

CAPRA Reaccreditation Talking Points

Benefits

1. CAPRA standards constitute a widely endorsed system of business practices that is regularly reviewed and vetted by academics and practitioners (155 standards in 10 categories).
2. CAPRA identifies critical processes that should be well-documented.
3. CAPRA standards can be used as a foundation for a system of regular and systematic program evaluation and performance measurement.
4. CAPRA fosters self-identification of weaknesses with in-house suggestions for improvement.
5. CAPRA accreditation should be a mark of pride and distinction, e.g., to develop a competitive edge in recruitment, in pursuit of a sixth Gold Medal.
6. CAPRA fosters bi-county networking and cooperation.
7. CAPRA promotes networking and cooperation among County departments.
8. CAPRA promotes creation of new management tools, such as the Montgomery County Community Relations Plan and the Department of Park and Planning 2004.

Realizing the Benefits

1. The Benefits require support from leadership and opportunities for cross-sectional and inter-departmental collaboration; a wide-ranging dialogue on the meaning of the standards and how they apply to our situations are essential.
2. Younger staff can help plant seeds that build a supportive culture. Therefore, we need to identify young staff eager to participate in and learn from our accreditation effort. Do not, however, use staff volunteers as a strategy to avoid broad-based staff involvement.
3. "No pain No gain" - Documentation of compliance can be very time consuming; however, having the 2004 files as a point of departure will greatly reduce effort going forward.

Level of Effort

1. Overall, the effort to prepare for M-NCPPC reaccreditation will be less than ½ of what was required in 2003-2004. The Department of Parks will also be significantly involved with Montgomery County Department of Recreation reaccreditation. (Both the Department of Recreation and M-NCPPC received CAPRA accreditation in 2004).
2. Much “heavy lifting” for M-NCPPC is done by Prince George’s Parks and Recreation because they have the largest recreation component.
3. Primary responsibilities are shared among the departments.

CAPRA Categories

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| 1.0 | Agency Authority, Role and Responsibility (CAS) |
| 2.0 | Planning (Line Depts.) |
| 3.0 | Organization and Administration (CAS and Parks Depts.) |
| 4.0 | Human Resources (CAS) |
| 5.0 | Finance (CAS) |
| 6.0 | Program Services Management (Parks Depts.) |
| 7.0 | Facility and Land Use Management (Parks Depts.) |
| 8.0 | Security and Public Safety (Park Police Divisions) |
| 9.0 | Risk Management (CAS) |
| 10.0 | Evaluation and Research (CAS and Line Depts.) |

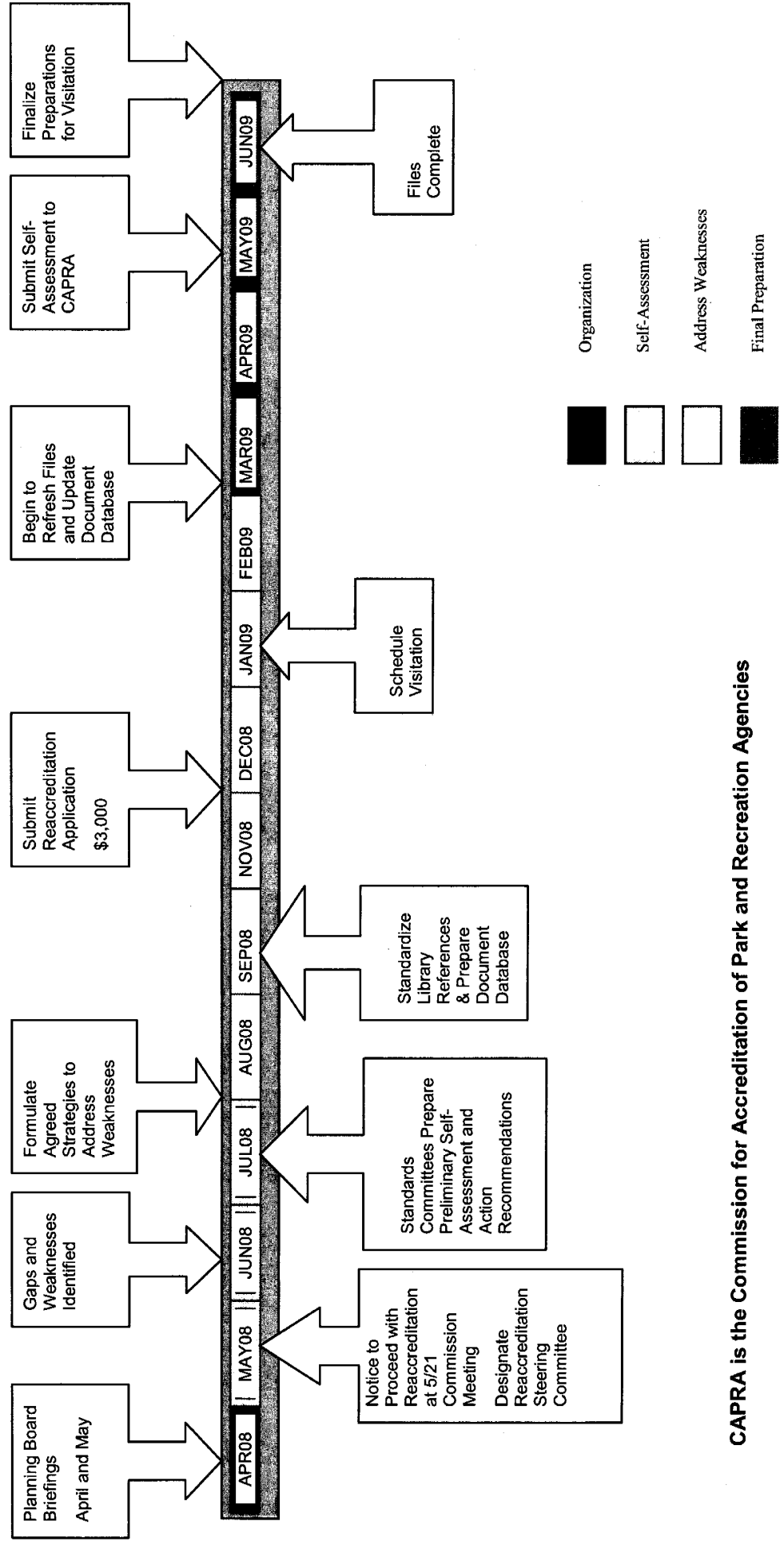
4. The most significant variable in determining the overall magnitude of work to be performed for CAPRA reaccreditation is the extent of weakness that is found in the files and those solutions that are chosen to address those weaknesses. It is anticipated that the greatest weaknesses will be in categories 2.0 Planning, 6.0 Program Services, and 7.0 Facility and Land Use Management.

Suggestions

1. Identify younger staff eager to participate in our collective effort to interpret the standards and provide up-to-date evidence of compliance. This staff will champion reaccreditation in 2014.
2. Develop the CAPRA Library as an asset by creating a searchable database of documents contained or referenced in our CAPRA files.
3. Manage reaccreditation to use valuable staff time wisely and efficiently, (see proposed timeline, attached).
4. Build an organizational culture that values accreditation and strives to continually improve the quality of compliance.
5. Celebrate success.

CAPRA Reaccreditation Timeline

13 Months – 4/16/08 Draft



CAPRA is the Commission for Accreditation of Park and Recreation Agencies