



FPAN Goals and Objectives including Key Outcomes

Adopted by FPAN Board of Directors May 3, 2022

FPAN first developed a Strategic Plan in 2010 through a process facilitated by Pandion Systems of Gainesville. This involved all staff and the board of directors and included a needs assessment and a SWOT analysis. The full report of this process can be found on the documents tab of the FPAN website. In 2015, the Goals and Objectives were updated through a staff planning process conducted at our annual retreat. The revised Goals were approved by the board of directors at the 2015 annual meeting, and can also be found under the documents tab. In 2020, staff again undertook a revision, which was presented to the board during the annual meeting; no action was taken by the board at this time. Staff have continued to work on FPAN Goals, now treating this as a living document that requires annual update and revision.

These Goals and Objectives are intended to describe areas where staff believe FPAN should focus some attention to improve programmatic efforts and administrative effectiveness. It is acknowledged that these initiatives are complementary but are layered on top of a well-established program that has developed since the inception of FPAN in 2005.

ADDRESS THE ARCHAEOLOGICAL HERITAGE OF ALL FLORIDA COMMUNITIES:

We recognize the existence of long-standing imbalances in historic preservation in the United States, especially as it relates to Florida's archaeological heritage and the individuals who participate in preservation efforts whether as professionals, volunteer stewards, or the interested public. Changes to the status quo require action, which we can make through the administration of FPAN and through programming.

Objective 1: Identify, include, and provide outreach to underserved audiences that reflect the cultural, social, and economic diversity of Florida.

Key Outcome: Foster a pipeline for careers in archaeology among young students who are historically underrepresented in the discipline through assistantships, internships, scholarships, volunteer opportunities, stewardship programs, and training workshops (Ongoing).

Key Outcome: Broadly promote opportunities with FPAN Board of Directors positions for future openings (Ongoing as Board positions open).

Objective 2: Improve accessibility to FPAN, as well as to information about Florida's archaeological heritage, through technology and digital engagement tools.

Key Outcome: Identify which programs are suitable for translation into Spanish, Creole, or other languages and also consider if we want to translate our website or parts of it. (Spring 2023). Obtain a translation service to implement recommendations (Spring 2025)

Key Outcome: Develop and enhance a robust program of remote programming that represents a sustained and consistent part of FPAN public outreach and government assistance (Ongoing).

Objective 3: Promote inclusivity in the resources listed on the Florida Master Site File, the Florida Historical Marker Program, and the National Register of Historic Places Florida.

Objective 4: Foster the relevance of archaeology among diverse Florida communities by drawing connections from the past to the present, highlighting the ways archaeology can provide insight into current issues.

Key Outcome: Evaluate all existing FPAN programs and programming for content (Spring 2023).

Key Outcome: Develop new content and programs to address Florida's diverse communities. Actively work towards creating content, materials, and programs in other languages that address the interests and needs of the many diverse communities in Florida (Ongoing).

Key Outcome: Continue to produce and promote content for K-12 education about archaeological resources (Ongoing).

Objective 5: Seek partnerships with other organizations who also prioritize an inclusive archaeological heritage.

ADDRESS IMPACT OF CLIMATE CRISIS ON ARCHAEOLOGICAL RESOURCES:

Cultural resources in Florida are at risk from impacts of the climate crisis, including erosion from storm surge/flooding, increased temperatures and storms, fire, and rising sea levels. In addition to the known risks, sea level is rising 20% faster in Florida than the global average. Cultural resources impacted in this century include National Register listed sites, historic structures, archaeological sites, historic cemeteries, and shipwrecks.

Objective 1: Continue to provide support for international, national, regional, state, and local-level planning and resiliency efforts.

Objective 2: Advocate for the inclusion of heritage resources in climate crisis planning and resiliency efforts.

Key Outcome: Ensure heritage resources are included in policy documents relating to climate change (Ongoing).

Objective 3: Plan for interregional support in heritage emergencies within FPAN and with partner organizations.

Objective 4: Participate in cross-organizational efforts to develop approaches which move beyond monitoring by addressing data recovery and resource loss, with special consideration for how community science can lead and contribute.

Key Outcome: Participate in NAHAR (North American Heritage At Risk) activities and efforts (Ongoing).

Objective 5: Increase climate literacy at FPAN for more sustainable decision-making among staff, students, volunteers, and partner organizations.

Key Outcome: Identify methods for better understanding the carbon footprint of FPAN staff and student travel in an effort to reduce waste and offset carbon emissions (Spring 2023).

ADDRESS THE CHALLENGES OF ARCHAEOLOGICAL SITE STEWARDSHIP:

Site stewardship programs across the country offer a unique way to engage the public in site preservation and protection. FPAN site stewardship programs help protect historic cemeteries through the Cemetery Resource Protection Training (CRPT) workshop and terrestrial sites through Heritage Monitoring Scouts (HMS Florida). Submerged resources are the focus of FPAN's Heritage Awareness Diving Seminar (HADS) as well as Submerged HMS. The National Park Service is updating its Technical Brief on developing site stewardship programs to provide guidance to land managers hoping to implement such projects. Site stewards help document and assess site conditions periodically, and often before and after storm events. In the case of some sites impacted by the climate crisis, the documentation provided during monitoring will be the only managed site preservation.

Objective 1: Partner with the Florida Division of Historical Resources (DHR) to clarify and streamline the broader goals of public archaeology, site stewardship, and community-driven science.

Key Outcome: Cross-promote stewardship programs and initiatives on websites and through social media (Ongoing).

Objective 2: Continue to strengthen and support FPAN's site stewardship programs.

Key Outcome: Support and refine FPAN's Heritage Monitoring Scouts (HMS Florida) site stewardship program (Spring 2025):

1. Consider sustainability issues.
2. Continue to develop public best practices in documentation and monitoring for different resource types.
3. Vocalize the value of site monitoring to broad audiences.

4. Continue to revise the ARCHES database to serve HMS Florida and its clients in state government, and work with other national and international partners in its adoption.

Key Outcome: Support and refine FPAN's Cemetery Resource Protection Training (CRPT) (Spring 2024).

Key Outcome: Ask historically underserved populations how we can assist them to advocate for and participate in the preservation of sites of interest (Ongoing).

Objective 3: Coordinate with DHR to learn how to best support the State's new Historic Cemetery Program, as approved from the proposed 2022 Florida House Bill 1215.

Objective 4: Consider and plan for the long-term sustainability of FPAN's stewardship programs.

ENSURE ONGOING VIABILITY OF FPAN:

Success of FPAN hinges upon success of our programming, which requires constant vigilance regarding its effectiveness and appropriateness, the development and delivery of current and useful outreach material, and the resources necessary to efficiently deliver programming. In addition, we believe it essential to advocate for the adoption of public archaeology outcomes as best practice for compliance-driven archaeology, which is responsible for most new archaeological discovery in Florida.

Objective 1: Promote the benefits of public archaeology.

Key Outcome: Create a document related to the use of intentional public outcomes at Cultural Resource Management (CRM) firms, including public archaeology as an alternative to mitigation (Fall 2024).

Key Outcome: Establish and host the first Conference on Public Archaeology (Fall 2023).

Objective 2: Seek additional funding to support FPAN's programming.

Key Outcome: Seek support for full-time HMS Florida staff beyond grant periods (Fall 2024).

Key Outcome: Seek restoration of funding to level of original 2005 appropriation (2023).

Objective 3: Develop an internal process for assessing FPAN programs, training, and projects.

Key Outcome: Create a working group of staff to develop best methods for assessment of FPAN programs (Spring 2023).

Key Outcome: Assess one major FPAN program per year over the next five years (Ongoing).