Impact Assessment (HIA) of the East Greeley and Weld County Study Area was done in cooperation with:

- City of Greeley Planning Department-Greg Flebbe
- GIS Dan Huerter
- Weld County Department of Public Health and Environment Cindy Kronauge, Pam Smith, Gaye Morrison
- Weld County Department of Planning and Zoning Brad Mueller, Hannah Hippely
- Walkable Communities Inc. Dan Burden

Reporting Zip Code 80631 Boundary



GIS mapping to explain data and community assets

Table 1. Demographic characteristics - Adults 18 years or older in zip code 80631 (including residents in the study area)

	Percent
Age group	
18 to 39 years	52.1
40 to 64 years	32.9
65 years or older	15.0
Number of children	
No Children	47.6
1	15.0
2	17.2
3	13.8
4	6.4
Race/ethnicity	
White, non-Hispanic	50.6
Hispanic or Latino, any race	47.9
Other race/ethnicity	1.5

Table 2. Demographic characteristics of elementary school students, Fall 2007

	East Memorial (city)	Bella Romero (county)
Total enrolled	502	458
Race/ethnicity		
White, not Hispanic	8.4%	12.4%
Hispanic or Latino	91.0%	85.3%
Other	0.6%	2.3%
Eligible for Free or Reduced Lunch Program	92.4%	82.8%
Total number of safety/discipline incidents	16	48
Total full-time teachers	33	32
Total staff	49	55
Average teaching experience	9	4
Teachers' average days absent	4.8%	8.0%
Overall Academic Performance	Low	Low

Source: Colorado Department of Education

Table 6. Assets Identified by Stakeholders

Community Health Assets						
City Residents	County Residents					
Recreational amenities-parks and water park	Less traffic and noise than in city limits					
Strong sense of community and friendly neighbors	Some residents feel safe					
Positive law enforcement presence and	Schools are assets to the community					
Juvenile Assessment Center has helped decrease problems	Water is good and the rivers are much cleaner than a few years ago					
Elementary schools are an asset and host many after-school activities and evening programs with strong parent involvement	 Strong sense of community and friendly neighbors 					
Boys and Girls Club is convenient for children in the area	Strong connection to the land rural lifestyle					
Tom Davis Community Center	Snow removal good					

Table 7. Deficits Identified by Stakeholders

Community Health Deficits						
City Residents	County Residents					
 Safety -property damage and vandalism, gang activity, display of gang colors, and graffiti. 	■Structural concerns about road maintenance, lack of sidewalks for kids to walk to school					
■ Safety - Parks and streets, walking, lighting						
	Increased traffic and noise on some of the					
 Lack of availability of affordable, fresh and nutritious food in the neighborhood store(s) 	roads that border the city limits					
■Trash in the neighborhoods	■Property maintenance, and trash dumping on roads					
■Differences in the standard of living —	■For some, safety is a concern when walking					
affordability of medical and dental care services	outside in some areas/roads					
•Affordable transportation	■Always problems with mosquitoes and West Nile virus in the summer					
Street and road maintenance						
■Mosquitoes						

Conclusions

- Strong historical roots, most residents like living in the area; however, safety and security is a major concern for many residents living in the area.
- A segment of the Poudre Trail is planned adding recreational opportunities
- New recreational water park opening Summer 2008
- Lack of infrastructure for mobility options
- Outcomes due to their environment. Children attending Bella Romero Elementary School, seniors (especially those living in the county portion of the study area), people of color or who are low-income that mostly reside in the southwest portion of the study area are at the most risk.

Conclusions (cont'd)

- Generally, the area is thriving but is constrained by some problems with
 infrastructure such as roadways and utility services in need of
 improvement. The land itself has not been severely affected by too much
 development, but residents' health could potentially be affected due to
 their concerns about safety and security.
- Limited options for obtaining affordable, fresh and nutritious food in or around the area.
- Several residents were concerned about an excessive amount of mosquitoes in the area.
- A large proportion of residents living the area are at risk for adverse health

Tool Kit Item - Use of Interns

What is it:

Once the scope of the project is determined, we use interns every step of the way in the long range planning work in the City of Greeley.

If you know what you want with a very specific work program and product that can accommodate the academic schedule, using interns can be a great resource. You will typically need to plan at least a semester ahead of when you want to use interns for such a project.

Like a garden, you don't just plant the seed and then expect a bountiful garden. So with interns. Interns are both resources and "raw material". Plan on plenty of coaching and training to get a product that is useful and accurate.

Where you get them: - Naturally enough, the majority of our interns are from the University of Northern Colorado. We have also had interns from Aims Community College, CU, CSU, DU, Kansas State, and Colgate

DOLA Rural Assistance Program – Complete project assistance with a sliding fee scale Michael Tupa, ASLA Community Development Specialist DOLA Rural Technical Assistance Program 1311 S. College Avenue, Suite 202F Ft. Collins, Colorado 80523-4040 Campus (970) 420-1914 FAX (970) 491-3722 e-mail: coopext.colostate.edu/cd

How you use: A lot of GIS mapping, field work, photography, copy editing, writing, grant writing (an intern wrote a winning grant for the East Greeley-Weld County Study), PowerPoint development, brainstorming etc.

Why: Students can work for school credit as their compensation. Those hired for specific tasks are typically lower cost since they are relatively inexperienced. Because of the nature of the intern program, they are much easier to work with from a HR perspective (e.g. paperwork, hiring procedures). We couldn't do the work we do for the relatively small cost without them.

Will we use them again – Absolutely, we have interns on a regular basis **Is it transferable** – Yes, for us and them, that is the point.

Lessons learned –

- 1) You really need to be organized with specific task and procedures
- 2) Often times there is a high correlation between GPA and intern success
- 3) Integrate them into your overall team, they feel a real part of it
- 4) Virtually all our interns that have spent 2 semesters interning with us have a job by graduation, or soon after (our last one volunteered and additional 3 months after graduation while looking for work).
- 5) Appreciate the learning curve that accompanies working with interns. Don't forget this is all new to them and initially they understand almost nothing of what you are talking about.

In addition to the project specific tasks, if the interns are interested, we make it a point to introduce them to the field of planning with the following:

GENERAL FUNCTIONS

The For-Credit Planning Division Intern Program is designed to ensure that interns receive a comprehensive level of current and long-range planning experiences. While studying as an intern, you will be expected to participate in some or all of the following, depending on the current activity in the office:

- Internal and external meetings
- On-Call requests (counter help)
- Site plan reviews
- Site checks
- Assisting with development code revisions
- Assisting with long-range and special studies
- Research (demographic, other communities, etc.)
- Intergovernmental communication
- Map creation and research (depending on skill level)
- Other office duties, as assigned
- How to make, maintain and close out files
- What to do if a submittal comes in.
- Day with code enforcement in the field
- Attend code enforcement hearing
- Do follow-up correspondence with supervising on-call planner or planning manager.
- Public meetings

By the end of your internship, you will have experience with the following basic planning functions:

First Semester: General office experience

Code interpretation

Customer service requests

Assisting with site plan reviews – USR, variance, minor replats, general site plans for change of use, right-of-way and easement dedications and vacations (not associated with a subdivision)

Property files – what they generally include

Zoning verification letters

Map research using ArcGIS and ORIGIN

Assisting professional planning staff with preparing staff reports and PowerPoints for variances,

dedications/vacations, USRs

Community sign inventory program (CSIP) – field work (utilizing global positioning system (GPS)

devices, data base entries and geographical informational system GIS)

Second Semester: In addition to the first semester functions:

Map creation using ArcGIS

Assisting with site plan reviews – annexation, zoning and subdivision

Assisting professional planning staff with preparing staff reports and PowerPoints for

annexations, zonings and subdivisions

Tool Kit Item - Land Use and Structure Survey

What is it: While much information can be gleaned from aerial maps, subdivision plats, and utility system grids, another key assessment is gained from visual observation of area conditions. To that end, a "Windshield Survey" was developed to catalogue the observed condition of buildings and sites from the adjacent public right-of-way. The review and classification of each parcel and primary structure within the study area was conducted by Greeley and Weld staff and student interns. The survey form provided for the evaluation of each property in the area for a number of items such as physical condition, how the property is being used, any missing infrastructure or site improvements, such as sidewalks, curb and gutter, or parking.

This "ground-truthing" provided important information about neighborhood conditions and health not available through any other means. Along with the survey, a photograph of each property and structure was taken as a point-in-time reference and to aid in providing a sense of neighborhood character, vegetation and yard conditions, and a perspective on the degree to which certain improvements were either missing, damaged or in good condition.

Each property/structure was digitally photographed for an objective visual record. The information gathered was classified according to Land Based Classification Standards (LBCS) system, developed by the American Planning Association and the National Geographic Society and customized by Greeley and Weld County staff for use in this study. (See screen shots of PDA below).

When You Use It: A windshield survey a very common tool. When you have a lot to record (more than a 2,000 parcels & structures), it is worth it to set up a PDA with all the maps and a data base for easy parcel and structure data entry. Once the users are trained and have codes memorized the survey can go quite fast.

Where you get it- The information gathered was classified according to Land Based Classification Standards (LBCS) system, developed by the American Planning Association and the National Geographic Society and customized by Greeley and Weld County staff for use in this study. We have only included a small portion of the system here, but you should get the idea. (See attached screen files of PDA)

How you use:

Why: To become familiar with area, quantify, verify and document conditions and "ground truth" assumptions, and recommendations.

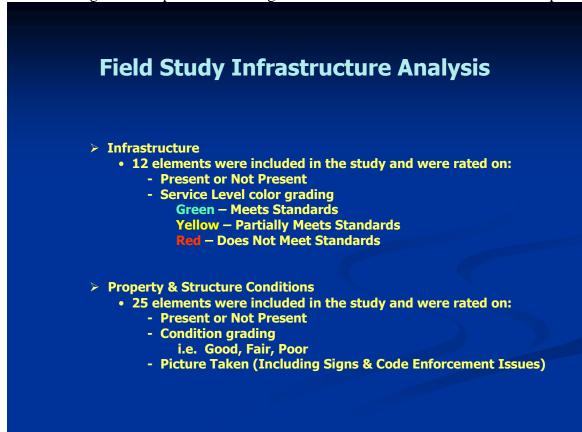
Will we do it again – Most certainly.

Is it transferable – Absolutely.

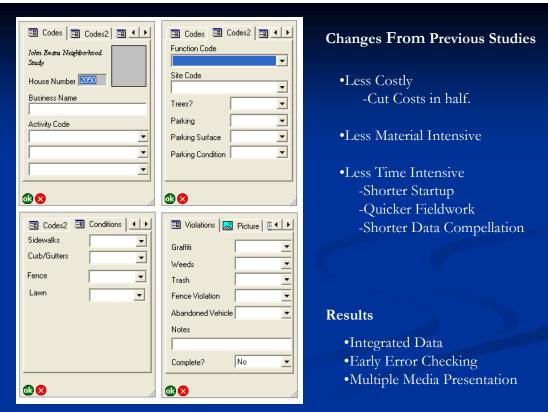
Lessons learned -

- 1) Get survey forms & procedures worked out on paper first, do a pilot study and then computerize.
- 2) Cross train all survey takes for consistency, have interns go with a staff person or a newer intern with a seasoned intern for consistency.
- 3) Brief & debrief survey takes often for consistence and to avoid problems.

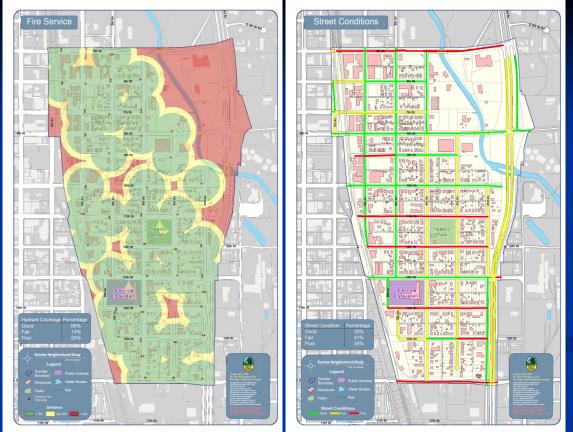
The following is from a presentation we gave at the Colorado APA convention a couple of years ago.



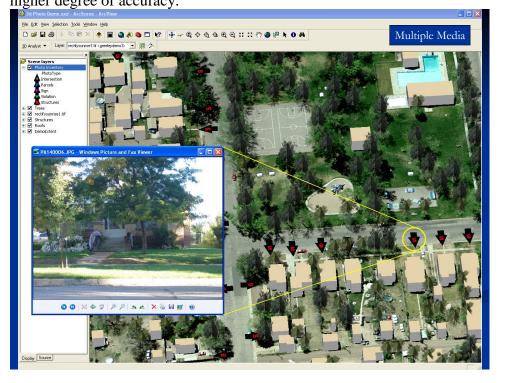
Screen Shots of PDA used with GPS and camera in field



Sample maps from this study show were area infrastructure strengths and weakness for the areas are located and identify the areas to watch. All of this then becomes the basis for analysis, recommendations and cost estimate and policy recommendations to address the problems.



Aerial photo map showing location and orientation when picture was taken and then and the inset picture shows the street view. Using the GPS & PDA saves a tremendous amount of and insures a much higher degree of accuracy.



This is an example of the site and structure grading system we used. The grading works for the physical elements of the structure (e.g. roof, walls, windows, doors, etc.) as well as the site (e.g. parking, landscaping, curb, gutter, sidewalk etc.) Below is the grading system for Concrete. Also included are annotated pictures we used for staff and interns to promote consistency in evaluation.

Concrete Grading System Five Points vs. Three Point

Five Point Grading

Where:

A: Excellent = No Cosmetic Damage, Looks New.

B: Good = Cracks, Cosmetic Damage

C: Fair = Some Cracking, Slight Changes in Angles with Little Heaving

D: Poor = Heavy Cracking, Large Changes in Angles, Large Amounts of Heaving

E: Dilapidated = Large Amounts of Weather Damage, Heavy Cracking, Massive Heaving, Large

Changes in Angles, Portions Missing.

F: Missing = None Present.

Three Point Grading – We settled on the 3 point as being faster and ok for telling the story

Where:

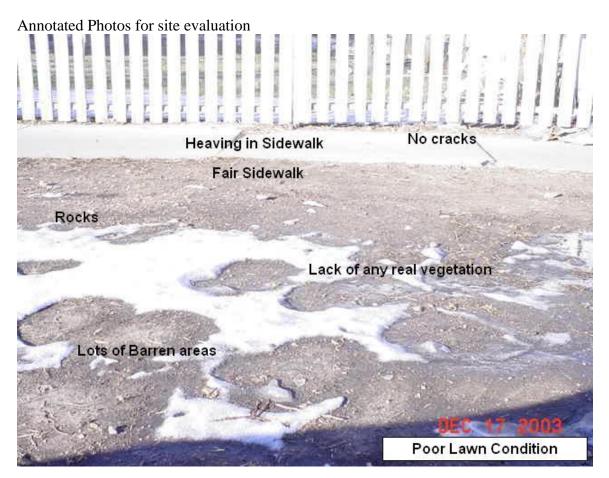
Good = Accomplishes Purpose (Only Cosmetic Damage, Looks New or Close to it)

Fair = Accomplishes Purpose (Slight Damage, Does Not Impact Purpose, or Only

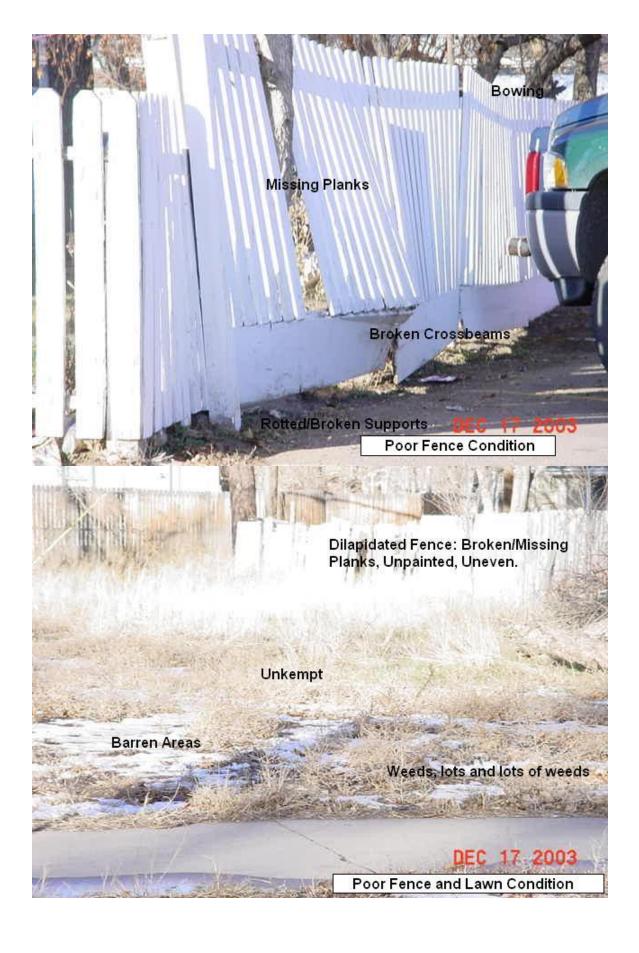
Slightly Hampers it)

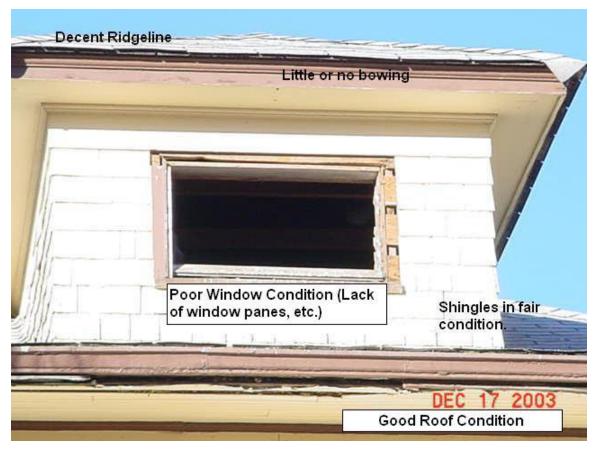
Poor = Fails to Accomplish Purpose (Significant Damage Which Fails in its Intent)

Missing = None Present

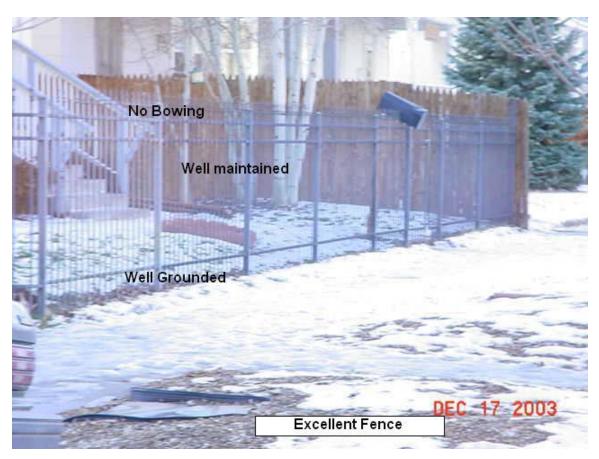


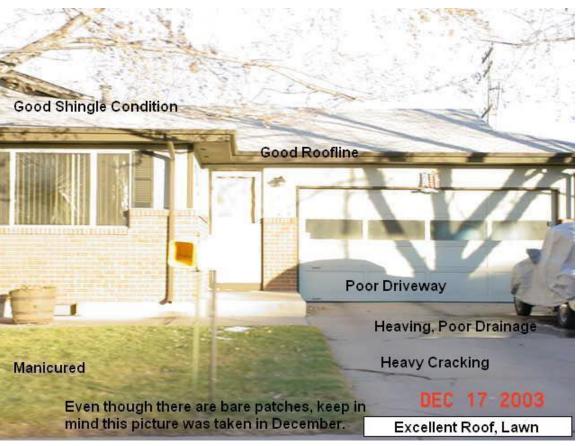








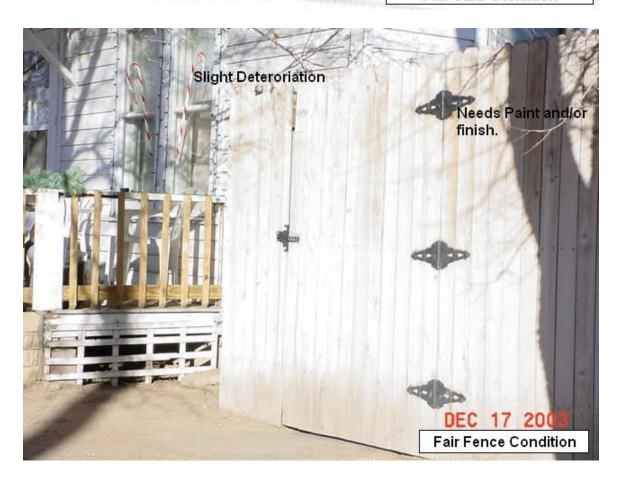






DEC 17 2003

Fair Curb Condition





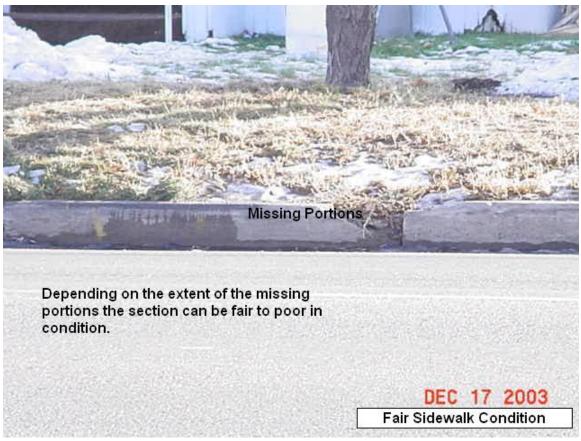




Standard Characteristics

Excellent	No cracks or visible weathering, like new condition but may be old
Good	Cosmetic cracks, no significant pocks, sidewalk flat (may be shaved)
Fair	Broken, problems in no more than 25% of area
Poor	Broken areas, pocks up to ½", heaving 1"-2" (prob. 26-50%)
Dilapidated	Broken, pieces missing, pocks >1", heaving >2" (more than 50%)
Missing	50% or more missing







Tool Kit Item - Developability Analysis

What is it: Developability analysis involves maps of inventory information superimposed on one another to identify areas that provide: 1) opportunities for particular land uses; and, 2) constraints to development. As part of the East Greeley study, an inventory was made and mapped of the natural features such as the rivers and floodways as well as the location and capacity of infrastructure, such as roads, the airport, water and sewer systems to understand both the opportunities and constraints. This type of analysis is sometimes called "McHargian," after lan McHarg, who pioneered the technique.

When You Use It: To understand the opportunities and constraints as well as the individual and cumulative impact of each of these factors presented a significant challenge. Understanding that a picture is worth a thousand words, the City and County staff in conjunction with East Greeley property owners, developers, and engineers developed a map with the following eight key factors that impact development:

- 1. Flood:
- 2. Mineral extraction (gravel and oil and gas);
- 3. Water and fire fighting capability;
- 4. Two lane (minimum) paved roadways;
- 5. Fire service response;
- 6. Sewer:
- 7. Airport (end of runway, critical flight zones and traffic pattern airspace); and,
- 8. Ecologically significant areas.

How you use: Our first one was with 6 interns, pencil colored maps and bum-wad (tracing paper) and about a month of work. Now it is just part of our computerized mapping toolbox.

Why it is cool: This is planning arts and craft to the max.

Will we do it again – Yes for very large projects where we aren't pretty sure what the out come is or people need a picture to be convinced.

Is it transferable – Yes, the hard part that took the longest time was for us as City & County to agree on a common standard, the mapping was easy.

Lessons learned – 1) Keep it simple and intuitive, getting to the standards was not as easy as it looks.

- 2) People were interested in the assumptions and the implications
- 3) It also works well with a visual preference survey

To understand the opportunities and constraints, as well as the individual and cumulative impact of each of these factors, presents a significant challenge. City and County staff, in conjunction with East Greeley property owners, developers, and engineers developed a map system with the following eight key factors that impact development. A matrix was developed with six different development scenarios in relation to the eight factors. A summary of the matrix for general or "Any Development" is provided in the table below. The full matrix is provided below.

Assumption regarding development for each of these factors was then developed as shown on the following page

Any Development Table _ ~ *Constraints Weighting Values*The numerical value was assigned according to the Opportunity/Constraint Table 16 shown below.

#	Key Factors	Assumption for "Any Development Category"	Value
1	Flood	Flood plain - Allowed but often requires cost of elevating structure	4
		Flood way – Prohibited since area of main flood thrust	10
2	Mineral Extraction	Gravel – Extraction required by statute when feasible, provides income &	3
		opportunities	10
		Oil &Gas setback area–200' radius from well & tank batteries not useable for	
		habitation	
3	Water & Fire	Water line minimum is 8" for 10 lots at ¼ mile, 8" is also minimum for fire	
	Lines	service; depending on conditions, units & distance, line cost often range from	
		\$50 - \$75/ft.	0
		Existing or Adjacent Water Lines or on Well (≤400')	1
		Low distance for lines (401' – 800') usually will need to loop lines for low,	4
		mod. & hi	8
		Moderate distance (801' – 1,000')	
		High distance (≥1,001')	
4	Roadways	Urban dev. would require min. of 2 lane "complete streets" and "complete	
		connection"	0
		Existing (≤400')	1
		Low (401' – 1,500') will need to connect to existing sidewalks etc.	4
		Moderate distance (1,501-2,500')	8
		High distance (≥2,501')	
5	Fire Service	Inside 5 minute response (based on actual response times for area)	0
	Response	Outside 5 minute response	4
6	Sewer	Existing/Septic (\(\leq 400'\))	0
		Low (401' – 1,500')	1
		Moderate distance (1,501-2,500')	4
		High distance (≥2,501' or east of Cherry Ave. unless can use septic system)	8
7	Airport	End of Runway and Overlay Zone ≥ 60' in height	10
		Critical Flight Zone	2
		Traffic Pattern Airspace	1
8	Ecological	None	0
	-	Moderate	4
		High (e.g. not in floodway but may be in wetland or critical wildlife habitat	6

Table 16 ~ Constraint Weighting Factors

Opportunity

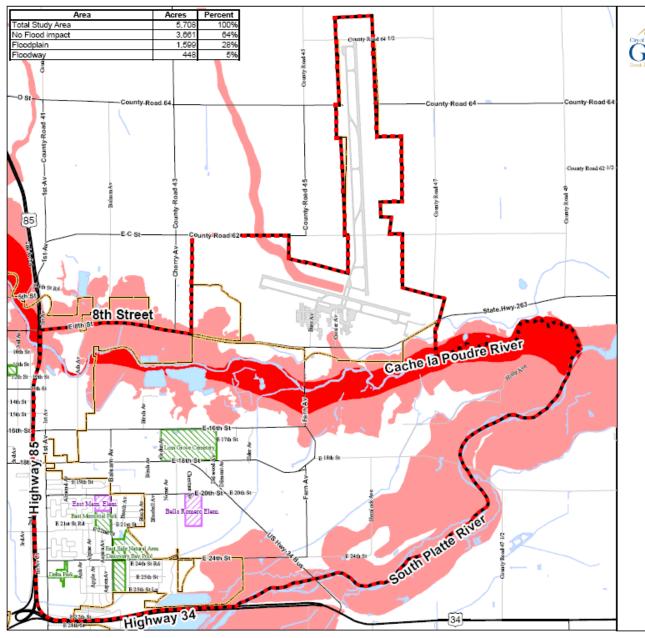
uiiity		
0	Beneficial relationship between specified land use and environmental,	
1	governmental service, or transportation considerations; low cost for	
2	providing utilities and infrastructure.	
3	Minor level of incompatibility between specified land use and	
4	environmental, governmental service, or transportation consideration, with	
	minor cost for providing utilities and infrastructure.	
5	Significant level of incompatibility between specified land use and	
6	environmental, governmental service, or transportation considerations; cost	
	for providing utilities and infrastructure is significantly greater.	
8	Serious level of incompatibility between specified land use and	
9	environmental, governmental service, or transportation considerations; cost	
10	for providing utilities and infrastructure is prohibitive.	

Constraint

		Any Dev	Residential		Commercial/ Industrial			
East Greeley/ Weld County Study			Urban 1or more Units/ acre	Suburban 1 unit/1+ to 10 acres	Rural 1 lot/ 10 acres+	Few Employees & Septic System	Full Service	
1	F	lood						
		Flood Plain	4	4	4	4	4	4
		Flood Way	10	10	10	10	10	10
2	М	lineral Extraction	_		-		-	
		Gravel	3	6	4	2	2	6
		O & G Set back (County 200' City 200')	10	10	10	10	10	10
3	W	/ater & Fire (8" lines @ \$50/ linear ft)						
		Existing, Adjacent, or Well (≤400')	0	0	0	0	0	0
		Low (401' – 800')	1	1	1	1	1	1
		Moderate (801' – 1,200')	4	4	4	4	4	4
		High (≥ 1,201")	8	8	8	8	8	8
4	R	oad way (2-lane paved)						
		Existing (≤ 400')	0	0	0	0	0	0
		Low (401' - 1,500')	1	4	3	1	1	3
		Moderate (1,501' - 2,500')	4	4	4	4	0?	1
		High (<u>></u> 2,501')	8	8	8	8	8	8
5	Fi	ire Service Response						
		Inside 5 minute response	0	0	0	0	0	0
		Outside 5 minute response	4	4	4	1	4	4
6	S	ewer						
		Existing/Septic (≤ 400')	0	0	0	0	0	0
		Low (401' – 1,500')	1	1	2	0	1	1
		Moderate (1,501' - 2,500')	4	4	3	0	4	4
		High (≥ 2,500+ or east of Cherry Ave. unless can use septic system)	8	8	3	0	8	8
7	Α	irport						<u> </u>
Ħ	Ħ	End of Runway and Overlay Zone < 60'	10	10	10	10	10	10
		Critical Flight Zone	3	7	5	1	0	2
		Traffic Pattern Airspace	1	1	1	1	1	1
8	Е	cological Significance						
		None	0	0	0	0	0	0
		Moderate	4	4	2	2	2	4
		High	6	6	6	6	6	6

These numerical values were then assigned to each of the eight development factors. The assumptions for each factor are provided in Appendix G East Greeley Study Matrix for the Analysis of Development Feasibility

Maps for each of the 8 Kay factors with a constraint factor are presented below and then a couple of different composite maps are provided to show how different conclusions can be formed from the same base information.





East Greeley Study Area



Developability Index

Flood Influences on Any Development

The developability values are represented by shades of red; 10% red saturation for each point of developability (1 through 10) So, a score of 1 has 10% red saturation, a score of 2 has a 20% red saturation, etc. For this map, the scores are not cumulative where multiple influences overlap; the higher scoring features are displayed above lower scoring features.



No Flood Impact (0)



Floodplain (4)



Floodway (10)



Study Area



City of Greeley



Public Schools

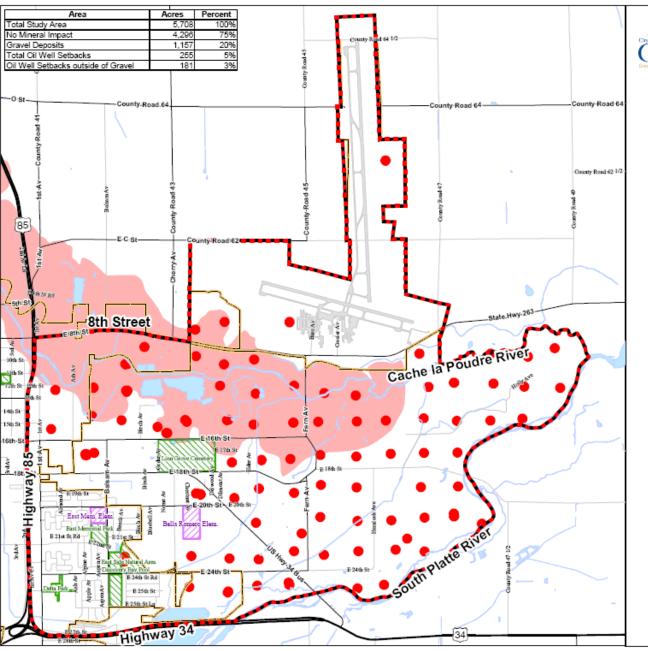


Park Lands

File: DevelopabilityIndex_Flood.mxd Date: 4/18/2008 Created by: GIS Program, scox









East Greeley Study Area



Developability Index

Mineral Extraction Influences on Any Development

The developability values are represented by shades of red; 10% red saturation for each point of developability (1 through 10) So, a score of 1 has 10% red saturation, a score of 2 has a 20% red saturation, etc. For this map, the scores are not cumulative where multiple influences overlap; the higher scoring features are displayed above lower scoring features.

 \lesssim 1

No Mineral Extraction Impact (0)



Gravel Deposits (3)



Oil & Gas Setback (10)



Study Area



City of Greeley



Public Schools

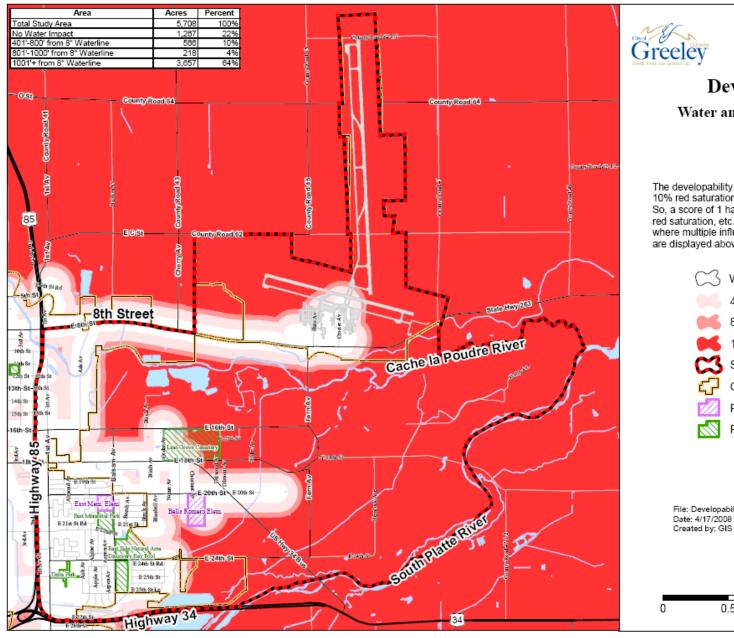


Park Lands

File: DevelopabilityIndex_MineralExtraction.mxd Date: 4/18/2008 Created by: GIS Program, soox







East Greeley Study Area



Developability Index

Water and Fire Protection Influences on Any Development

The developability values are represented by shades of red; 10% red saturation for each point of developability (1 through 10) So, a score of 1 has 10% red saturation, a score of 2 has a 20% red saturation, etc. For this map, the scores are not cumulative where multiple influences overlap; the higher scoring features are displayed above lower scoring features.

Within 400' of 8" Water Line (0)

401-800' from 8" Water Line (1)

801-1,000' from 8" Water Line (4)

1,001'+ from 8" Water Line (8)

Study Area

City of Greeley

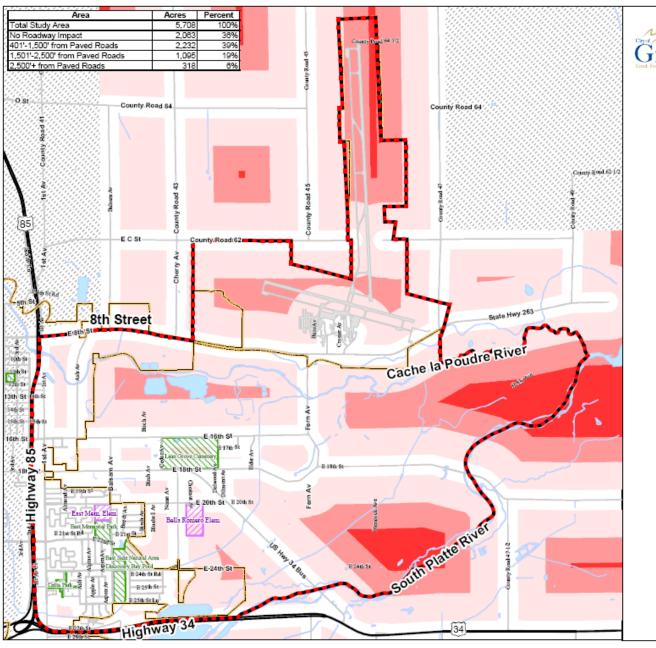
Public Schools

Nark Lands

File: DevelopabilityIndex_WaterandFire.mxd Date: 4/17/2008 Created by: GIS Program, soox



		Miles		
0	0.5	1	1.5	2





East Greeley Study Area



Developability Index

Roadway Influences on Any Development

The developability values are represented by shades of red; 10% red saturation for each point of developability (1 through 10) So, a score of 1 has 10% red saturation, a score of 2 has a 20% red saturation, etc. For this map, the scores are not cumulative where multiple influences overlap; the higher scoring features are displayed above lower scoring features.



Within 400' of Paved Roads (0)



401-1,500' from Paved Roads (1)



1,500-2,500' from Paved Roads (4)



2,501+' from Paved Roads (8)



Study Area



-



City of Greeley

No Road Data Shown



Public Schools



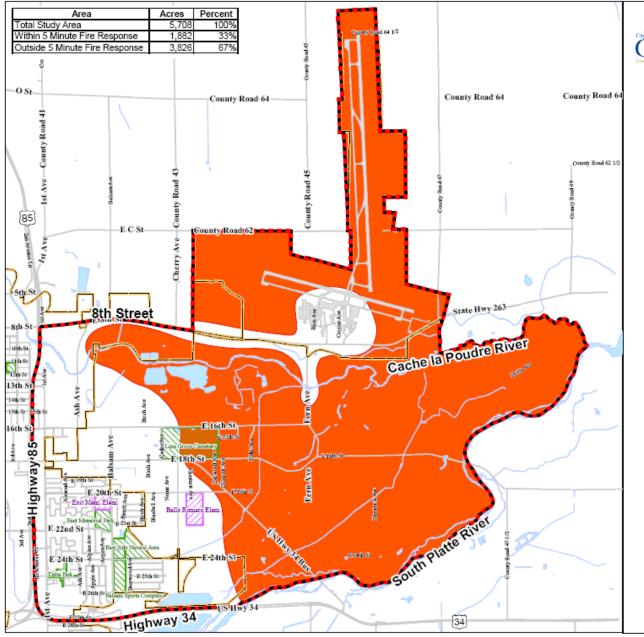
Park Lands

Road Buffer areas based on May, 2005 paved roads. Source: City of Greeley.

File: DevelopabilityIndex_Roadway.mxd Date: 4/17/2008 Created by: GIS Program, scox



Mile				
0	0.5	1	1.5	2





East Greeley Study Area



Developability Index

Fire Response Times Influence on Any Development

The developability values are represented by shades of red; 10% red saturation for each point of developability (1 through 10) So, a score of 1 has 10% red saturation, a score of 2 has a 20% red saturation, etc. For this map, the scores are not cumulative where multiple influences overlap; the higher scoring features are displayed above lower scoring features.



Unshaded area is within 5 minute response time. (0)



Fire Department Response time predicted to be greater than 5 minutes, based on transportation corridors and actual GFD response times, 2007. Source: City of Greeley. (4)



Study Area



City of Greeley



Public Schools



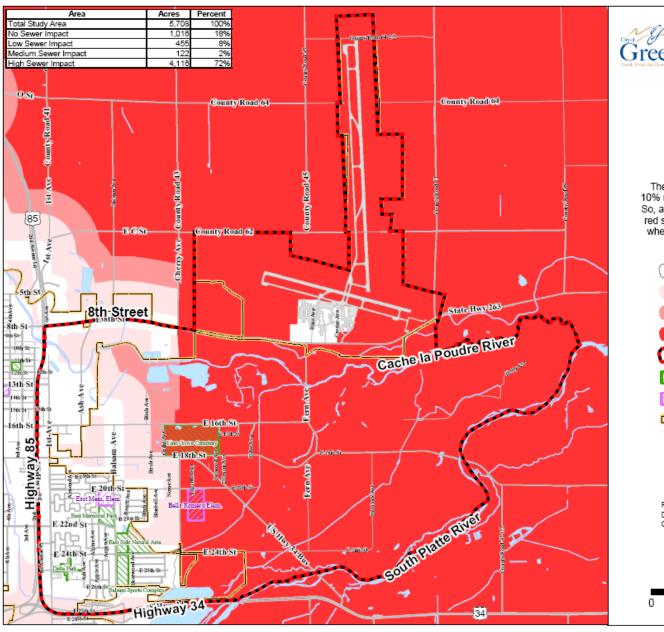
Park Lands

Road Buffer areas based on May, 2005 paved roads. Source: City of Greeley.

File: DevelopabilityIndex_FireResponse.mxd Date: 6/27/2008 Created by: GIS Program, scox









East Greeley Study Area



Developability Index

Sewer Influences on Any Development

The developability values are represented by shades of red; 10% red saturation for each point of developability (1 through 10) So, a score of 1 has 10% red saturation, a score of 2 has a 20% red saturation, etc. For this map, the scores are not cumulative where multiple influences overlap; the higher scoring features are displayed above lower scoring features.



No Impact (0'-400') (0)



Low (401'-1,500') (1)



Moderate (1,501'-2,500') (4)



High (2,501'+) (8)



Study Area



Park Lands



Public Schools



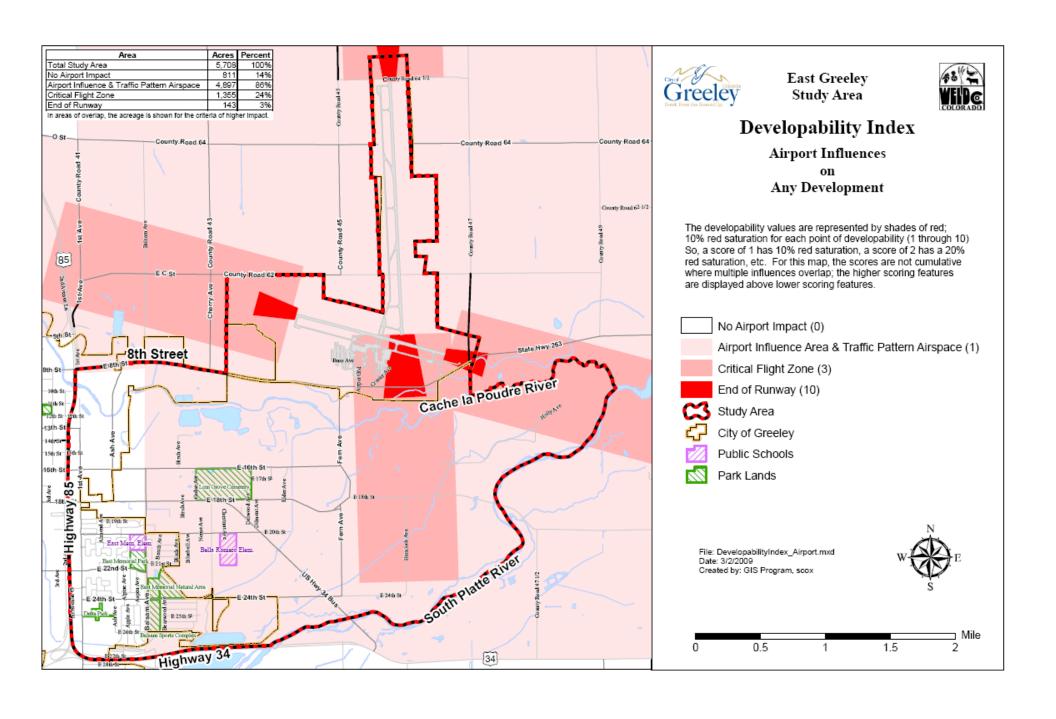
City of Greeley

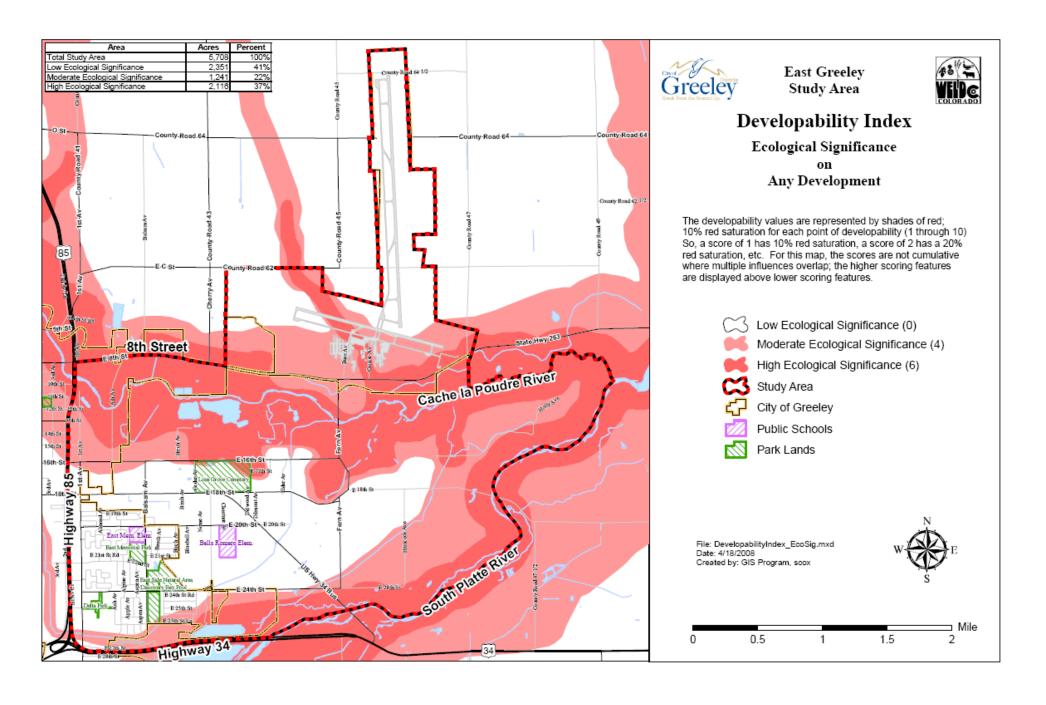
The areas East of Cherry Avenue require sewer pump stations for new development as the WWTP is uphill from these locations. Existing sewer force lines and pump stations exist for the Airport and the Bella Romero School, but do not have the capacity to serve new development.

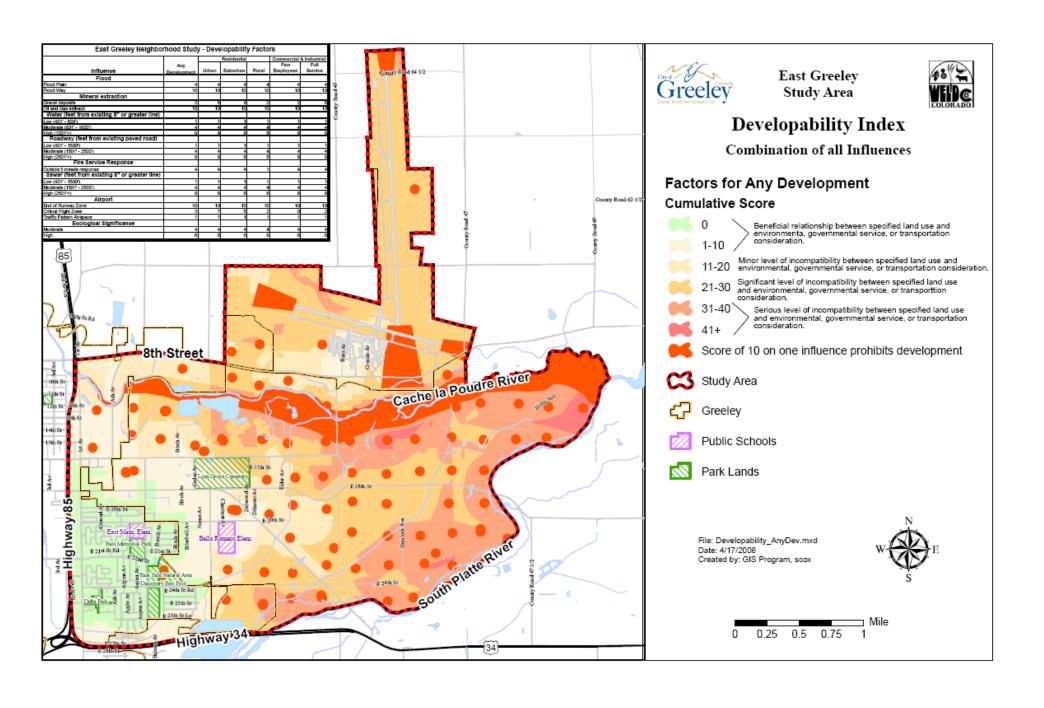
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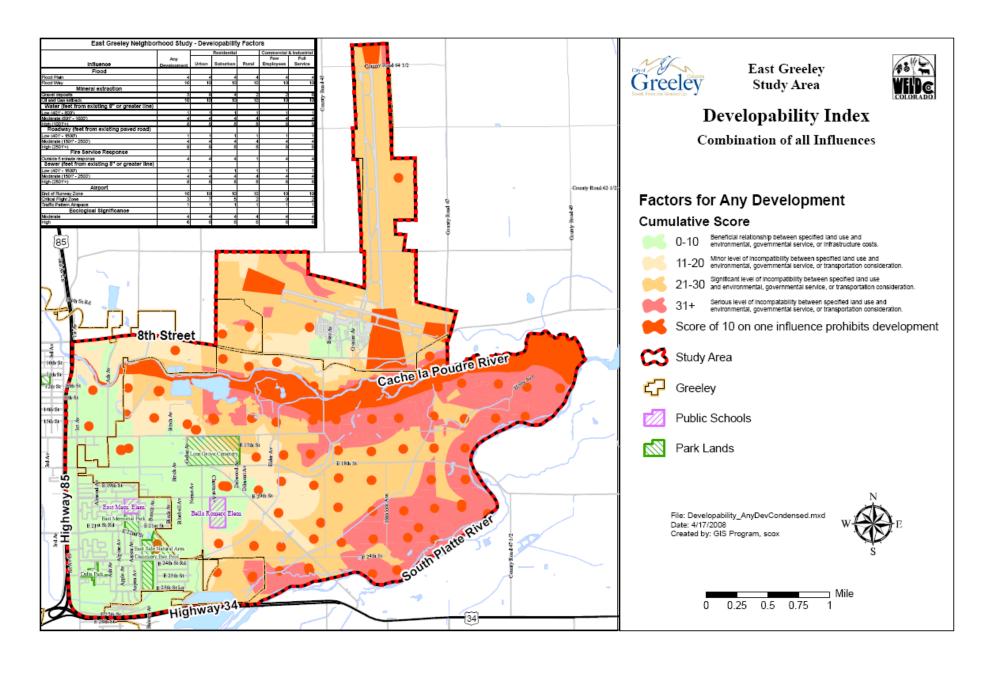


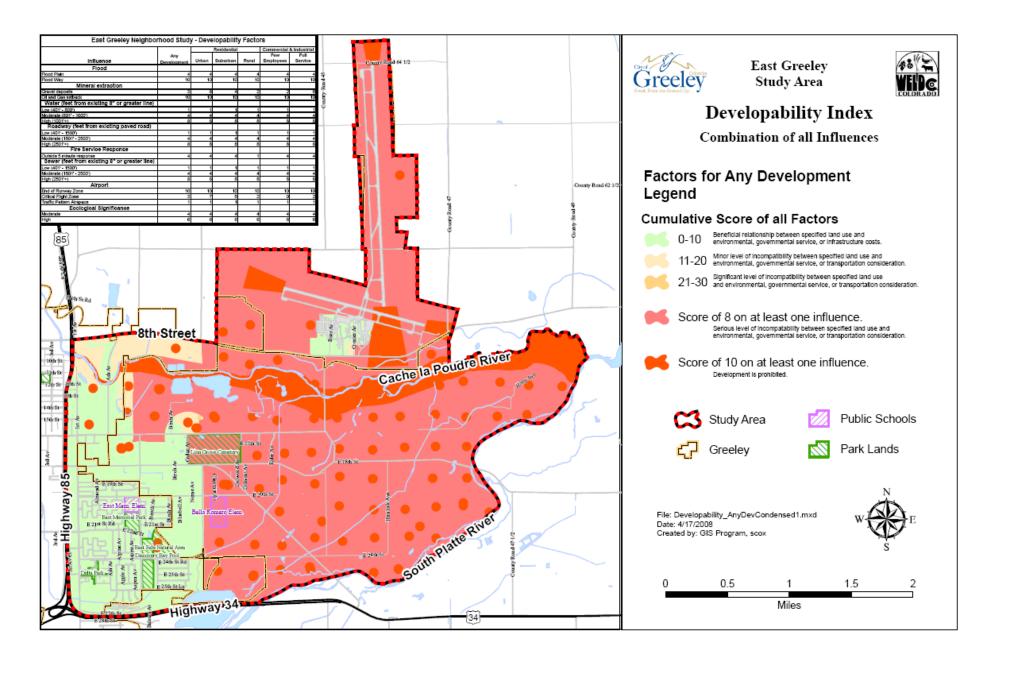












Tool Kit Item – SurveyMonkey

What is it: Easy to use internet based survey software for primates of all species. SurveyMonkey has a single purpose: to enable **anyone** to create professional online surveys quickly and easily.

What is cool about it:

- 1. It is really easy to use
- 2. You can do many basic surveys for free.
- 3. Departments can share in the small cost and all use the account.

When You Use It: Any point in the process you want to. Because of its ease of use you can easily do, before, during, follow-up and just for fun surveys. For \$200/yr. you can get virtually unlimited length of survey, # of responses and analysis tools. If you are doing electronic surveys and don't have all the help from IT you need, it is a must have.

Where you get it-http://www.surveymonkey.com/

How you use: Your imagination is your limit with regard to electronic surveys.

Why: It is free, easy to set up, incredibly easy to tabulate results.

Will we do it again -Yes when we do electronic surveys or tabulate paper surveys.

Is it transferable – Absolutely. If you can't handle SurveyMonkey, this tool kit won't help.

Lessons learned – 1) Keep it simple and intuitive.

2) Know your audience, over half the rural folks 65+ didn't have cell phones, email or internet connections, so an electronic survey was meaningless to them and a paper survey was needed to reach this group.

- 3) Even if is marginally used, the fact that it was available is important to decision makers because they know the people responding to an electronic survey are likely to be the folks sending emails to the elected officials.
- 4) Like any tool, just because it is free and easy, don't over use it.

Tool Kit Item - CLUG (Community Land Use Game)

What it is: A map/board game for up to 5-20 people at a time to play that helps people understand some of the spatial relationships of land use, budget limitations, visioning, and population density relationship to amenities like schools, parks, open space, shopping etc.

When You Use It: Early on in the process to help people form a mental picture of what they would like to have in their community.

Where you get it- Greeley made its own based on the 1972 CLUG Player's Manual. It is out of print, but you may find a copy on Amazon.com.

How you use: The full game can be as complicated as a Dungeon & Dragons game. Ours is a straight forward, intuitive that can be played in about ½ hour. Everyone seemed to enjoy playing and learned something. We had about 8 games of 8 people going on simultaneously. A game reporter giving the each groups results at the end of the game along with the groups rational.

Why: People started to see different ways of imagining their ideal community, and why



alternatives may be a good idea.



Will we do it again – Most certainly.

Is it transferable – Absolutely. We used it for a specific and limited purpose

Lessons learned -

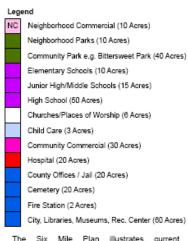
- 1) Keep it simple and intuitive.
- 2) Have a resource person in each game to help keep it moving and answer questions.
- 3) It also works well with a visual preference survey.

Six Mile Plan

106 Acres Residential High Density (RH)

30 Acres Residential High Density (RH) 25 Acres Residential Medium Density (RM) 110 Acres Residential Low Density (RL) 9,000 sq ft lots

142 Acres Residential Low Density (RL) 11,000 sq ft lots 70 Acres Residential Low Density (RL) 12,000 sq ft lots All Residential Low Density (RL) 9,300 sq ft lots



Six Mile Plan illustrates current Comprehensive Plan policies for the distribution of land uses within a given 6 sq mile area. Actual implementation may vary dramatically depending on topography, transportation, regional features, unique service requirements, and existina infrastructure. The example provided assumes the following distribution of land:

65% Residential

10% Commercial

10% Industrial

15% Public (Schools, Parks, Institutional, Government, etc)

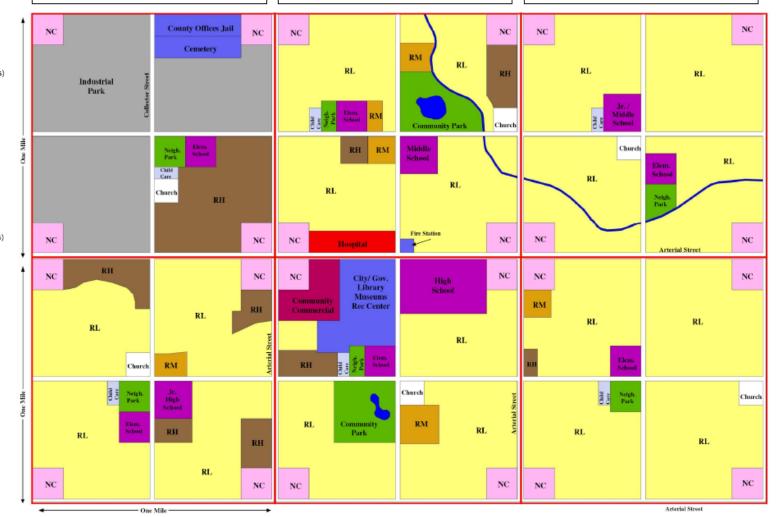
Beyond that another 25% of land is then removed to satisfy transportation and utility requirements (Right-of-Way).











65 Acres Residential High Density (RH) 8 Acres Residential Medium Density (RM) 313 Acres Residential Low Density (RL) 10,600 sq ft lots

16 Acres Residential High Density (RH) 16 Acres Residential Medium Density (RM) 289 Acres Residential Low Density (RL) 8,000 sq ft lots

4 Acres Residential High Density (RH) 8 Acres Residential Medium Density (RM) 396 Acres Residential Low Density (RL) 9,000 sq ft lots

Tool Kit Item — Federal Reserve Fiscal Impact Tool (FIT)

What it is: FIT provides a quick analysis of the impact of proposed economic development projects. FIT is easy-to-use software designed to help community and economic developers estimate the likely effects of a specific economic development project—such as a department store or an auto assembly plant—on local tax revenues and government costs. It does not purport to give a single "right" answer but seeks only to present a rough picture of the likely impact. Users may be able to increase the precision of results by developing their own more robust analytical framework or by working in conjunction with professional development consultants practiced in more complex analysis.

When You Use It: FIT is intended for community and economic development professionals, primarily in small and mid-size communities. It can be used simply to learn about the likely general costs and benefits of proposed development projects. Or it can help in decision making, providing information on the support a community or region might be able to afford when looking at different development possibilities.

Where you get it: FIT is available via e-mail or CD. It comes in several versions, each containing detailed information for all places, incorporated or otherwise, in a particular region. Special instructions are available for visually impaired users and others who use screen readers. To inquire about FIT, to obtain a free copy, or to register comments about the tool, use the inquiry form at www.federalreserve.gov/forms/fiscalimpactrequest.cfm. Be sure to identify the FIT version for the geographic region in which your community is located

How it works: FIT is a large Excel workbook divided into several worksheets. Data entry is generally quite simple. FIT produces estimates of the direct, indirect, and total impacts of a proposed project on employment, income, and tax revenue for both the community and the county (or multi-county area) in which the project is to be located. FIT also produces a cost—benefit analysis, for both the community and the county, based on user-provided estimates of local capacity and the distribution of costs to the community and county. The output produced by FIT—including a list of the assumptions used in the analysis—is presented in easy-to-interpret tables, charts, and text summaries. The accompanying Users Guide explains the process and the underlying concepts.

Will we use it again – Most certainly. Our economic development folks use it regularly.

Is it transferable – Absolutely, it is designed that way.

Lessons learned –

- 1) While this is pretty simple and provides basic analysis, you do have to assemble base data and do the data input. It isn't instant analysis.
 - 2) Check with the Federal Reserve for annual updates to the model.
- 3) FIT is chock-full of data to enhance interpretation of the tool's output, including more than thirty years of population and income data, by county and state a decade of labor force, employment, and unemployment data, by county and state, retail sales, employment, and establishment data, by county and state—and, if available, by community.

Tool Kit Items – The Community Tool Box



What is it: The Community Tool Box (CBT) is the world's largest resource (over 7,000 pages of content) for on essential skills for building healthy communities. The CBT is a service of the Work Group for Community Health and Development at the University of Kansas. Their mission is to "Promote community health and development by connecting people, ideas and resources." Since 1975, the KU Work Group has worked with partners to address two key research questions:

- How do people work together to bring about change in communities?
- Under what conditions are these changes associated with improvement in community health and development?

When You Use It: The CTB has something on every stage of a project from concept framing, grant writing, community visioning, program development, policy implementation, developing local leadership, accountability, best practices, how you measure success and more.

Where you get it- The University of Kansas produced CTB and it is available at: http://ctb.ku.edu/en/

Why: If you are not sure how to get started, need so help on how to get organized, or how to get from point A to B, or would like some fresh ideas, this is a good place to go

Is it transferable – Absolutely, that is the whole idea.

What else is cool: The KU Work Group has developed a training curriculum based on the CTB that outlines 16 competencies for promoting community health and development. These competencies include: creating and maintaining coalitions and partnerships, assessing community needs and resources, analyzing problems and goals, developing a framework or model of change, developing strategic and action plans, building leadership, developing an intervention, increasing participation and membership, enhancing cultural competence, advocating for change, influencing policy development, evaluating the initiative, implementing a social marketing campaign, writing a grant application for funding, improving organizational management and development, and sustaining the project or initiative. Each of these 16 field-tested modules feature participant guides, adaptable facilitator guides, and PowerPoint slides. These modules can be delivered both in person and online via interactive webinars.