



## Conservation Corps Intern Position at CBEC

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Intern will gain experience in these three sectors of CBEC's operations: Environmental Education, Restoration, and Community Engagement. His/her time will be distributed based upon the percentages listed below.

### Environmental Education (50%)

CBEC offers engaging hands-on environmental education programs for students from preschool through college designed to inspire the next generation of Chesapeake Bay stewards. More information on our school programs can be found at: <http://www.bayrestoration.org/education-programs/>. For more information on our summer camp programs, check out: <http://www.bayrestoration.org/camps/>.

- School Field Trips
  - Firsthand training in best practices in environmental education
  - Exercise and hone teaching skills by delivering instruction to over 6,500 students onsite during the Fall and Spring education seasons
  - Implement outreach programs for over 1,000 students during the Winter education season
  - Ample training and practice in facilitating guided kayak education programs
- Curriculum
  - Assist in developing pre- and post-trip curriculum to support onsite field trips to be delivered by classroom teachers and/or CBEC educators in the classroom
- Summer Camp
  - Assist in planning 10 week summer camp program
  - Plan and lead daily environmental education lessons for camp
  - Direct two sessions of camp, environmental theme of your choice! Past examples include: Survival Camp, Cool & Unusual Critters of the Chesapeake, and Art in Nature
  - Facilitate kayak programs for campers with team of volunteers
  - Organize and attend weekly professional development opportunities at other local environmental organizations with summer college interns (8-10 sessions)
- Grants
  - Research potential grants for development and implementation of outreach education programs and pre- and post-trip curriculum development
  - Draft grant proposal

## **Restoration (15%)**

With 510 acres of Bay front property under conservation easement, CBEC is a prime location for testing and developing comprehensive restoration techniques that can be implemented around the Chesapeake Bay watershed. Through partnerships with several State and Federal environmental agencies, CBEC pilots restoration techniques and serves as a demonstration site for others interested in these types of projects. Additionally, we maintain 4 miles of land trails and 3 miles of water trails for recreational and educational opportunities.

- Oyster Reef Restoration and Monitoring
  - Assist in constructing reef balls (artificial reef material)
  - Participate in monitoring fish populations over current constructed oyster reef habitats
  - Assist with planting 1 acre of new oyster reef habitat, seeded with spat
- Aquaponics Project
  - Lead water quality monitoring 1-2 times a week
  - Learn to cultivate and care for food crops and aquaculture fish
- Meadow Restoration
  - Monitor wildflower growth and the species abundance of a 1 acre meadow
  - Assist with ongoing planting
- Maintain Living Shoreline
  - Monitor living shoreline and remove debris monthly
  - Learn invasive species identification and help in removal
- Organic Garden and Pollinator Garden Maintenance
- Site/Trail Maintenance
  - Assist with maintenance of 4 miles of land trails

## **Community Engagement (10%)**

CBEC's capacity to carry out its mission relies on the involvement of citizens ranging from one-time visitors to dedicated members and volunteers. Our mission is targeted not only to local citizens in neighboring Maryland counties, but also aims for a wider reach, as our environmental education and restoration programs are applicable to the entire watershed. We have annual visitation of over 25,000 and organize over 200 volunteers. Engaging this large community into CBEC's education programs, restoration projects, recreational opportunities, and fundraising efforts requires a multi-faceted marketing and advertising strategy to ensure engaging stewards and to support a sustainable operational budget.

- Printed and Social Media Communications
  - Create advertising materials for events including education programs, public events, and fundraisers
  - Maintain current Media Contact list
  - Analyze reach of social media advertising and propose strategies to increase engagement
- Website Development

- Create and edit web content using WordPress platform. Training in WordPress available.
- Analyze CBEC's website and propose strategies to improve informational services for visitors and increase site visitation
- Newsletter Development
  - Assist in the development, editing, and distribution of our electronic newsletter
- Fundraiser Events
  - Assist with set up, running, and clean-up of fundraiser events

### **Independent Capstone Project (25%)**

- To be developed and mentored by either Education, Restoration, or Volunteer Coordinator depending on focus of project chosen. Project must be proposed and approved by mentor and Executive Director.
- Ideas for potential projects:
  - Pilot pre- and post-trip curriculum in classrooms
  - Organize and run a fundraiser to support summer camp scholarships
  - Create or improve trail with interpretive signage and self-guided curriculum
  - Research, propose, construct, and monitor new wildlife habitat on property
  - Create video database showcasing CBEC throughout the year and our various programs for publicity and use by schools prior to field experiences
  - Create digital photo library and design protocol for visitors and volunteers to share photos that can be accessed by public and staff

### **Outcomes (quantifiable)**

- Deliver engaging, hands-on environmental education to over 8,000 students, through school field trips, outreach programs, and summer camp
- Lead two weeks of summer camp
- Write and submit 2 grant applications for outreach programs
- Monitor 4 miles of land trails, weekly
- Assist with supervising volunteers while creating 1 acre of aquatic habitat and seeding with oyster spat
- Remove invasive species along 200 yards of living shoreline
- Monitor water quality in aquaponics system 1-2 times weekly
- Produce 1 quarterly press release article to be printed in local magazine, newspapers, and other media forms
- Produce 1 promotional advertisement document
- Lead production of 1 CBEC Newsletter with the assistance of CBEC staff
- Create two monthly Social Media posts
- Complete Maryland Master Naturalist training
- Pass ACA Level 1 kayak certification course
- Complete Independent Capstone project

### Advancement of Mission

Intern's work will directly contribute to increased environmental literacy and passion for stewardship in the community we serve, including students, visitors, and volunteers. Intern's contributions will advance CBEC's mission in these three areas:

- Education – We will be able to accommodate more students in onsite and outreach programs.
- Restoration – Additional volunteers will be able to participate in restoration projects under the guidance of CBEC staff and the intern which will not only increase habitat improvement at CBEC, but also increase awareness of restoration techniques that will be implemented beyond our property.
- Community Engagement – Increase visitor and volunteers' awareness of and participation in CBEC's programs thus increasing our capacity to provide education and stewardship opportunities.

### Key Staff

- Katey Nelson, Education Coordinator
- Courtney Leigh, Volunteer and Adult Education Coordinator
- Greg Usilton, Restoration Coordinator

### Work Skills Training

- Delivering hands-on, inquiry-based informal environmental outdoor education
- Lesson planning and differentiation for learners of various ages and abilities
- Correlating curriculum with standards, including Next Generation Science Standards
- Kayaking – ACA level 1, optional level 2 training
- Training with captive raptors, including handling, care, and use in education programs
- Hands-on experience in implementing and maintaining innovative restoration projects
- Increased environmental content knowledge
- Grant research and writing
- Small business marketing and advertising skills
- Networking with environmental professionals, educators, and community
- Professional Development training, including becoming a certified Maryland Master Naturalist
- Training in environmental education curriculum guides

### Budget of Matching Resources

| Budget Item                 | Description  | Value                    | Type of Match |
|-----------------------------|--|--------------------------|---------------|
| Parking                     | On-site  |                          | In-kind       |
| Mileage Reimbursement       | Minimal required   |                          | Cash          |
| Telephone/Internet          |  |                          | In-kind       |
| Office Space                |  |                          | In-kind       |
| Conference attendance costs | MAEOE, Maryland Master Naturalist, Wonders of Wetlands, Project Wild | \$300, \$250, \$15, Free | Cash          |
| Volunteer training supplies | CBEC swag! T-shirts, fleece jacket, water bottle                     |                          | In-Kind       |

