

**HUNTER EDUCATION INSTRUCTOR ADVISORY COMMITTEE  
MEETING NOTES**

**July 30, 2022, 10:00 AM - 3:30 PM**

**Central Washington University SURC room 137, Ellensburg WA**

<b>IAC Members - Representing</b>		<b>WDFW Staff</b>	<b>Guests</b>
Region 1	Sam Grubbs	David Whipple Hunter Education Division Manager	
	Herb Jessen		
Region 2	Eric Lauver	Kris Thorson Hunter Education Division Specialist	
	Jen Syrowicz		
Region 3	Randy Absolon	Steve Dazey Region 1 Hunter Education Field Coordinator	
	James Conway (absent)		
	Rich Mann (excused)		
Region 4	Mikel Edwards	Jackie McBride Region 4 Hunter Education Field Coordinator	
	John Malek		
	Bob Palmer		
Region 5	Steve Mills (excused)	Amy Elliott Region 5 Hunter Education Field Coordinator	
	Jim Sevier (excused)		
Region 6	VACANT	Bill Montgomery Region 6 Hunter Education Field Coordinator	
	Marty Kotzke		
	VACANT		
HERO	Butch Buffaloe	Nate Pamplin Director of External Affairs	

⊙ **Welcome & General Interest Announcements (*Kris Thorson, 10 minutes*)**

- ⊕ The new traditional class student manuals are now at the warehouse.
- ⊕ Kris handed out a copy of the new student manual to each of the IAC members and staff in attendance.
- ⊕ Dave and Kris handed out the IAC plaques for current members whose previous terms had ended in the last two and a half years.
- ⊕ The teaching PowerPoints for the new manual are almost complete.
- ⊕ Kris will send the PowerPoints to the IAC for their review for fatal flaws and comments once he receives the last three chapters from Kalkomey.
- ⊕ The test also had to be revised based on the new manual language.
- ⊕ The staff are finalizing the test and will send it to IAC for the final review soon.
- ⊕ The answer sheet and answer key will not change.
- ⊕ Labor and Industries Wildfire Smoke Emergency Rule is in effect through September 29. Please see information on the instructor website or the July 21, 2022 email from Jan/Dave.
- ⊕ John has N95 masks at the warehouse for instructors.

⊙ **New WDFW Program: Communications & Public Engagement (*Nate Pamplin, Director of External Affairs, 45 minutes*)**

- ⊕ The commission adopted the 25-year strategic plan in November 2020.
- ⊕ One strategy for the 25-year strategic plan is to engage communities through recreation and stewardship.
- ⊕ The commission identified 14 near term goals for this strategy.
- ⊕ Nate was tasked with implementing the strategy of engaging communities through recreation and stewardship.
- ⊕ He looked at the Association of Fish and Wildlife Agency Relevancy Roadmap to help guide this work.
- ⊕ Nate gave an overview of the spectrum of public participation and talked about where WDFW wants to grow.
- ⊕ A contractor conducted interviews with WDFW staff, other natural resource entities in Washington, and fish and wildlife agencies in other states to gather information, understand other states' outreach and education processes and how they were working, and to make recommendations to WDFW.
- ⊕ The contractor also did a survey of staff and found that 30 percent of staff members identified that outreach was more than 50 percent of their job.
- ⊕ In that survey only 15 percent of respondents felt they had access to hot topics information to respond to customer inquiries.
- ⊕ The research illuminated a clear need to centralize communication and outreach, and a new organizational program has been formed in the Director's Office.
- ⊕ The new Communications and Public Engagement program launched on July 1.
- ⊕ Hunter education was moved into the new program.
- ⊕ Butch asked if the department will change its values to be more mutualistic as we have seen the Washington public move more towards.
  - While it's important to recognize the public values to better communicate with the public, the mutualistic value shift is something

that has been seen in public surveys and is not in the departments mission.

- ⊕ Jen asked how Nate envisions how the department is going to reach the K through 12 students.
  - Nate talked about the curriculum that the environmental education specialist created in the last two years and how the WDFW has the only Next Generation Science Standards (NGSS) curriculum in the state.

⊙ **National R3 Symposium Report (*Kris Thorson, 15 minutes*)**

- ⊕ The National R3 Symposium was attended by Sam Montgomery from WDFW.
- ⊕ Sam was unfortunately not able to attend this meeting so we may move this to the next meeting so she can attend.
- ⊕ Symposium presentations are now available and can be viewed on the Council to Advance Hunting and the Shooting Sports website at: <https://cahss.org/news-events-overview/symposium/>

⊙ **IHEA-USA Conference Debrief (*Dave Whipple & Jen Syrowitz, 30 minutes*)**

- ⊕ Jen and Dave gave an overview of the IHEA-USA conference.
- ⊕ Jen went through an overview of the why you hunt questions she heard at the conference.
- ⊕ The top reason why hunters hunt was to spend time outdoors.
- ⊕ Thirty eight percent of people identifies themselves as “locavores”, people who are self-reliant, want to be outdoors, and sustainable.
- ⊕ There was a report on the effectiveness of hunter education delivery methods where they authors investigated the impacts of the three hunter education delivery methods, which aspects of the delivery methods were most effective, and what types of students would benefit from different hunter education delivery methods.
- ⊕ The effectiveness of virtual, hybrid, and in-person delivery methods were between 87.1 and 89.5 percent which is considered not statistically significant.
- ⊕ The satisfaction statistics showed that across all three delivery methods, the satisfaction scores were between 4.40 and 4.47 out of 5.
- ⊕ The study found that classes longer than 16 hours of teaching had lower test scores.
- ⊕ Also, classes taught in fewer days (1-3 days/sections) had better test scores and satisfaction.
- ⊕ Firearm handling in the course raised the test scores by four points and live fire sessions increased the test scores by 6 points.
- ⊕ The study recommended the agencies use all three options to accommodate the most citizens.
- ⊕ To turn hunter education graduates into hunters they need a mentor.
- ⊕ Another take away was that 39 percent of graduates will not purchase a license.
- ⊕ After hunter education the “non-traditional” graduates do not feel prepared to hunt.

- ⊕ Three of the top five ways the graduates identified would help them become hunters involved mentors.
- ⊕ There are barriers to mentoring like cognitive access, physical access, the perception of what constitutes a successful hunt.
- ⊕ Kris will send the PowerPoint Jen and Dave used to present out to the IAC members for their own use.

⊙ **Hunting & Angling R3 Plan (*Dave Whipple, 30 minutes*)**

- ⊕ Dave gave a quick background on the R3 plan.
- ⊕ The group that worked on the R3 plan was broadly represented from across the agency.
- ⊕ The department held an internal summit to help develop the R3 plan and incorporated information into the draft plan.
- ⊕ WDFW then had an external summit where conservation partners provided input to the draft strategies and tactics to address R3 issues.
- ⊕ The plan incorporates the Outdoor Recreation Adoption Model into the plan.
- ⊕ The R3 plan was finalized, and implementation will begin this fall.
- ⊕ Some plan elements are increasing the number of hunter education students and instructors with a focus on underrepresented demographics, creating an advanced hunter education class, increasing the number of small game hunters, mentoring of new hunters and anglers, working to improve land access, increase public support for legal, regulated hunting, etc. Some angler R3 elements include increasing the number of anglers with a focus on youth fishing, maintaining current boat launches and increasing shore fishing access, increasing public support for fishing, etc., etc.
- ⊕ The department is also going to focus on expanding partnerships with shooting sports organizations to help get participants involved in hunting.
- ⊕ The plan will also focus on reducing churn rate, which is the rate of hunters & anglers who hunt one year and don't another year.
- ⊕ The plan can be found at <https://wdfw.wa.gov/publications/02323>.
- ⊕ Jen asked if we could have the social scientist present at a future meeting.

⊙ **WDFW Updates (*Kris Thorson, 30 minutes*)**

- ⊕ Budget and legislative update
  - No changes since the last meeting.
  - Please refer to the meeting notes from April 9.
- ⊕ COVID updates
  - There are no changes planned to the current protocols or SOP.
- ⊕ Student statistics
  - In total for 2020, 26,411 students were certified.
  - In 2021, WDFW reopened classes on August 15.
  - The online only certifications for 2021 were 18,996.
  - The instructors held 21 online field skills evaluation classes and 29 traditional classes.

- The online classes certified 112 students and the traditional classes certified 275 students.
  - In total, 19,383 students were certified in 2021.
  - The 2022 student statistics through the end of June are:
    - The online only course has certified 4,530 students.
    - There have been 52 online field skills evaluation classes with a capacity of 847.
  - Online field skills evaluation classes had 225 students register for an evaluation.
  - Of those 225 registrations, 171 students passed (76 percent), 43 no showed (19 percent), and 11 failed (5 percent).
  - That is a 20 percent pass to capacity rate.
  - There have been 64 traditional classes with a capacity of 1225.
  - There have been 699 students registered for a traditional class.
  - Of those 699 registrations, 534 students passed (76 percent), 121 no showed (17 percent), 23 failed (3 percent), and 21 were incomplete (3 percent).
  - That is a 44 percent pass to capacity rate.
  - In total we had capacity for 2072 students, had 924 students registered (45 percent), and 705 students pass a class (76 percent pass rate).
  - That is a 34 percent pass to capacity rate.
- ⊕ Instructors & Instructor Applicants
- There were 14 new instructors certified between January and June.
  - Kris then asked the field coordinators how many instructors certified in July.
  - Bill certified 11 new instructors in July.
  - Amy certified nine new instructors in July.
  - Jackie certified six new instructors in July.
  - Steve certified four new instructors in July.
- ⊕ Kalkomey updates (PST course, duplicate HE cards, etc.)
- Dave recently completed the new contract with Kalkomey and included some new services for WDFW.
  - We are now going to use the Kalkomey instructor training course as the first step in the certification process.
  - Once the applicant completes the online training, they will be invited to a PST and class.
  - WDFW is receiving 100 codes for the instructor training course for the applicants to use during each contract cycle with the option to pay for more codes if needed.
  - Kalkomey will also start completing duplicate cards for students.
  - Jan has been working with Kalkomey to get them our historical data.
- ⊕ Regional Field Coordinator Updates
- Steve Dazey – Region 1 Field Coordinator
    - Steve has visited several of the teams in region 1 and find them to be doing well with mostly good attendance.

- Traditional classes seem to be doing the best in filling seats in region 1.
  - He traveled to Clarkston to present an appreciation plaque to the Clarkston First Church of God who has been hosting and providing storage for the team that teaches there for many years.
  - Steve also attended the memorial service for long time instructor Roger Hamilton and was able to present his years of service plaque and a coin to his widow.
  - He accompanied Jackie to the Vashon Island Sportsman's club and presented a 50-year plaque to the widow and family of Robert Stougard who had recently passed away.
  - He was fortunate to join Aaron and Dave in presenting the Howard Gardner Lifetime Achievement award to Howard in person with his family at the Seattle retirement home where he now lives.
- Jackie McBride – Region 4 Field Coordinator
    - Jackie is working on current projects and recruitment as well as issues facing her instructors such as finding teams for some instructors who have come from disbanded groups or been ousted from others.
    - She has tried to make it to every class that the instructors have held in region 4 since she started.
    - She presented an instructor with their 50-year plaque and shotgun.
    - She has some female oriented classes coming up this year.
    - She went to the Vashon Island Sportsman's club and presented a 50-year plaque to the widow and family of Robert Stougard who had recently passed away.
  - Amy Elliott – Region 5 Field Coordinator
    - Amy did two PSTs with Steve Mills recently.
    - She tested out the new Kalkomey online training and got great feedback on it.
    - She will be updating the PST slides because the applicants have already gotten a how to teach from the online training.
    - She attended traditional classes with several of her chief instructors.
    - There were also some online classes she attended in region 5.
    - She had a women's-oriented classes meeting with Jen Syrowicz, Liz Crain, and Lili Wong.
    - Amy is formulating plans and strategies for the future like DAC and other diversity opportunities, a women's shoot in Prosser, kids intro to shooting events at the Cowlitz range, and meeting with the Vancouver Wildlife League on archery ranges, pheasant releases, and their annual youth hunt.

- She is working on the test and PowerPoints with Kris.
- She has seven more applicants who have responded but were unable to attend one of her PSTs in July.
- There are six applicants who haven't responded to emails and will likely be archived.
- Bill Montgomery - Region 6 Field Coordinator
  - Bill had two PSTs where he certified nine instructors.
  - He presented Bob Merkel his 50-year certificate and shotgun.
  - Bill took the stop the bleed class recently and he is looking into teaching that course to instructors for teaching HEI first aid.
  - He is going to volunteer at a youth shooting day at the Paul Bunyon shooting range.
  - First Hunt Foundation is going to come help at the youth day.
  - He is going to help with the WashJam event where they are expecting 1,600 youth.

⊙ **IAC Member Roundtable and Communications with Regional Instructors (*Kris Thorson, 15 minutes*)**

- ⊕ Instructor feedback to IAC re: news/issues/concerns related to teaching, COVID SOP, all-online course, minimum age, etc.

⊙ **Statewide IST Agenda Discussion (*Kris Thorson, 60 minutes*)**

- ⊕ Kris sent the IAC members the draft IST agenda for their review.
- ⊕ Kris went over the current topics on the agenda.
- ⊕ Mikel wanted to suggest having a presentation on recent poaching cases.
- ⊕ Jen suggested possibly having the social scientist present as a keynote.
- ⊕ She also suggested updating the title of Amy's presentation to include diversity, equity, and inclusion.