

STRATEGIC PLAN
LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT

OCTOBER 1, 2001 – SEPTEMBER 30, 2005



Little Bighorn Battlefield National Monument
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It is with great pride and honor that I place my signature of approval to this, the second Strategic Plan for Little Bighorn Battlefield National Monument.

As we bridge the 21st century, the National Park Service is faced with many unique challenges and changes in the way we do business and serve the public. Little Bighorn Battlefield is empowered to share the mission and goals of the National Park Service with the public. The staff is challenged to focus on accountability and to achieve results in order to better serve the public and protect the fragile resources of our National Parks, for the enjoyment of future generations.

I want to thank all of the park staff who contributed to this important document. With their dedication and vision, we will bridge the 21st century together as a team to ensure the continued preservation of Little Bighorn Battlefield National Monument.

Approved:

Neil C. Mangum
Superintendent

Date

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Preface:

The Little Bighorn Battlefield National Monument Strategic Plan was written to fulfill the requirements of the Government Performance and Results Act. Following is a brief overview of that law, passed by the U.S. Congress in 1993.

It should be noted however, that the Strategic Plan is much more than just a response to legislative mandate. The law was a catalyst that caused Little Bighorn Battlefield National Monument staff to reexamine its fundamental mission and take a fresh, long range view in terms of what results or outcomes it needed to achieve more effectively and efficiently to accomplish that mission. It caused us to reexamine the present condition of the natural and cultural resources in our care, the current status of our visitor services, and the existing fiscal, human, and other resources at our command to do our job. It pushed our sights above the usual daily focus on activities and products to take in the bigger picture of where we are and where we want to be. It encouraged us to think and plan in new ways. The effort wasn't easy, and was even painful at times. The results however, will be better planning, better management, and better communication with all of our constituencies and stakeholders, as well amongst our selves, about who we are, where we need to be, and how we are going to get there.

What is GPRA Anyway?

GPRA is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the “**performance management revolution**” already embraced by private industry and many local, state, and national governments. Decentralizing, empowering employees, flattening the organization, establishing a shared vision, and being accountable for results, not efforts, are all part of this new comprehensive management approach. In addition to complying with this law, the ultimate benefits to the National Park Service of implementing GPRA will be improved ability to better manage and better articulate the benefits to the American public derived from the National Park System and its programs.

Performance Management ensures that daily actions and expenditures of resources are guided by long- and short-term goal setting in pursuit of accomplishing an organization's primary mission, followed by performance measurement and evaluation. Importantly, the goals are quantifiable and measurable results or outcomes, rather than efforts or outputs (activities, services, products). The established and proven performance management approach is to **establish goals – allocate resources to accomplish those goals – take action/do the work – measure results – evaluate and report performance – use evaluation to adjust goals and reallocate resources – and continue the loop.**

The process sharpens our focus on accomplishing our mission in the most efficient and effective ways, and holds managers and employees accountable on a clear and measurable basis.

The approach seems so elegantly simple and logical that one is compelled to ask, "Isn't that what everyone is already doing." In fact, most federal agencies have not traditionally done business that way. They have been funded and conducted their business by activities rather than by goals. Too often they have conducted business year after year based on what they have always routinely done, rather than in pursuit of mission-oriented goals. Too often they have not measured their performance in terms of results achieved, but rather in level of activities conducted, products produced, or services provided – if they have measured performance at all. And too, managers and employees have not been held accountable for their performance in achieving concrete, results-orientated goals, and have not communicated the outcomes of performance management, as embodied in GPRA, is new, revolutionary, and virtually important to a more effective, efficient and credible federal government.

GPRA requires federal agencies to develop and use three primary documents in conducting their business. These documents are also to be submitted to the Congress and the Office of Management and Budget (OMB):

1. **Strategic Plan** of no less than five years duration, reviewed and revised every three years, containing:
 - mission statement based in law, executive order, etc;
 - long-term goals which are objective, quantified, and measurable, to accomplish our mission;
 - how goals will be accomplished, and adequate explanation including "...operational processes, skills and technology, and the human, capital, information and other resources required to meet those goals...";
 - relationship of annual goals to long term goals, a description of how long term goals are carried out in annual goal increments;
 - key external factors which could positively or negatively affect goal accomplishment; and
 - program evaluation methodology, a description of how mission goals were arrived at and a schedule for future program evaluations.
 - GPRA also requires consultation with affected and interested parties in the development of the Strategic Plan, and it requires that the plan be
 - Developed by federal employees (versus contractors, etc.).

2. **Annual Performance Plan** tiered off the Strategic Plan each year, showing how long term goals will be accomplished in annual increments, and containing:
 - annual goals to incrementally achieve long term goals in the Strategic Plan;
 - annual work plan, i.e. explanation of how annual goals will be accomplished – “briefly describe the operational processes, skills and technology, and the human, capital, information and other resources required to meet the performance goals...”; and
 - basis for measuring results – “...provide a basis for comparing actual program results with the established performance goals...” and “describe the means to be used to verify and validate measured values.”
3. **Annual Performance Report** reviewing each year’s successes and failures and identifying areas where activities or goals need to be revised in the near future, addressing:
 - what annual goals were met or exceeded;
 - what annual goals were not met;
 - why annual goals were not met; and
 - what remedial action will be taken for goals not met.

Importantly, GPRA mandates that long-term and annual goals be **results or outcomes** rather outputs (activities, products or services) and that they may be “objective, quantifiable, and measurable” so that performance can be adequately measured and reported, progress on mission accomplishment assessed, and managers and employees held accountable.

While the National Park Service has long been a mission-orientated organization, its has also had a long tradition of planning, managing, and budgeting by activity, problem solving and issue resolution. Its response to GPRA requirements will help it focus on accomplishing our mission through establishing long-term and annual goals, allocating resources to those goals, and measuring and reporting results.

About This Plan

In consultation with Congress, OMB and other interested parties, the National Park Service (NPS) developed its own unique GPRA implementation process. Using this process, the NPS methodically developed its first “servicewide” *Strategic Plan* and submitted it on September 30, 1997. That plan was revised and published electronically on January 15, 2000. A copy of the revised plan is available for review at Little Bighorn Battlefield National Monument park headquarters. It is also available on the internet at <http://www.nps.gov>.

The NPS manages the National Park System, which consists of over 375 units located in

every state and territory of the nation. Thus the NPS is fundamentally a field-based, resource and visitor service organization, where results or outcomes actually occur in the parks rather than Washington D.C. headquarters. In addition, the NPS has legislated partnership responsibilities, carried out by central offices throughout the country, to provide technical assistance and grant funding to other non-federal preservation entities. Therefore, as part of its GPRA implementation process, NPS decided that each of its component parks, programs, and offices would develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. The National Park Management Omnibus Act of 1998 codified into law that all field units of the National Park Service would write Strategic Plans and Annual Performance Plans consistent with the Government Performance And Results Act.

The local plans address the long-term goals in the “servicewide” plan that are appropriate to the individual units as parts of the overall National Park System, NPS, and its mission. Then they add goals specific to their own legislative mandates, missions, resources, visitor services, and issue needs. The local plans, then, are a blend of national and local missions and goals.

The Little Bighorn Battlefield National Monument Strategic Plan follows this pattern. It is a five-year plan covering fiscal years 2001-2005. It consists of a mission statement born out of the NPS Organic Act as well specific legislation establishing this national monument. It contains mission goals, closely paralleling the “servicewide” mission goals that illustrate in broad brushstroke what we do far beyond just five years-“in perpetuity” – to accomplish our stated mission. It then contains long-term goals, which target in quantified, measurable ways what we will accomplish in the next five years toward achieving our overall mission goals and mission. The long-term goals address both appropriate “servicewide” goals as well as park-specific outcomes. The goal numbering protocol follows that of the “servicewide” plan with park-specific suffixes. Since not all servicewide goals apply to Little Bighorn battlefield National Monument, some numbers are skipped. In addition, there are numbers containing “O’s” which are not in the servicewide plan and indicate park-specific goals.

Following the simple goal listing, each long-term goal is repeated with one or more explanatory paragraphs that give background, detail, and other useful information to help the reader understand the goal as well as to sketch in how the goal will be accomplished.

After these goal explanations, the plan contains a general section on “How Goals will be

Accomplished” which briefly sketches the park’s organization, staffing, fiscal, infrastructure, and other resources available to achieve the plan’s long-term goals. This is followed in turn by brief discussion of “Key External” factors over which park staff may have influence but not control, and which could positively or negatively affect our goal achievement. Finally, there is a brief discussion of how the contents of the plan were arrived at.

It should be noted that the goals in this plan are generally predicted on “flat budgets” for the next five years. Other than increases for inflation, we assumed no major increases in funding. Where increases in appropriations were known or are likely, they were taken into account. Where other funding sources (donations, fee revenues, etc.) were “reasonably assured”, they too were taken into consideration when setting performance targets. Obviously, limits on funding constrain what can be accomplished toward our goals and mission. GPRA, however, is distinctly not about discussing budget shortfalls or requesting or justifying additional funding. Rather it is about planning, managing and communicating what we can accomplish with what we already have. Performance target numbers speak for themselves about how well funded we are to accomplish our mission, and where targets are low, additional budget discussions might be generated. But this is not the primary purpose of the plan.

We would, however, be remiss in our duties as stewards of and storytellers about the priceless natural and cultural resources – defining America’s heritage – which are in our care if we did not dully note that we sincerely, believe we are under-funded and understaffed to fully achieve our important mission and goals. On the other hand, we also recognize that we are but one of many worthwhile federal enterprises which compete for scarce and precious tax dollars, and we are pursuing a wide variety of alternative management, funding, and staffing scenarios to supplement our appropriations. In the meantime, we welcome the opportunity to respond to the requirements of GPRA with this *Strategic Plan* and its companion documents to better plan, manage, and communicate how – and how well – we are achieving our mission through performance goals supported by existing, and largely flat, levels of funding.

Each year that the *Strategic Plan* is in effect, beginning with fiscal year 2001 (October, 2000) there will be a companion *Annual Performance Plan* which shows in annual goals, that year’s targeted incremental achievement of each long-term goal, and a work plan for accomplishing that increment. Each year there will also be an *Annual Performance Report* discussing actual achievement of the prior year’s annual goals and progress on long-term goals.

Additional copies of the Little Bighorn Battlefield National Monument Strategic Plan are available at park headquarters at I-90 & Junction HWY 212, Crow Agency, MT 59022.

Questions and comments are welcome and encouraged and can be addressed to Superintendent Neil C. Mangum, Little Bighorn Battlefield National Monument, P.O. Box 39, Crow Agency, MT 59022. As they are written and approved, copies of the current year's *Annual Performance Plan* and *Annual Performance Report* will also be available on request with questions and comments equally welcome.

INTRODUCTION

This five-year 2001/2005 Strategic Plan was written for Little Bighorn Battlefield National Monument, one of over 375 units of the greater National Park System administered by the National Park Service, U.S. Department of the Interior.

The National Park Service preserves outstanding representatives of the best of America's natural, cultural, and recreational resources of national significance. These resources constitute a significant part of America's cultural heritage, character, and future. Along with similar resources of local, state, tribal, and national significance administered by other public and private organizations and supported by the National Park Service technical assistance and grant funding support, **Little Bighorn Battlefield National Monument** is a vital part of America's national system of parks and other preserved resources. The National Park Service not only directly and indirectly preserves these myriad national treasures, it also makes them available to millions of visitors each year for their experience, enjoyment, understanding, and appreciation.

Little Bighorn Battlefield National Monument (LIBI) was officially recognized and designated a national cemetery under the headquarters of the Army in 1879. Subsequently, boundary, the Reno-Benteen Battlefield, and the erection of a public historic museum was authorized. In 1940, Custer Battlefield National Cemetery was transferred from the War Department to the National Park Service milestones transferred the unit to the National Park Service. In 1946, the unit's name was changed to Custer Battlefield National Monument. In 1991, the unit was renamed Little Bighorn Battlefield National Monument, and a memorial to honor Native American participation in the Battle of the Little Bighorn was authorized.

Little Bighorn Battlefield is located in southeast Montana, 65 miles south of Billings, Montana, and 73 miles north of Sheridan, Wyoming. The national monument contains 765.34 acres, in two separate holdings surrounded by the Crow Indian Reservation. Little Bighorn Battlefield National Monument preserves in perpetuity, the natural, and cultural resources therein, pertaining to the site of the historic Battle of the Little Bighorn, fought 25-26 June 1876 between forces of the U.S. Seventh Cavalry under the command of Lt. Col. George Armstrong Custer, and allied Lakota Sioux, Cheyenne, and Arapaho under the political leadership of Tatanka-Iyotanka (Sitting Bull), Hunkpapa Lakota.

Little Bighorn Battlefield National Monument prides itself in our

relationships with outside agencies, organizations, and affiliated groups including:

- Southwest Parks And Monuments Association
- Apsaalooke Tours/Little Bighorn College
- National Park Foundation
- Friends of The Little Bighorn
- Crow Tribe
- Northern Cheyenne Tribe
- Oglala Sioux (Lakota) Tribe
- Three Affiliated Tribes-Mandan, Arikara, Hidatsa
- Seventh U.S. Cavalry, Fort Hood, TX
- Custer Battlefield Land Preservation Committee
- Little Bighorn Associates
- Order of The Indian Wars
- Custer Battlefield Historical & Museum Association, Inc.
- Hardin Chamber of Commerce
- Bighorn County Historical Society
- Western History Association
- Montana State Historic Preservation Office
- Plenty Coups State Park
- Bureau of Land Management
- Bureau of Indian Affairs

A. LEGISLATION:

- August 1, 1879 - The battlefield was officially recognized and designated as a national cemetery of the Fourth Class by General Order No. 78. Headquarters of the Army.
- December 7, 1886 - Executive Order No. 337443, established the boundary, approximately 1 mile square, for the National Cemetery of Custer's Battlefield Reservation.
- Act of April 14, 1926 - The Reno-Benteen Battlefield was acquired and the Army was ordered to take charge of the site In August 1930(44 Stat.168).
- Act of April 15, 1930 - All rights, titles, and interests of Crow Indians from whose reservation the battlefield was carved were granted to the United States (46 Stat.168).
- August 10, 1939 - A public historical museum was authorized (53 Stat.1337).

- June 3, 1940 - Executive Order No.8428, transferred management of the area to the National Park Service, Department of the Interior, effective July 1,1940.
- Act of March 22, 1946, (P.L.79-332) - Custer Battlefield National Cemetery was redesignated, Custer Battlefield National Monument.
- Act of January 3, 1991 (H.R.848) - Custer Battlefield National Monument redesignated, Little Bighorn Battlefield National Monument. An Indian Memorial to honor Native American participants in the battle was authorized. Custer Battlefield National Cemetery was redesignated, Custer National Cemetery.

B. PARK PURPOSE:

The purpose of Little Bighorn Battlefield National Monument is to preserve, protect, and interpret the historic, cultural, and natural resources, including lands, pertaining to the Battle of the Little Bighorn.

Little Bighorn Battlefield National Monument was officially recognized and designated a national cemetery under the headquarters of the Army. Subsequently, a boundary, the Reno-Bentzen unit, and the erection of a public historic museum was authorized. In 1940 Custer Battlefield National Cemetery was redesignated a national monument. In 1991 the site was redesignated Little Bighorn Battlefield National Monument, and an Indian Memorial to honor Native American participation in the battle was authorized.

C. PARK SIGNIFICANCE:

The site commemorates one of America's most famous battles, the Battle of the Little Bighorn when two culturally divergent forces clashed in a life and death struggle to on one hand, perpetuate national expansion, and on the other, to preserve a nomadic way of life.

The Battle of the Little Bighorn fought on June 25-26, 1876 at Little Bighorn Battlefield National Monument, symbolized a high water mark in a 400 year struggle between Euro-Americans and Native Americans. The defeat of 12 companies of the Seventh United States Cavalry by Lakota, Cheyenne and Arapaho warriors although militarily insignificant, has achieved a symbolic dimension from film, theater, art, and other media.

Little Bighorn Battlefield National Monument is a special place, largely unchanged, allowing profound personal reflection on the historic event, and the American consciousness.

II. MISSION OF THE NATIONAL PARK SERVICE AT LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT

Little Bighorn Battlefield National Monument preserves, protects, and interprets the historic, cultural, and natural resources, including lands, pertaining to the Battle of the Little Bighorn, leaving them unimpaired, and provides visitors with an understanding of the historic events leading up to the battle, the encounter itself, and the consequences by both the military and American Indian contingents, for the enjoyment of future generations.

III. PARK MISSION GOALS:

1. The scenic, historic, cultural, and natural features of Little Bighorn Battlefield National Monument are preserved and protected.(NPS Mission Goal Category I - Preserve Park Resources).
2. Historic, natural, and cultural sites in the park are managed within a broad context.(NPS Mission Goal Category I - Preserve Park Resources).
3. Park Visitors are satisfied with the quantity of park facilities and services, and understand and support the preservation and significance of the park resources.(NPS Mission Goal Category II: Provide for the Public Enjoyment and Visitor Experience of Parks).
4. The National Park Service develops internal and external management of the park's operational and design standards effective of performance standards and fee management objectives as related to park mission goals. Accountable organizational efficiencies to enhance productivity and motivate the work forces efforts in sustaining enthusiasm towards the NPS Mission Goals. Volunteers, partnerships, grants, and donations will assist the overall effectiveness of the NPS managerial ability. (NPS Mission Goal Category IV: Ensure Organizational Effectiveness).

IV. PARK LONG TERM GOALS:

Between October 1, 2000 and September 30, 2005 Little Bighorn Battlefield National Monument is dedicated to achieving the long term goals listed below. These goals were selected based on GPRA

required NPS Servicewide Strategic Plan, which provides direction in performance managing our park resources, visitor services, and managing practices as they pertain to Little Bighorn Battlefield National Monument. The long-term goals parallel the *NPS Strategic Plan*, and are in line with our *General Management Plan*, and *Resource Management Plan*, which provide focus and direction for our fundamental mission of **"Preserve Park Resources"**.

The staff realizes that due to staff (Full Time Equivalent (FTE) and Operational National Park System (ONPS) enacted budget **inputs"** limitations, we may experience shortfalls in managing resources **outputs"** at the optimum level. The staff will be empowered to work hard as a team to ensure that these goals are achieved.

1. **Exotic Vegetation Species** - By September 30, 2005, 5 (1%) of 765 acres of Little Bighorn Battlefield National Monument's lands impacted by exotic vegetation targeted by September 30, 1999 is contained. **Ia1B**
2. **Historic Structures** - By September 30, 2005, 65 (100%) of the Little Bighorn Battlefield National Monument historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition. **Ia5**
3. **Museum Collections** - By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield National Monument's museum collections are met. **Ia6**
4. **Archeological Sites** - By September 30, 2005, 1 (100%) of Little Bighorn Battlefield National Monument archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information System (ASMIS) with condition assessments, are in good condition. **Ia8**
5. **Historic Structures Baseline** - By September 30, 2005, increase the number of Little Bighorn Battlefield National Monument historic structures on the LCS from 65 in FY 1999 to 345 (81% increase). **Ib02C**
6. **Museum Collections** - By September 30, 2005, the number of Little Bighorn Battlefield National Monument museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 47,804 in FY 1999 to 119,088 (4% increase). **Ib2D**
7. **Visitor Satisfaction** - By September 30, 2005, 95% of visitors to Little Bighorn Battlefield National Monument are satisfied with appropriate park facilities, services, and recreational opportunities. **IIa1**

8. **Visitor Safety** - By September 30, 2005, the visitor accident/incident rate at Little Bighorn Battlefield National Monument is maintained at its low baseline rate of .8 per 100,000 visitor days. **IIa2**
9. **Visitor Understanding and Appreciation** - By September 30, 2005 95% of Little Bighorn Battlefield National Monument visitors understand the significance of the national monument. **IIb1**
10. **Educational Programs** - By September 30, 2005 25% of students participants in Little Bighorn Battlefield National Monument formal education programs understand America's cultural heritage preserved by the National Park Service and its programs. **IIb1X**
11. **Performance Plans Linked To Goals** - By September 30, 2005, 100% of Little Bighorn Battlefield National Monument employee performance plans are linked to appropriate strategic and annual performance goals and position competencies. **IVa3A**
12. **Workforce Diversity-Permanent Women and Minorities** - By September 30, 2005 the number of Little Bighorn National Monument permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at the FY 1999 level of 4. **IVa4A**
13. **Workforce Diversity-Temporary and Seasonal Women and Minorities** - By September 30, 2005, the total number of Little Bighorn Battlefield National Monument temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 7. **IVa4B**
14. **Workforce Diversity-Permanent Employees With Disabilities** - By September 30, 2005, the total number of Little Bighorn Battlefield National Monument permanent positions filled by employees with disabilities is maintained at the FY 1999 level of 1. **IVa4C**
15. **Workforce Diversity-Temporary/Seasonal Employees With Disabilities** - By September 30, 2005, the number of Little Bighorn Battlefield National Monument temporary/seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase). **IVa4D**
16. **Employee Safety-Lost-time Injuries** - By September 30, 2005, the number of Little Bighorn Battlefield National Monument employee lost-time injuries is maintained at the FY 1992-FY 1996 five year annual average of .20 **IVa6A**

17. **Employee Safety-Continuation of Pay** - By September 30, 2005, the Little Bighorn Battlefield National Monument total number of hours of Continuation of Pay (COP) is maintained at 168 hours. **IVa6B**
18. **Volunteer Hours** - By September 30, 2005, the number of Little Bighorn Battlefield National Monument volunteer hours is increased from 1,767 in FY 1997 to 1,855 (5% increase). **IVb1**
19. **Cash Donations and Grants** - By September 30, 2005, cash donations to Little Bighorn Battlefield National Monument are maintained at the 1997 level of \$7,000.00. **IVb2**
20. **Cash Value of in-kind Donations** - By September 30, 2005, the cash value of in-kind donations, grants, and services provided Little Bighorn Battlefield National Monument by The Friends of the Little Bighorn is increased from \$230.00 In FY 1998 to \$5,000.00 (95.4% Increase). **IVb2B**
21. **Cash Value of in-kind Donations from Southwest Parks And Monuments Association** - By September 30, 2005, the cash value of in-kind donations, grants, and services to Little Bighorn Battlefield National Monument from Southwest Parks And Monuments Association (SPMA) is increased from \$49,967.00 in FY 1997 to \$50,467.00 (1% increase). **IVb2C**
22. **Fee Receipts** - By September 30, 2005, the Little Bighorn Battlefield National Monument receipts from park entrance, and recreation, and other fees are maintained at the FY 1997 level of \$346,138.00. **IVb4**

V. HOW GOALS WILL BE ACCOMPLISHED:

Little Bighorn Battlefield National Monument's long-term goals will be accomplished in five annual increments detailed each year in an Annual Performance Plan. The Annual Performance Plan will contain annual goal increments of the long-term goals. It will also contain a work plan for each annual goal, which will lay out the activities and products, along with their personal and fiscal costs that will be carried out to achieve the annual goal.

Following the overview below, five-year summary forms illustrate how annual goals and work efforts will accomplish each long-term goal.

Current human and fiscal resources available to achieve Little Bighorn Battlefield's goals and carry out our mission include an annual base operating budget of approximately **\$816,000.00** (FY2001), a permanent workforce of approximately **13 permanent positions; 1 term position; and 11 seasonal positions.** This work

force is supplemented by **2,743 volunteer hours (FY99), 2 Student Conservation Association (SCA) Assistants (See Appendix for budget sources/breakdowns and Staff Chart).**

Little Bighorn Battlefield's annual ONPS budget is supplemented each year by approximately **\$56,230.00 Of donated funds, \$143,000 fee enhancement funds from entrance fees,** and fluctuating amounts from special project funds from sources.

Achieving and/or exceeding performance targets in annual and long-term goals is sometimes dependent on the availability of special project funds and assistance from our Rocky Mountain Regional Office, Western Archeological Center, Midwest Archeological Center, and other NPS support organizations, as well as partners and friends groups including: **Friends of the Little Bighorn,** and our cooperating association **Southwest Parks And Monuments Association.**

Little Bighorn Battlefield staff is led by our superintendent, Neil C. Mangum. Staff is organized into five operating divisions:

- **Resource Management**
- **Interpretation**
- **Visitor Protection**
- **Maintenance**
- **Administration**

Staff expertise and specialties include 2 permanent Park Rangers, 1 Chief Historian, and 1 Museum Curator. There are 5 seasonal park rangers working in interpretation; 4 in fee collection; 1 in law enforcement; and 1 in maintenance.

Little Bighorn Battlefield infrastructure for accomplishing our long-term goals include:

- **Visitor Center** (Museum, information desk, SPMA bookstore, central personnel offices, SPMA Office, Apsaalooke Bus Tours Kiosk)
- **Deep Ravine Trail (2000')**
- **Keogh-Crazy Horse Trail (200 yards)**
- **Reno-Benteen Entrenchment Trail (3/4 mile)**
- **Last Stand Hill Trail (200')**
- **Custer National Cemetery**
- **Self-Guiding Battlefield Tour Road (10 miles)**
- **White Swan Memorial Library/Research Facility - Fee Collection Office**
- **Maintenance Facility**
- **4 Seasonal Apartment Units**

- **3 Permanent Employee Houses**
- **4 Volunteer/Seasonal Trailer Pads**
- **1 Quonset Hut Auxiliary Equipment Shelter**

KEY EXTERNAL FACTORS:

While Little Bighorn Battlefield management and staff can plan, manage, and largely control much of what occurs in the park, other factors we can only influence, especially external factors to park boundaries. Some things, such as natural events, we have no control over whatsoever. In developing Little Bighorn Battlefield's Strategic Plan and its long-term goals, it was important to take into consideration key external factors that could negatively or positively effect goal outcomes. A few of the most important or most likely external factors are identified briefly below. This is by no means an exhaustive list study but simply those that we felt were most likely to influence our goal outcomes as viewed at this plans writing.

- **Surrounding View Shed** - Little Bighorn Battlefield National Monument is classified as a Historic Zone, consisting of two separate sites: Custer Battlefield proper and the Reno-Benteen area, connected by a 4.1 mile paved tour road. Total acres: 765.34. Much of the battlefield extends beyond the 765 acre parcels. The 1986 General Management Plan (GMP) as amended in 1995) identified more than 11,000 acres of land as part of the historic battle corridor, including the site of the great Lakota Sioux/Cheyenne encampment. Much of the land is privately held. The NPS is working in tandem with the Crow Tribe, Custer Battlefield Land Preservation Committee, and private landowners to preserve the land. For instance, the Custer Battlefield Land Preservation Committee owns more than 2,000 acres. The Crow Tribe has recently passed a tribal resolution establishing a Crow Tribal Park, which is also intended to provide land protection strategies.

Despite the progress of protecting the battlefield, continued encroachment on the cultural landscape remains a primary threat. Residential and commercial business construction has increased significantly in the last five years. Two private museums have been constructed at Garryowen (one is now defunct) where the battle originated. Another landowner Installed fences along a historic route, a well and parking lot adjacent to the Reno-Benteen Battlefield and right-of-way with plans to develop the land for commercial use. One business, erected a large illuminated commercial sign at Garryowen. At the I-90 & HWY 212 junction, a business is currently constructing a new truck stop, complete with a large illuminated sign. Vendor concession stands at Medicine Tail Coulee are additional cultural landscape impacts challenging park management.

- **Crow Tribal Partnership** - Plans are underway to partnership with the Crow Tribe on a joint economic enterprise. The defunct Reno Battlefield Museum at Garryowen may be purchased by the Crow Tribe. In turn, the Custer Battlefield Land Preservation Committee would lease additional land to the tribe. The tribe then would lease the structure to the General Service Administration who in turn would lease the 12,000 square foot facility to the National Park Service for use as a new visitor center for Little Bighorn Battlefield National Monument. The new facility would better serve the public with expanded services, museum exhibits, theater and Southwest Parks And Monuments Association (SPMA) bookstore.
- **Visitation** - Visitation continues to increase almost yearly with over **397,000 visitors in 1999**. This trend is expected to continue, especially after future construction of a new Indian memorial to honor Native American participation in the Battle of the Little Bighorn, scheduled to begin on the Custer Battlefield within the next several years. A recent traffic safety study recommended short-term solutions to the heavy volume of traffic, and a newly approved road construction project for the 10 mile self-guiding battlefield tour road from the Custer Battlefield to the Reno-Bentley Battlefield. Long-term solutions may include an alternate transportation plan featuring a shuttle transportation system to provide visitor access to Little Bighorn Battlefield.

Other Adjacent Land Key Factors:

- **Livestock Grazing**
- **Land Fire Impact(s)**
- **Exotic Plant Infestation**

Little Bighorn Battlefield Strategic Plan FY 2001-2005:

GOAL CATEGORY I: PRESERVE LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT RESOURCES

Category I goals reflect the NPS Organic Act Mandate: **"To Conserve the Scenery and the natural and historic objects and the wildlife therein."** Since that time, subsequent legislation has reinforced and expanded NPS authority to preserve America's treasures for this generation and future generations to come.

NPS Mission Goal IA: NATURAL AND CULTURAL RESOURCES AND ASSOCIATED VALUES OF LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT ARE PROTECTED AND MAINTAINED IN GOOD CONDITION AND MANAGED WITHIN THEIR BROADER ECOSYSTEM AND CULTURAL CONTEXT.

This goal, which encompasses the broad mandate of the NPS Organic Act and subsequent legislation, includes the concepts of biological and cultural diversity. Broader ecosystem and cultural

context includes both natural systems and cultural systems that extend beyond the park unit to nearby lands. Park cultural context refers to ensuring that park resources are preserved and interpreted in relationship to other historical events or cultural processes. For park units sharing resource management concerns with other countries, broader context includes sites and biosphere reserves are considered part of the broader cultural and/or ecological context.

The enabling legislation for various parks requires the protection of the scenic grandeur of landscapes and the mandates of the Wilderness Act regarding wilderness values in a natural area, or the integrity of a cultural landscape, incompatible influences must be minimized.

Park Mission Goal I: The Scenic, historic, cultural, and natural features of Little Bighorn Battlefield National Monument are preserved and protected.

Little Bighorn Battlefield Long-Term Goals:

- 1. Exotic Vegetation Species** - By September 30, 2005, 5 (1%) of 765 acres of Little Bighorn Battlefield National Monument's lands impacted by exotic vegetation targeted by September 30, 1999 is contained. (Reference: Service-wide Goal Category **I**; Service-wide Mission Goal **Ia**; Service-wide Long Term Goal **Ia1B**; LIBI Park Mission Goal **1**).

Goal Narrative:

Preliminary exotic weed management inventories of the battlefield's 765 acres identified 30 acres as impacted by exotic plant species including: Spotted Nap Weed, Toadflax, Whitetop, Hounds Tongue, Bullthistle, Saint Johns Wart, Sweet Clover. Park's eradication plan includes establishing an inventory and monitoring system. Overall success is dependent on adequate financial and human resources.

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-1

Service Goal ID Number: 1aIB-LIBI-1

NPS Servicewide Goal Description: By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (165,500 of 2,656,700) is contained.

Long-Term Goal Performance Target By September 30, 2005, (1%) of 765 acres of Little Bighorn Battlefield National Monument's lands impacted by exotic vegetation targeted by September 30, 1999 is contained.

Baseline Year: FY 1999

Target year 2005

Performance Indicator (What is measured: Park lands having invasive non-native plants.	Unit Measure acre	Condition(Desired) Contained	Total # Units in Baseline 30	Status in base yr. (#meeting condition) 0.5
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Projected Performance Target, end of strategic planning period: 5 acres

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, 1 acres (2%) of 765 acres of Little Bighorn lands are impacted by exotic vegetation targeted by September 30, 1999 is contained.

Projected Performance Target, end of this Fiscal Year 2 acres Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Contract Eradication Team	RM, Mtc.	Improve preliminary	Ch. Rgr.	ONPS	300	0.05	
Assign staff	Mtc.	Eradication	Fac. Mgr.	ONPS	4,074	0.106	
Prepare Inventory Plan	RM	Detail map	Ch. Rgr.	ONPS	300	0.05	
Indirect Cost	Adm/mgt.	Overhead	AO	ONPS	14,103	0.33	
Total Cost and FTE					18,777	0.536	

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-1

Service Goal ID Number: IaIB-LIBI-1

NPS Servicewide Goal Description: By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (165,500 of 2,656,700) is contained.

Long-Term Goal Performance Target By September 30, 2005, (1%) of 765 acres of Little Bighorn Battlefield National Monument's lands impacted by exotic vegetation targeted by September 30, 1999 is contained.

Baseline Year: FY 1999

Target year 2005

Performance Indicator (What is measured: Park lands having invasive non-native plants.	Unit Measure acre	Condition(Desired) Contained	Total # Units in Baseline 30	Status in base yr. (#meeting condition) 0.5
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Projected Performance Target, end of strategic planning period: 5 acres

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, 2 acres (3%) of 765 acres of Little Bighorn lands are impacted by exotic vegetation targeted by September 30, 1999 is contained.

Projected Performance Target, end of this Fiscal Year 2 acres

Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Contract Eradication Team	RM, Mtc.	Improve preliminary	Ch. Rgr.	ONPS	300	0.05	
Assign Staff	Mtc.	Eradication	Fac. Mgr.	ONPS	4,074	0.106	
Prepare Inventory Plan	RM	Detail map	Ch. Rgr.	ONPS	300	0.05	
Indirect Cost	Adm/mgt.	Overhead	AO	ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-1

Service Goal ID Number: 1aIB-LIBI-1

NPS Servicewide Goal Description: By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (165,500 of 2,656,700) is contained.

Long-Term Goal Performance Target By September 30, 2005, (1%) of 765 acres of Little Bighorn Battlefield National Monument's lands impacted by exotic vegetation targeted by September 30, 1999 is contained.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured: Park lands having invasive non-native plants.	Unit Measure acre	Condition(Desired) Contained	Total # Units in Baseline 30	Status in base yr. (#meeting condition) 0.5
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Projected Performance Target, end of strategic planning period: 5 acres

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, 3 acres (7%) of 765 acres of Little Bighorn lands are impacted by exotic vegetation targeted by September 30, 1999 is contained.

Projected Performance Target, end of this Fiscal Year 2 acres Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Contract Eradication Team	RM, Mtc.	Improve preliminary	Ch. Rgr.	ONPS	300	0.05	
Assign Staff	Mtc.	Eradication	Fac. Mgr.	ONPS	4,074	0.106	
Prepare Inventory Plan	RM	Detail map	Ch. Rgr.	ONPS	300	0.05	
Indirect Cost	Adm/mgt.	Overhead	AO	ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-1

Service Goal ID Number: 1a1B-LIBI-1

NPS Servicewide Goal Description: By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (165,500 of 2,656,700) is contained.

Long-Term Goal Performance Target By September 30, 2005, (1%) of 765 acres of Little Bighorn Battlefield National Monument's lands impacted by exotic vegetation targeted by September 30, 1999 is contained.

Baseline Year: FY 1999

Target year 2005

Performance Indicator (What is measured)	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)
Park lands having invasive non-native plants.	acre	Contained	30	0.5

Projected Performance Target, end of strategic planning period: 5 acres

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, 4 acres (10%) of 765 acres of Little Bighorn lands are impacted by exotic vegetation targeted by September 30, 1999 is contained.

Projected Performance Target, end of this Fiscal Year 2 acres

Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Contract Eradication Team	RM, Mtc.	Improve preliminary	Ch. Rgr.	ONPS Bas	300	0.05	
Assign staff	Mtc.	Eradication	Fac. Mgr.	ONPS Bas	4,074	0.106	
Prepare Inventory Plan	RM	Detail map	Ch. Rgr.	ONPS Bas	300	0.05	
Indirect Cost	Adm/mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-1

Service Goal ID Number: laIB-LIBI-1

NPS Servicewide Goal Description: By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (165,500 of 2,656,700) is contained.

Long-Term Goal Performance Target By September 30, 2005, (1%) of 765 acres of Little Bighorn Battlefield National Monument's lands impacted by exotic vegetation targeted by September 30, 1999 is contained.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured: Park lands having invasive non-native plants.	Unit Measure acre	Condition(Desired) Contained	Total # Units in Baseline 30	Status in base yr. (#meeting condition) 0.5	
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Projected Performance Target, end of strategic planning period: 5 acres

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, 5 acres (13%) of 765 acres of Little Bighorn lands are impacted by exotic vegetation targeted by September 30, 1999 is contained.

Projected Performance Target, end of this Fiscal Year 2 acres Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Contract Eradication Team	RM, Mtc.	Improve preliminary	Ch. Rgr.	ONPS Bas	300	0.05	
Assign Staff	Mtc.	Eradication	Fac. Mgr.	ONPS Bas	4,074	0.106	
Prepare Inventory Plan	RM	Detail map	Ch. Rgr.	ONPS Bas	300	0.05	
Indirect Cost	Adm/mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

2. **Historic Structures** - By September 30, 2005, 45 of 65 (44%) of the historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition. (Reference: Service-wide Goal Category **I**; Service-wide Mission Goal **Ia5**; LIBI Park Mission Goal **1**).

Goal Narration:

LIBI currently has 65 historic structures listed on the NPS List of Classified Structures (LCS). These include the historic Stone Lodge (Former Superintendent's Quarters); Seventh Cavalry markers first erected in 1890 located on the battlefield, 1876 rifle pits at the Reno-Bentzen Battlefield; and historic grave markers and monuments located in Custer National Cemetery. This goal covers periodic cleaning and maintenance of the Stone Lodge building, routine inventory/maintenance, condition monitoring and future authorized cleaning to the markers and/or monuments; and condition monitoring of the historic earthen rifle pits.

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-2

Service Goal ID Number: Ia5-LIBI-2					
NPS Servicewide Goal Description: By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.					
Long-Term Goal Performance Target		By September 30, 2001, 40 of 65 (61%) of the historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition. Baseline Year: FY 1999 Target year 2005			
Performance Indicator (What is measured in good condition)	Unit Measure Historic Structure	Condition(Desired) Good Condition	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 38	
Projected Performance Target, end of strategic planning period: 45 historic structures					

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2005, 45 of 65 (44%) of the historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition.							
Projected Performance Target, end of this Fiscal Year 2 structures				Actual Result:			
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.1	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.05	
Prepare Cleaning Restoration Plan	Mcte.	Improve Maint. Struct. in good condit.	Fac. Mgr.	ONPS Bas	5,338	0.15	
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS	14,103	0.33	
Total Cost and FTE					22,370	0.63	
Comments:							

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-2

Service Goal ID Number: Ia5-LIBI-2

NPS Servicewide Goal Description: By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.

Long-Term Goal Performance Target By September 30, 2002, 41 of 65 (63%) historic structures listed on the National Park Service of List of Classified Structures at the end of fiscal year 1999 are in good condition.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured: Structure units in good condition)	Unit Measure Historic Structure	Condition(Desired) Good Condition	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 38
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Projected Performance Target, end of strategic planning period: 45 historic structures

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2005, 45 of 65 (44%) of the historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition.

Projected Performance Target, end of this Fiscal Year 1 structures Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.1	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.05	
Prepare Cleaning Restoration Plan	Mcte.	Improve Maint. Struct	Fac. Mgr.	ONPS Bas	5,338	0.15	
		in good condit.					
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-2

Service Goal ID Number: 1a5-LIBI-2

NPS Servicewide Goal Description: By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.

Long-Term Goal Performance Target	By September 30, 2003, 43 of 65 (66%) historic structures listed on the National Park Service of List of Classified Structures at the end of fiscal year 1999 are in good condition. Baseline Year: FY 1999 Target year 2005
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Performance Indicator (What is measured) Structure units in good condition	Unit Measure Historic Structure	Condition(Desired) Good Condition	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 38	
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Projected Performance Target, end of strategic planning period:	45 historic structures
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Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2005, 45 of 65 (44%) of the historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition.

Projected Performance Target, end of this Fiscal Year	2 structures	Actual Result:
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Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.1	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.05	
Cleaning Restoration Plan	Mcte.	Impr. Mtc. Stru./good	Fac. Mgr.	ONPS Bas	5,338	0.15	
Install GIS	RM	Digital Records	RM	ONPS Bas	2,154	0.05	
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-2

Service Goal ID Number: Ia5-LIBI-2

NPS Servicewide Goal Description: By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.

Long-Term Goal Performance Target By September 30, 2004, 44 of 65 (67%) historic structures listed on the National Park Service of List of Classified Structures at the end of fiscal year 1999 are in good condition.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured: Structure units in good condition)	Unit Measure Historic Structure	Condition(Desired) Good Condition	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 38
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Projected Performance Target, end of strategic planning period: 45 historic structures

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2005, 45 of 65 (44%) of the historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition.

Projected Performance Target, end of this Fiscal Year 1 structures Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.1	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.05	
Cleaning Restoration Plan	Mcte.	Impr. Mtc. Str. Good c	Fac. Mgr.	ONPS Bas	5,338	0.15	
Continue GIS Data input	RM	Update GIS records	Ch. Rgr.	ONPS Bas	2,154	0.1	
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-2

Service Goal ID Number: Ia5-LIBI-2					
NPS Servicewide Goal Description: By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.					
Long-Term Goal Performance Target By September 30, 2005, 45 of 65 (69%) historic structures listed on the National Park Service of List of Classified Structures at the end of fiscal year 1999 are in good condition. Baseline Year: FY 1999 Target year 2005					
Performance Indicator (What is measured: Structure units in good condition)	Unit Measure Historic Structure	Condition(Desired) Good Condition	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 38	
Projected Performance Target, end of strategic planning period: 45 historic structures					

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, 45 of 65 (44%) of the historic structures listed on the National Park Service List of Classified Structures at the end of fiscal year 1999 are in good condition.							
Projected Performance Target, end of this Fiscal Year 1structures				Actual Result:			
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.005	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.005	
Cleaning Restoration Plan	Mcte.	Impr. Mtc. Stru.good c	Fac. Mgr.	ONPS Bas	5,338	0.15	
Continue GIS Data	RM	Updata Data entry	Ch. Rgr.	ONPS Bas	2,154	0.005	
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							
Comments:							

3. **Museum Collections** - By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield National Monument's museum collections are met. (Reference: Service-wide Goal Category **I**; Service-wide Mission Goal Category **Ia6**; LIBI Park Mission Goal **1**).

Goal Narration:

This goal pertains to the preservation and protection standards established by the NPS for museum collections. Out of a total of 111 standards, 86 have been met. Little Bighorn Battlefield will continue to correct any deficiencies that may exist, monitor and evaluate, and maintain our collections in an effort to mitigate any adverse impacts that would affect them.

collections are met.

Goal Performance Target By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met.
Baseline Year: N/A Target year 2005

ce Indicator Collections are met.	Unit Measure Each standard	Condition(Desired) Meet Professional standards	Total # Units in Baseline 86	Status in base yr. (#meeting condition) 86	
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Performance Target, end of strategic planning period: 108

Annual Performance Plan Detail For FY01

Annual Goal Text: By September 30, 2001, 91 (82%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met.

Performance Target, end of this Fiscal Year 91 Actual Result:

Annual Work Plan

Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Checklist Standards	CR	Updated Checklist	Curator	ONPS Bas	2,915	0.1	
st	Adm/Mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
and FTE					17,018	0.43	

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Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-3

Service Goal ID Number: Ia6-LIBI-3					
NPS Servicewide Goal Description: By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.					
Long-Term Goal Performance Target By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met. Baseline Year: N/A Target year 2005					
Performance Indicator (What is measured: Collections standards are met.)	Unit Measure Each standard	Condition(Desired) Meet Professional standards	Total # Units in Baseline 86	Status in base yr. (#meeting condition) 86	
Projected Performance Target, end of strategic planning period: 108					

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, 96 (86%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met.							
Projected Performance Target, end of this Fiscal Year 96				Actual Result:			
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review Checklist Standards	CR	Updated Checklist	Curator	ONPS Bas	2,915	0.1	
Indirect Cost	Adm/Mgt. Overhead	AO	ONPS Bas	14,103	0.33		
Total Cost and FTE							
Comments:							

Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-3

Service Goal ID Number: Ia6-LIBI-3					
NPS Servicewide Goal Description: By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.					
Long-Term Goal Performance Target By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met. Baseline Year: N/A Target year 2005					
Performance Indicator (What is measured: Collections standards are met.)	Unit Measure Each standard	Condition(Desired) Meet Professional standards	Total # Units in Baseline 86	Status in base yr. (#meeting condition) 86	
Projected Performance Target, end of strategic planning period: 108					

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, 101 (90%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met.							
Projected Performance Target, end of this Fiscal Year 101				Actual Result:			
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review Checklist Standards	CR	Updated Checklist	Curator	ONPS Bas	2,915	0.1	
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							
Comments:							

Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-3

Service Goal ID Number: Ia6-LIBI-3					
NPS Servicewide Goal Description: By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.					
Long-Term Goal Performance Target		By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NIM museum collections are met.			
		Baseline Year: N/A		Target year 2005	
Performance Indicator (What is measured: Collections standards are met.	Unit Measure Each standard	Condition(Desired) Meet Professional standards	Total # Units in Baseline	Status in base yr. (#meeting condition)	
			86	86	
Projected Performance Target, end of strategic planning period:			108		

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, 106 (95%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met.							
Projected Performance Target, end of this Fiscal Year 106				Actual Result:			
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review Checklist Standards	CR	Updated Checklist	Curator	ONPS Bas	2,915	0.1	
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							
Comments:							

Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-3

Service Goal ID Number: Ia6-LIBI-3					
NPS Servicewide Goal Description: By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.					
Long-Term Goal Performance Target By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met. Baseline Year: N/A Target year 2005					
Performance Indicator (What is measured: Collections standards are met.)	Unit Measure Each standard	Condition(Desired) Meet Professional standards	Total # Units in Baseline 86	Status in base yr. (#meeting condition) 86	
Projected Performance Target, end of strategic planning period: 108					

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, 108 (97%) of 111 applicable preservation and protection standards for Little Bighorn Battlefield NM museum collections are met.							
Projected Performance Target, end of this Fiscal Year 108				Actual Result:			
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review Checklist Standards	CR	Updated Checklist	Curator	ONPS Bas	2,915	0.1	
Indirect Cost	Adm/Mgt.	Overhead	AO	ONPS Bas	14,103	0.33	
Total Cost and FTE							
Comments:							

4. **Archeological Sites** - By September 30, 2005, 1 (100%) of Little Bighorn Battlefield National Monument's archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information System (ASMIS) with condition assessments, are in good condition. (Reference: Service-wide Goal Category **I**; Service-wide Mission Goal Category **Ia8**; LIBI Park Mission Goal **1**).

Goal Narration:

Little Bighorn Battlefield currently has one archeological site (Custer Battlefield/Reno-Bentley Battlefield). The battlefield underwent systematic archeological surveys in 1984-1985-1989-1994-1999 conducted by the NPS/Midwest Archeological Center. The battlefield sites are monitored for resource protection, vandalism of historic earthen rifle pits, and other ground disturbance including visitor foot traffic erosion. Archeological site/artifact data will be inputted into park Geographic Information System (GIS) for future annual monitoring.

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-4

Service Goal ID Number: 1a8-LIBI-4

NPS Servicewide Goal Description: By September 30, 2005, 50% of the FY 1999 recorded archeological sites with condition assessments are in good condition. (7,470 of 14,940 sites).

Long-Term Goal Performance Target	By September 30, 2005, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.	Baseline Year: FY 1999	Target year 2005
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Performance Indicator (What is measured): Condition of Arch. Sites/ASMIS	Unit Measure Arch. Site	Condition(Desired) Good Condition	Total # Units in Baseline	Status in base yr. (#meeting condition)	
			1	1	

Projected Performance Target, end of strategic planning period:	1 site
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Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.

Projected Performance Target, end of this Fiscal Year 1 units

Actual Result:

Annual Work Plan

Work Plan:	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Product/Service/Activity							
Patrol Sites	RM	Monitor condition	Res. Protection	ONPS Bas	14,266	0.3	5,600
Update site Inventory/assess.	RM	Digital records upd.	Res. Protection			0.05	2,000
Indirect Cost	Adm/Mgt.			ONPS Bas	14,103	0.33	
					28,369	0.68	7,600
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-4

Service Goal ID Number: Ia8-LIBI-4

NPS Servicewide Goal Description: By September 30, 2005, 50% of the FY 1999 recorded archeological sites with condition assessments are in good condition. (7,470 of 14,940 sites).

Long-Term Goal Performance Target By September 30, 2002, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)
Condition of Arch. Sites/ASMIS	Arch. Site	Good Condition	1	1

Projected Performance Target, end of strategic planning period: 1 site

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.

Projected Performance Target, end of this Fiscal Year 1 units Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Patrol Sites	RM	Monitor condition	Res. Protection	ONPS Bas	14,266	0.3	5,600
Update site Inventory/assess.	RM	Digital records upd.	Res. Protection			0.05	2,000
Indirect Cost	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-4

Service Goal ID Number: Ia8-LIBI-4

NPS Servicewide Goal Description: By September 30, 2005, 50% of the FY 1999 recorded archeological sites with condition assessments are in good condition. (7,470 of 14,940 sites).

Long-Term Goal Performance Target By September 30, 2003, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured): Condition of Arch. Sites/ASMIS	Unit Measure Arch. Site	Condition(Desired) Good Condition	Total # Units in Baseline 1	Status in base yr. (#meeting condition) 1	
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Projected Performance Target, end of strategic planning period: 1 site

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.

Projected Performance Target, end of this Fiscal Year 1 units

Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Patrol Sites	RM	Monitor condition	Res. Protection	ONPS Bas	14,266	0.3	5,600
Update site Inventory/assess.	RM	Digital records upd.	Res. Protection			0.05	2,000
Indirect Cost	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-4

Service Goal ID Number: 1a8-LIBI-4

NPS Servicewide Goal Description: By September 30, 2005, 50% of the FY 1999 recorded archeological sites with condition assessments are in good condition. (7,470 of 14,940 sites).

Long-Term Goal Performance Target	By September 30, 2004, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.	Baseline Year: FY 1999	Target year 2005
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Performance Indicator (What is measured): Condition of Arch. Sites/ASMIS	Unit Measure Arch. Site	Condition(Desired) Good Condition	Total # Units in Baseline 1	Status in base yr. (#meeting condition) 1	
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Projected Performance Target, end of strategic planning period:	1 site
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National Park Service Archeological Sites Management Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999

Projected Performance Target, end of this Fiscal Year	1 units
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Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Patrol Sites	RM	Monitor condition	Res. Protection	ONPS Bas	14,266	0.3	5,600
Update site Inventory/assess.	RM	Digital records upd.	Res. Protection			0.05	2,000
Indirect Cost	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-4

Service Goal ID Number: Ia8-LIBI-4

NPS Servicewide Goal Description: By September 30, 2005, 50% of the FY 1999 recorded archeological sites with condition assessments are in good condition. (7,470 of 14,940 sites).

Long-Term Goal Performance Target By September 30, 2005, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured): Condition of Arch. Sites/ASMIS	Unit Measure Arch. Site	Condition(Desired) Good Condition	Total # Units in Baseline 1	Status in base yr. (#meeting condition) 1	
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Projected Performance Target, end of strategic planning period: 1 site

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, 1 (100%) of Little Bighorn Battlefield NM archeological sites listed on the FY 1999 National Park Service Archeological Sites Management Information Systems (ASMIS) with condition assessments, are in good condition.

Projected Performance Target, end of this Fiscal Year 1 units

Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Patrol Sites	RM	Monitor condition	Res. Protection	ONPS Bas	14,266	0.3	5,600
Update site Inventory/assess.	RM	Digital records upd.	Res. Protection			0.05	2,000
Indirect Cost	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

NPS Mission Goal I: PRESERVE LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT RESOURCES

NPS Mission Goal IB: THE NATIONAL PARK SERVICE AT LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT CONTRIBUTES TO KNOWLEDGE ABOUT NATURAL AND CULTURAL RESOURCES AND THEIR ASSOCIATED VALUES; MANAGEMENT DECISIONS ABOUT RESOURCES AND VISITORS ARE BASED ON ADEQUATE SCHOLARLY AND SCIENTIFIC INFORMATION.

The National Park Service has fundamental information needs for making decisions about managing parks natural and cultural resources. The NPS also contributes to scholarly and scientific research. Parks must routinely use scholarly and scientific research and must consult with park-associated communities. Park resource-based or research-based decision making is included here.

- 5. Historic Structures Baseline** - By September 30, 2005, Increase the number of Little Bighorn Battlefield National Monument historic structures on the LCS from 65 in FY 1999 to 345 (81% increase). (Reference: Service-wide Goal **I**; Service-wide Mission Goal Category **Ib2C**; LIBI Park Mission Goal **1**).

Goal Narration:

In a concerted effort to bring our historic structure inventory outlined in park long-term goal #2-Ia5 up to date with a more realistic/actual number, management felt that we needed to include all our historic structures. These include all 262 7th Cavalry Markers, 6 earthen rifle pits at the Reno-Benteen Battlefield, 2 granite Cheyenne markers, 4 Military Reservation boundary markers, and 7 stone cairns denoting warrior casualty sites and/or battle commemoration sites. Structures will be inventoried, Photographed, and data placed into our Geographic Information System (GIS) for future reference and condition monitoring. This increase will correctly reflect the actual historic structures we are responsible for preserving.

Park/Program Org. Code: LIBI-5

Service Goal ID Number: Ib2C-LIBI-5

NPS Servicewide Goal Description: By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24, 225).

Long-Term Goal Performance Target By September 30, 2005, Increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY 1999 to 345 (5.4% increase).

Baseline Year: FY 1999

Target year 2005

Performance Indicator (What is measured)	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)
LCS records w/updated information	Each LCS record	Update LCS record	65	65

Projected Performance Target, end of strategic planning period: 345 LCS records

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY1999 to 134 (38%).

Projected Performance Target, end of this Fiscal Year 134 LCS record Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.005	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.005	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Continue GIS Data	RM	Update Data entry	Ch. Rgr.	ONPS Bas	2,154	0.005	
Total Cost and FTE					19,186	0.345	

Comments:

Park/Program Org. Code: LIBI-5

Service Goal ID Number: Ib2C-LIBI-5

NPS Servicewide Goal Description: By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225

Long-Term Goal Performance Target By September 30, 2005, Increase the number of Little Bighorn Battlefield NM historic structures on the
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured) LCS records w/updated information	Unit Measure Each LCS record	Condition(Desired) Update LCS record	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 65
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Projected Performance Target, end of strategic planning period: 345 LCS records

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, increase the number of Little Bighorn Battlefield NM historic structures on the LCS from

Projected Performance Target, end of this Fiscal Year 203 LCS record Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.005	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.005	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Continue GIS Data	RM	Update Data entry	Ch. Rgr.	ONPS Bas	2,154	0.005	
Total Cost and FTE							

Comments:

Park/Program Org. Code: LIBI-5

Service Goal ID Number: Ib2C-LIBI-5

NPS Servicewide Goal Description: By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24, 225).

Long-Term Goal Performance Target By September 30, 2005, Increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY 1999 to 345 (5.4% increase).
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured) LCS records w/updated information	Unit Measure Each LCS record	Condition(Desired) Update LCS record	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 65
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Projected Performance Target, end of strategic planning period: 345 LCS records

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY1999 to 272 (78%).

Projected Performance Target, end of this Fiscal Year 272 LCS record Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.005	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.005	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Continue GIS Data	RM	Update Data entry	Ch. Rgr.	ONPS Bas	2,154	0.005	
Total Cost and FTE							

Comments:

Park/Program Org. Code: LIBI-5

Service Goal ID Number: Ib2C-LIBI-5

NPS Servicewide Goal Description: By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24, 225).

Long-Term Goal Performance Target By September 30, 2005, Increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY 1999 to 345 (5.4% increase).
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured)	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)
LCS records w/updated information	Each LCS record	Update LCS record	65	65

Projected Performance Target, end of strategic planning period: 345 LCS records

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY1999 to 341 (98%).

Projected Performance Target, end of this Fiscal Year 341LCS record Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.005	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.005	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Continue GIS Data	RM	Updata Data entry	Ch. Rgr.	ONPS Bas	2,154	0.005	
Total Cost and FTE							

Comments:

Park/Program Org. Code: LIBI-5

Service Goal ID Number: Ib2C-LIBI-5

NPS Servicewide Goal Description: By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24, 225).

Long-Term Goal Performance Target By September 30, 2005, Increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY 1999 to 345 (5.4% increase).
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured) LCS records w/updated information	Unit Measure Each LCS record	Condition(Desired) Update LCS record	Total # Units in Baseline 65	Status in base yr. (#meeting condition) 65
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Projected Performance Target, end of strategic planning period: 345 LCS records

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, increase the number of Little Bighorn Battlefield NM historic structures on the LCS from 65 in FY1999 to 345 (100%).

Projected Performance Target, end of this Fiscal Year 345 LCS record Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Review CLS Data	His/CR	Update Cond. Asse.	Historian	ONPS Bas	1,953	0.005	
106 Compliance	His/CR	Appr. Compl. Docu.	Historian	ONPS Bas	976	0.005	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Continue GIS Data	RM	Update Data entry	Ch. Rgr.	ONPS Bas	2,154	0.005	
Total Cost and FTE							

Comments:

6. **Museum Collections** - By September 30, 2005, the number of Little Bighorn Battlefield National Monument museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 47,804 in Fy 1999 to 51,754 (70% increase). (Reference: Service-wide Goal **I**; Service-wide Mission Goal Category **Ib2D**; LIBI Park Mission Goal **1**).

Goal Narration:

This goal covers all human and financial resources necessary to catalog an estimated 73,000 museum objects in our collection by FY 2005. As objects are continually being accessioned into the collection, the baseline changes every year.

Park/Program Org. Code: LIBI-6

Service Goal ID Number: Ib2D-LIBI-6					
NPS Servicewide Goal Description: By September 30, 2005, Museum objects cataloged are increased by 35.9% (from FY1999 baseline of 37.3 million to 50.7 million).					
Long-Term Goal Performance Target By September 30, 2005, the number of Little Bighorn Battlefield NM museum objects cataloged into the NPS Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 47,804 in FY 1999 to 51,754 (70% increase). Baseline Year: FY 1999 Target year 2005					
Performance Indicator (What is measured)	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Museum objects in database	Each Museum object	Cataloged	47,804	47,804	
Projected Performance Target, end of strategic planning period: 51,754					

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, the number of LIBI museum objects cataloged into the NPS ANCS+ and submitted to the National Catalog is increased from 47,804 in FY 1999 to 48,594 (66% increase).							
Projected Performance Target, end of this Fiscal Year 48,594				Actual Result:			
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Catalog Museum objects	CR	Cataloged objects	Curator	ONPS Bas	32,202	0.7	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
					46,305	1.03	
Total Cost and FTE							
Comments:							

Park/Program Org. Code: LIBI-6

Service Goal ID Number: Ib2D-LIBI-6

NPS Servicewide Goal Description: By September 30, 2005, Museum objects cataloged are increased by 35.9%
(from FY1999 baseline of 37.3 million to 50.7 million).

Long-Term Goal Performance Target By September 30, 2005, the number of Little Bighorn Battlefield NM museum objects cataloged into the NPS Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 47,804 in FY 1999 to 51,754 (70% increase).
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured)	Unit Measure Each Museum object	Condition(Desired) Cataloged	Total # Units in Baseline 47,804	Status in base yr. (#meeting condition) 47,804
Museum objects in database	object			

Projected Performance Target, end of strategic planning period: 51,754

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, the number of LIBI museum objects cataloged into the NPS ANCS+ and submitted to the National Catalog is increased from 47,804 in FY 1999 to 49,384 (67% increase).

Projected Performance Target, end of this Fiscal Year 49,384

Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Catalog Museum objects	CR	Cataloged objects	Curator	ONPS Bas	32,202	0.7	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Park/Program Org. Code: LIBI-6

Service Goal ID Number: Ib2D-LIBI-6

NPS Servicewide Goal Description: By September 30, 2005, Museum objects cataloged are increased by 35.9%
(from FY1999 baseline of 37.3 million to 50.7 million).

Long-Term Goal Performance Target By September 30, 2005, the number of Little Bighorn Battlefield NM museum objects cataloged into the NPS Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 47,804 in FY 1999 to 51,754 (70% increase).
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured)	Unit Measure Each Museum object	Condition(Desired) Cataloged	Total # Units in Baseline 47,804	Status in base yr. (#meeting condition) 47,804
Museum objects in database				

Projected Performance Target, end of strategic planning period: 51,754

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, the number of LIBI museum objects cataloged into the NPS ANCS+ and submitted to the National Catalog is increased from 47,804 in FY 1999 to 50,174 (68% increase).

Projected Performance Target, end of this Fiscal Year 50,174 Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Catalog Museum objects	CR	Cataloged objects	Curator	ONPS Bas	32,202	0.7	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Park/Program Org. Code: LIBI-6

Service Goal ID Number: 1b2D-LIBI-6

NPS Servicewide Goal Description: By September 30, 2005, Museum objects cataloged are increased by 35.9% (from FY1999 baseline of 37.3 million to 50.7 million).

Long-Term Goal Performance Target By September 30, 2005, the number of Little Bighorn Battlefield NM museum objects cataloged into the NPS Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 47,804 in FY 1999 to 51,754 (70% increase).
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured)	Unit Measure Each Museum object	Condition(Desired) Cataloged	Total # Units in Baseline 47,804	Status in base yr. (#meeting condition) 47,804
Museum objects in database				

Projected Performance Target, end of strategic planning period: 51,754

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, the number of LIBI museum objects cataloged into the NPS ANCS+I and submitted to the National Catalog is increased from 47,804 in FY 1999 to 50,964 (69% increase).

Projected Performance Target, end of this Fiscal Year 50,964 Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Catalog Museum objects	CR	Cataloged objects	Curator	ONPS Bas	32,202	0.7	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Park/Program Org. Code: LIBI-6

Service Goal ID Number: Ib2D-LIBI-6

NPS Servicewide Goal Description: By September 30, 2005, Museum objects cataloged are increased by 35.9%
(from FY1999 baseline of 37.3 million to 50.7 million).

Long-Term Goal Performance Target By September 30, 2005, the number of Little Bighorn Battlefield NM museum objects cataloged into the NPS Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 47,804 in FY 1999 to 51,754 (70% increase).
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured)	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)
Museum objects in database	Each Museum object	Cataloged	47,804	47,804

Projected Performance Target, end of strategic planning period: 51,754

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2004, the number of LIBI museum objects cataloged into the NPS ANCS+ and submitted to the National Catalog is increased from 47,804 in FY 1999 to 51,754 (70% increase).

Projected Performance Target, end of this Fiscal Year 51,754 Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Catalog Museum objects	CR	Cataloged objects	Curator	ONPS Bas	32,202	0.7	
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

GOAL CATEGORY II: PROVIDE FOR THE PUBLIC ENJOYMENT AND VISITOR EXPERIENCE OF LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT

MISSION GOAL IIa: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities at Little Bighorn Battlefield National Monument.

Enjoyment of the parks and their resources is a fundamental part of the visitor experience. Visitors enjoyment and safety are affected by the quality of park programs, facilities, and services, whether provided by the National Park Service, a concessionaire, or a contractor. Availability of park facilities, services, and recreational opportunities refers to convenient locations and times of operation that fit visitor's transportation and schedule needs. Accessibility for special populations refers to their accommodation where appropriate when visiting federal and concession operated facilities or participating in authorized recreational activities in accordance with Uniform Federal Accessibility Standards. Diversity of facilities and services refers to a range of appropriate accommodations and recreational opportunities (at various prices and levels of expertise and interest) for park visitors seeking various park experiences. Quality of facilities and services refers to well-presented, knowledge-based orientation, interpretation, and education. Appropriate recreational opportunities are consistent with a park's purpose and management and are not harmful to resources or park visitors.

Park Mission Goal II: Historical, natural, and cultural sites are managed within a broad context.

PARK MISSION GOAL III: Park visitors are satisfied with the quality of park facilities and services, and understand and support the preservation and significance of the park resources. (NPS Mission Goal Category II: Provide for the Public Enjoyment and Visitor Experience of Parks).

7. **Visitor Satisfaction** - By September 30, 2005, 95% of visitors to Little Bighorn Battlefield National Monument are satisfied with appropriate park facilities, services, and recreational opportunities. (Reference: Service-wide Goal Category **II**; Service-wide Mission Goal Category **IIa1**; LIBI Park Mission Goal 2).

Goal Narration:

This goal outlines our total financial and human efforts expended in order to continue providing convenient, quality services to our visitors at Little Bighorn Battlefield. These include: Complete staffing and operation of the visitor center

Information desk, bookstore, personnel offices, telephone system, E-mail computer system, custodial maintenance of the facility including restrooms, visitor law enforcement protection, convenient operational hours of park facilities, visitor interpretation, snow-trash removal, signage, adequate roads, trails, parking, and sidewalks; grounds maintenance and lawn mowing, as well as routine maintenance of Custer National Cemetery.

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-7

Service Goal ID Number: Ila1-LIBI-7					
NPS Servicewide Goal Description: By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.					
Long-Term Goal Performance Target By September 30, 2005, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities. Baseline Year: FY 1999 Target year 2005					
Performance Indicator (What is measured)	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor Satisfaction	95	Satisfied Visitors	95	95	
Projected Performance Target, end of strategic planning period: 95% visitor satisfaction					

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.							
Projected Performance Target, end of this Fiscal Year 95% visitor satisfaction Actual Result:							
Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Center Staffing	Intrp.	Visitor Ctr. Services	Ch. Intrp.	ONPS Bas	113,825	1.6	
Maint. Custodial Staffing	Mtce.	Mtce. Services	Fac. Mgr.	ONPS Bas	243,972	3.692	
Visitor Protection Staffing	RM	Law Enf. Services	Ch. Rgr.	ONPS Bas	50,000	2	
Fee Staffing	RM	Visitor Services	Ch. Rgr.	ONPS Base		1	108,000
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE					421,900	8.834	
Comments:							

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-7

Service Goal ID Number: IIa1-LIBI-7

NPS Servicewide Goal Description: By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Long-Term Goal Performance Target By September 30, 2005, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured)	Unit Measure 95	Condition(Desired) Satisfied Visitors	Total # Units in Baseline 95	Status in base yr. (#meeting condition) 95
Visitor Satisfaction				

Projected Performance Target, end of strategic planning period: 95% visitor satisfaction

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.

Projected Performance Target, end of this Fiscal Year 95% visitor satisfaction Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Center Staffing	Intrp.	Visitor Ctr. Services	Ch. Intrp.	ONPS Bas	87,500	1.6	
Maint. Custodial Staffing	Mtce.	Mtce. Services	Fac. Mgr.	ONPS Bas	217,653	5.48	
Visitor Protection Staffing	RM	Law Enf. Services	Ch. Rgr.	ONPS Bas	50,000	2	
Fee Staffing	RM	Visitor Services	Ch. Rgr.	ONPS Base		3	108,000
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-7

Service Goal ID Number: IIa1-LIBI-7

NPS Servicewide Goal Description: By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Long-Term Goal Performance Target	By September 30, 2005, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.
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Baseline Year: FY 1999

Target year 2005

Performance Indicator (What is measured)	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor Satisfaction	95	Satisfied Visitors	95	95	

Projected Performance Target, end of strategic planning period:	95% visitor satisfaction
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Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.

Projected Performance Target, end of this Fiscal Year 95% visitor satisfaction Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Center Staffing	Intrp.	Visitor Ctr. Services	Ch. Intrp.	ONPS Bas	87,500	1.6	
Maint. Custodial Staffing	Mtce.	Mtce. Services	Fac. Mgr.	ONPS Bas	217,653	5.48	
Visitor Protection Staffing	RM	Law Enf. Services	Ch. Rgr.	ONPS Bas	50,000	2	
Fee Staffing	RM	Visitor Services	Ch. Rgr.	ONPS Base		3	108,000
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-7

Service Goal ID Number: IIa1-LIBI-7

NPS Servicewide Goal Description: By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Long-Term Goal Performance Target	By September 30, 2005, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.
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Baseline Year: FY 1999

Target year 2005

Performance Indicator (What is meas	Unit Measure 95	Condition(Desired) Satisfied Visitors	Total # Units in Baseline	Status in base yr. (#meeting condition)
Visitor Satisfaction			95	95

Projected Performance Target, end of strategic planning period:	95% visitor satisfaction
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Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.

Projected Performance Target, end of this Fiscal Year	95% visitor satisfaction	Actual Result:
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Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Center Staffing	Intrp.	Visitor Ctr. Services	Ch. Intrp.	ONPS Bas	87,500	1.6	
Maint. Custodial Staffing	Mtce.	Mtce. Services	Fac. Mgr.	ONPS Bas	217,653	5.48	
Visitor Protection Staffing	RM	Law Enf. Services	Ch. Rgr.	ONPS Bas	50,000	2	
Fee Staffing	RM	Visitor Services	Ch. Rgr.	ONPS Base		3	108,000
Indirect Costs	Adm/Mgt.			ONPS Bas	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-7

Service Goal ID Number: Ila1-LIBI-7

NPS Servicewide Goal Description: By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Long-Term Goal Performance Target By September 30, 2005, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.
Baseline Year: FY 1999 Target year 2005

Performance Indicator (What is measured)	Unit Measure 95	Condition(Desired) Satisfied Visitors	Total # Units in Baseline 95	Status in base yr. (#meeting condition) 95
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Projected Performance Target, end of strategic planning period: 95% visitor satisfaction

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, 95% of visitors to Little Bighorn Battlefield NM are satisfied with appropriate park facilities, services, and recreational opportunities.

Projected Performance Target, end of this Fiscal Year 95% visitor satisfaction Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Center Staffing	Intrp.	Visitor Ctr. Services	Ch. Intrp.	ONPS	87,500	1.6	
Maint. Custodial Staffing	Mtce.	Mtce. Services	Fac. Mgr.	ONPS	217,653	5.48	
Visitor Protection Staffing	RM	Law Enf. Services	Ch. Rgr.	ONPS	50,000	2	
Fee Staffing	RM	Visitor Services	Ch. Rgr.	ONPS		3	108,000
Indirect Costs	Adm/Mgt.			ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

8. **Visitor Safety** - By September 30, 2005, the visitor accident/incident at Little Bighorn Battlefield National Monument is maintained at its low baseline rate of .8 per 100,000 days. (Reference: Service-wide Goal **II**; Service-wide Mission Goal **IIa2**; LIBI Park Mission Goal **2**).

Goal Narration:

Little Bighorn battlefield National Monument has about 400,000 visitors each year. Providing them with a safe and enjoyable experience at the Battlefield is an important part of our everyday operations. This includes safety monitoring of park facilities, safety training, and safety awareness for park staff and visitors.

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-8

Service Goal ID Number: IIa2-LIBI-8

NPS Servicewide Goal Description: By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - 1996 baseline of 9.48 per 100,000 visitor days].

Long-Term Goal Performance Target	By September 30, 2005, the visitor accident/incident at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 days.
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Baseline Year: 1992-1996 Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor accidents/incidents	Visitor accident rate per 100,000 vis. Day	Safe visitors	0.8	0.8	

Projected Performance Target, end of strategic planning period: .8

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, the number of visitor accident/incidents at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 visitor days.

Projected Performance Target, end of this Fiscal Year: .8

Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Continue Safety Meetings	All	Improved safety	Safety Officer	ONPS	43,000	0.1	
Monitoring Safety Compliance	RM	Increased visitor saf	Division Chiefs	ONPS	27,500	0.06	
Prepare Park Safety Plan	RM	Implement Plan	Safety Officer	ONPS	1,500	0.025	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE					87,300	0.515	

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-8

Service Goal ID Number: IIa2-LIBI-8

NPS Servicewide Goal Description: By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - 1996 baseline of 9.48 per 100,000 visitor days.

Long-Term Goal Performance Target By September 30, 2005, the visitor accident/incident at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 days.
Baseline Year: 1992-1996 Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor accidents/incidents	Visitor accident rate per 100,000 vis. Day	Safe visitors	0.8	0.8	

Projected Performance Target, end of strategic planning period: .8

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, the number of visitor accident/incidents at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 visitor days.

Projected Performance Target, end of this Fiscal Year: .8 Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Continue Safety Meetings	All	Improved safety	Safety Officer	ONPS	43,000	0.1	
Monitoring Safety Compliance	RM	Increased visitor saf	Division Chiefs	ONPS	27,500	0.06	
Prepare Park Safety Plan	RM	Implement Plan	Safety Officer	ONPS	1,500	0.025	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-8

Service Goal ID Number: IIa2-LIBI-8

NPS Servicewide Goal Description: By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - 1996 baseline of 9.48 per 100,000 visitor days.

Long-Term Goal Performance Target By September 30, 2005, the visitor accident/incident at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 days.
Baseline Year: 1992-1996 Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor accidents/incidents	Visitor accident rate per 100,000 vis. Day	Safe visitors	0.8	0.8	
Projected Performance Target, end of strategic planning period: .8					

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, the number of visitor accident/incidents at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 visitor days.

Projected Performance Target, end of this Fiscal Year: .8 Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Continue Safety Meetings	All	Improved safety	Safety Officer	ONPS	43,000	0.1	
Monitoring Safety Compliance	RM	Increased visitor saf	Division Chiefs	ONPS	27,500	0.06	
Prepare Park Safety Plan	RM	Implement Plan	Safety Officer	ONPS	1,500	0.025	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-8

Service Goal ID Number: IIa2-LIBI-8

NPS Servicewide Goal Description: By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - 1996 baseline of 9.48 per 100,000 visitor days.

Long-Term Goal Performance Target By September 30, 2005, the visitor accident/incident at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 days.
Baseline Year: 1992-1996 Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor accidents/incidents	Visitor accident rate per 100,000 vis. Day	Safe visitors	0.8	0.8	

Projected Performance Target, end of strategic planning period: .8

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, the number of visitor accident/incidents at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 visitor days.

Projected Performance Target, end of this Fiscal Year: .8 Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Continue Safety Meetings	All	Improved safety	Safety Officer	ONPS	43,000	0.1	
Monitoring Safety Compliance	RM	Increased visitor saf	Division Chiefs	ONPS	27,500	0.06	
Prepare Park Safety Plan	RM	Implement Plan	Safety Officer	ONPS	1,500	0.025	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-8

Service Goal ID Number: IIa2-LIBI-8

NPS Servicewide Goal Description: By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - 1996 baseline of 9.48 per 100,000 visitor days].

Long-Term Goal Performance Target	By September 30, 2005, the visitor accident/incident at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 days.
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Baseline Year: 1992-1996

Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor accidents/incidents	Visitor accident rate per 100,000 vis. Day	Safe visitors	0.8	0.8	
Projected Performance Target, end of strategic planning period: .8					

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, the number of visitor accident/incidents at Little Bighorn Battlefield NM is maintained at its low baseline rate of .8 per 100,000 visitor days.

Projected Performance Target, end of this Fiscal Year: .8

Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Continue Safety Meetings	All	Improved safety	Safety Officer	ONPS	43,000	0.1	
Monitoring Safety Compliance	RM	Increased visitor saf	Division Chiefs	ONPS	27,500	0.06	
Prepare Park Safety Plan	RM	Implement Plan	Safety Officer	ONPS	1,500	0.025	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

GOAL CATEGORY II: PROVIDE FOR THE PUBLIC ENJOYMENT AND VISITOR EXPERIENCE OF LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT

MISSION GOAL IIb: Park Visitor and the general public understand and appreciate the preservation of Little Bighorn Battlefield National Monument and its resources for this and future generations.

Visitor's park experiences grow from enjoying the park and its resources, to understanding why the park exists and the significance of its resources. Satisfactory visitor experiences build public support for preserving this country's heritage as contained in the parks. Support for parks also comes through recognition by international program designations such as World Heritage Site and Biosphere Reserve. Long-term goals related to learning and understanding park and resource purpose and significance relate to this mission goal.

- 9. Visitor Understanding** - By September 30, 2005, 95% of Little Bighorn Battlefield National Monument visitors understand the significance of the park. (Reference: Service-wide Goal **II**; Service-wide Mission Goal **IIb1**; LIBI Park Mission Goal **3**).

Goal Narration:

One of our important missions here is ensuring that park visitors understand the purpose and significance of Little Bighorn Battlefield. This goal is all encompassing of our expenditures of human and financial resources in order to provide important interpretive services used to inform and educate the public of the many compelling stories surrounding the Battle of the Little Bighorn, and the NPS role in protection of our historic cultural heritage. We accomplish this through extensive planning, hiring staff, and scheduling basic interpretive programs (ranger talks, living history stations, orientation films, bus tours), park publications (Battlefield brochure/map, park newspaper, NPS Little Bighorn Battlefield Handbook, site bulletins, Junior Ranger Program, trail guides), wayside and museum exhibits, Fiber Optic Battle Map, signs, archival collection/park research services, and basic park information services.

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-9

Service Goal ID Number: IIB1-LIBI-9

NPS Servicewide Goal Description: By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Long-Term Goal Performance Target By September 30, 2005, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Baseline Year: 1998

Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor understanding	% of visitor understanding	Visitors understand and appreciate	95%	95%	

Projected Performance Target, end of strategic planning period: 95%

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Projected Performance Target, end of this Fiscal Year: 95%

Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Interpretive Services	Interp.	Interp. Programs	Ch. of Interp.	ONPS	77,190	1.81	
Historic Research Services	CR	Research Correspon	Historian/Curator	ONPS	28,982	0.5	
Museum/Interp. Planning	CR	Construct Exhibit	Historian/Curator	ONPS	8,000	0.2	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE					129,472	2.84	

Comments:

Multi-Year Worksheet For Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-9

Service Goal ID Number: IIb1-LIBI-9

NPS Servicewide Goal Description: By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Long-Term Goal Performance Target	By September 30, 2005, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.	Baseline Year: 1998	Target year 2005
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Performance Indicator (What is measured): Visitor understanding	Unit Measure % of visitor understanding	Condition(Desired) Visitors understand and appreciate	Total # Units in Baseline 95%	Status in base yr. (#meeting condition) 95%	
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Projected Performance Target, end of strategic planning period:	95%
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Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Projected Performance Target, end of this Fiscal Year: 95%	Actual Result:
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Annual Work Plan

Work Plan:	Division	Planned Output	Responsible Person	Funding	Dollars	FTE	Other \$000
Product/Service/Activity				Category			
Visitor Interpretive Services	Interp.	Interp. Programs	Ch. of Interp.	ONPS	77,190	1.81	
Historic Research Services	CR	Research Correspon	Historian/Curator	ONPS	28,982	0.5	
Museum/Interp. Planning	CR	Construct Exhibit	Historian/Curator	ONPS	8,000	0.2	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-9

Service Goal ID Number: IIB1-LIBI-9

NPS Servicewide Goal Description: By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Long-Term Goal Performance Target By September 30, 2005, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Baseline Year: 1998

Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Visitor understanding	% of visitor understanding	Visitors understand and appreciate	95%	95%	

Projected Performance Target, end of strategic planning period: 95%

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Projected Performance Target, end of this Fiscal Year: 95% Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Interpretive Services	Interp.	Interp. Programs	Ch. of Interp.	ONPS	77,190	1.81	
Historic Research Services	CR	Research Correspon	Historian/Curator	ONPS	28,982	0.5	
Museum/Interp. Planning	CR	Construct Exhibit	Historian/Curator	ONPS	8,000	0.2	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM
Park/Program Org. Code: LIBI-9

Service Goal ID Number: IIB1-LIBI-9

NPS Servicewide Goal Description: By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Long-Term Goal Performance Target By September 30, 2005, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.
Baseline Year: 1998 Target year 2005

Performance Indicator (What is measured):	Unit Measure % of visitor understanding	Condition(Desired) Visitors understand and appreciate	Total # Units in Baseline 95%	Status in base yr. (#meeting condition) 95%	
Visitor understanding					
Projected Performance Target, end of strategic planning period: 95%					

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Projected Performance Target, end of this Fiscal Year: 95% Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Interpretive Services	Interp.	Interp. Programs	Ch. of Interp.	ONPS	77,190	1.81	
Historic Research Services	CR	Research Correspon	Historian/Curator	ONPS	28,982	0.5	
Museum/Interp. Planning	CR	Construct Exhibit	Historian/Curator	ONPS	8,000	0.2	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-9

Service Goal ID Number: IIb1-LIBI-9

NPS Servicewide Goal Description: By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Long-Term Goal Performance Target By September 30, 2005, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Baseline Year: 1998

Target year 2005

Performance Indicator (What is measured):	Unit Measure % of visitor understanding	Condition(Desired) Visitors understand and appreciate	Total # Units in Baseline 95%	Status in base yr. (#meeting condition) 95%	
Visitor understanding					

Projected Performance Target, end of strategic planning period: 95%

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, 95% of Little Bighorn Battlefield NM visitors understand the significance of the park.

Projected Performance Target, end of this Fiscal Year: 95% Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Visitor Interpretive Services	Interp.	Interp. Programs	Ch. of Interp.	ONPS	77,190	1.81	
Historic Research Services	CR	Research Correspon	Historian/Curator	ONPS	28,982	0.5	
Museum/Interp. Planning	CR	Construct Exhibit	Historian/Curator	ONPS	8,000	0.2	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	15,300	0.33	
Total Cost and FTE							

Comments:

- 10. Educational Programs** - By September 30, 2005, 25% of 2,024 participants in Little Bighorn Battlefield National Monument's formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs. (Reference: Service-wide Goal **II**; Service-wide Mission Goal **IIb1x**; LIBI Park Mission Goal **3**).

Goal Narration:

An important part of our mission is to provide educational programs to schools and other educational organizations. These services include outreach programs at area schools, on-site school tours, access to our new "Parks As Classrooms" website, providing student and teacher packets by mail upon request, for use in the classroom. All human and financial resources required to provide these important educational services are reported in this goal.

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-10

Service Goal ID Number: IIB1X-LIBI-10

NPS Servicewide Goal Description: By September 30, 2005, 25% of 2,024 participants attending park sponsored interpretive programs demonstrate knowledge of park resources.

Long-Term Goal Performance Target By September 30, 2005, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs
Baseline Year: 1998 Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
% of student understanding	Percent	Students gain understanding			

Projected Performance Target, end of strategic planning period: 25%

Annual Performance Plan Detail For FY01

Park/Program Annual Goal Text: By September 30, 2001, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs

Projected Performance Target, end of this Fiscal Year: 25% Actual Result:

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Survey School User groups	Interp.	Create test form	Ch. of Interp.	ONPS	700	0.05	
Conduct Educational Activities	Interp.	School Tours	Ch. Of Interp.	ONPS	10,000	0.34	
Install P.A.C. Web page	Interp.	Increa. Knowledge	Ch. Of Interp.	ONPS	500	0.1	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	14,103	0.33	
Total Cost and FTE					25,303	0.82	

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-10

Service Goal ID Number: IIB1X-LIBI-10

NPS Servicewide Goal Description: By September 30, 2005, 25% of 2,024 participants attending park sponsored interpretive programs demonstrate knowledge of park resources.

Long-Term Goal Performance Target By September 30, 2005, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs
Baseline Year: 1998 Target year 2005

Performance Indicator (What is measured): % of student understanding	Unit Measure Percent	Condition(Desired) Students gain understanding	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Projected Performance Target, end of strategic planning period: 25%					

Annual Performance Plan Detail For FY02

Park/Program Annual Goal Text: By September 30, 2002, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs

Projected Performance Target, end of this Fiscal Year: 25% Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Survey School User groups	Interp.	Create test form	Ch. of Interp.	ONPS	700	0.05	
Conduct Educational Activities	Interp.	School Tours	Ch. Of Interp.	ONPS	10,000	0.34	
Monitor P.A.C. Web page	Interp.	Increa. Knowledge	Ch. Of Interp.	ONPS	500	0.1	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-10

Service Goal ID Number: IIB1X-LIBI-10

NPS Servicewide Goal Description: By September 30, 2005, 25% of 2,024 participants attending park sponsored interpretive programs demonstrate knowledge of park resources.

Long-Term Goal Performance Target By September 30, 2005, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs
Baseline Year: 1998 Target year 2005

Performance Indicator (What is measured): % of student understanding	Unit Measure Percent	Condition(Desired) Students gain understanding	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Projected Performance Target, end of strategic planning period: 25%					

Annual Performance Plan Detail For FY03

Park/Program Annual Goal Text: By September 30, 2003, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs

Projected Performance Target, end of this Fiscal Year: 25% Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Survey School User groups	Interp.	Create test form	Ch. of Interp.	ONPS	700	0.05	
Conduct Educational Activities	Interp.	School Tours	Ch. Of Interp.	ONPS	10,000	0.34	
Monitor P.A.C. Web page	Interp.	Increa. Knowledge	Ch. Of Interp.	ONPS	500	0.1	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-10

Service Goal ID Number: IIB1X-LIBI-10

NPS Servicewide Goal Description: By September 30, 2005, 25% of 2,024 participants attending park sponsored interpretive programs demonstrate knowledge of park resources.

Long-Term Goal Performance Target By September 30, 2005, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs
Baseline Year: 1998 Target year 2005

Performance Indicator (What is measured): % of student understanding	Unit Measure Percent	Condition(Desired) Students gain understanding	Total # Units in Baseline	Status in base yr. (#meeting condition)	
Projected Performance Target, end of strategic planning period: 25%					

Annual Performance Plan Detail For FY04

Park/Program Annual Goal Text: By September 30, 2004, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs

Projected Performance Target, end of this Fiscal Year: 25% Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Survey School User groups	Interp.	Create test form	Ch. of Interp.	ONPS	700	0.05	
Conduct Educational Activities	Interp.	School Tours	Ch. Of Interp.	ONPS	10,000	0.34	
Monitor P.A.C. Web page	Interp.	Increa. Knowledge	Ch. Of Interp.	ONPS	500	0.1	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

Multi-Year Worksheet For
Annual Performance Plan

Park/Program: Little Bighorn Battlefield NM

Park/Program Org. Code: LIBI-10

Service Goal ID Number: IIB1X-LIBI-10

NPS Servicewide Goal Description: By September 30, 2005, 25% of 2,024 participants attending park sponsored interpretive programs demonstrate knowledge of park resources.

Long-Term Goal Performance Target By September 30, 2005, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs

Baseline Year: 1998

Target year 2005

Performance Indicator (What is measured):	Unit Measure	Condition(Desired)	Total # Units in Baseline	Status in base yr. (#meeting condition)	
% of student understanding	Percent	Students gain understanding			

Projected Performance Target, end of strategic planning period: 25%

Annual Performance Plan Detail For FY05

Park/Program Annual Goal Text: By September 30, 2005, 25% of 2,024 participants in Little Bighorn Battlefield NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs

Projected Performance Target, end of this Fiscal Year: 25%

Actual Result:

Annual Work Plan							
Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars	FTE	Other \$000
Survey School User groups	Interp.	Create test form	Ch. of Interp.	ONPS	700	0.05	
Conduct Educational Activities	Interp.	School Tours	Ch. Of Interp.	ONPS	10,000	0.34	
Monitor P.A.C. Web page	Interp.	Increa. Knowledge	Ch. Of Interp.	ONPS	500	0.1	
Indirect Costs	Adm/Mgt.	Overhead		ONPS	14,103	0.33	
Total Cost and FTE							

Comments:

GOAL CATEGORY IV: ENSURE ORGANIZATIONAL EFFECTIVENESS OF LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT

The mission goals in Goal Category IV support the National Park Service Mission. This category generally relates to efficient and effective government process rather than to the results of those processes. These goals measure workplace standards such as diversity and competency levels, as well as program execution efficiencies, such as accuracy of construction cost estimates. In short, the goals in Category IV represent strategies that the National Park Service has chosen to better accomplish its mission.

MISSION GOAL IVa: The National Park Service at Little Bighorn Battlefield National Monument uses current management practices, systems, and technologies to accomplish its mission.

Little Bighorn Battlefield National Monument Park Mission Goal 4: The National Park Service develops internal and external management of the park's operational and design standards reflective of performance standards and fee management objectives as related to park mission goals. Accountable organizational efficiencies to enhance productivity and motivate the workforces efforts in sustaining enthusiasm towards the NPS mission goals. Volunteers, Partnerships, Grants, and Donations will assist the overall effectiveness of the NPS managerial ability. (NPS Mission Goal Category IV: Ensure Organizational Effectiveness).

- 11. Performance Plans Linked To Goals - By September 30, 2005, 100% of Little Bighorn Battlefield National Monument employee performance plans are linked to appropriate strategic and annual performance goals and position competencies. (Reference: Service-wide Mission Goal **IV**; Service-Wide Mission Goal **IVa3**; LIBI Park Mission Goal **4**).**

Goal Narration:

An important aspect of the performance management system is the direct linking of each park employee's performance plan and report, incorporated within the results of the Strategic Plan, and Annual Performance Plan. This goal unites the supervisor/manager with the employee's, and holds the employee accountable for their performance goal(s).

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
Park/Program Org Code **LIBI-11**

Servicewide Goal ID Number: IVa3-LIBI-11

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , 100% of employee performance plans are linked to appropriate Strategic and Annual Performance Goals and position competencies.

Long-term Goal Performance Target (<i>Park/Program Long-term Goal text; adjust date for end of current strategic planning period</i>): By September 30, 2005, 100% of Little Bighorn Battlefield NM employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	Baseline Year: 2001	Target Year: 2005
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Performance Indicator <i>(what is measured):</i> Performance Plans linked to goals	Unit Measure: Employee Performance Plan	Condition (Desired): Linked to Goals	Total # Units in Baseline: 24	Status in <i>(# Meeting C</i> N/A
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Projected Performance Target, end of strategic planning period: 24

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, 50% (12) of employee performance plans are linked to appropriate strategic and annual performance goals.

Projected Performance Target, end of this Fiscal Year: 50% (12)	Actual Result:
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Annual Work Plan

<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
12 employees have Performance Plans & continue to review position descriptions.	ALL	Performance plans are linked to appropriate goals	SUPV/MGR	ONPS	22,300
<i>Total Cost and FTE</i>	XXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX		22.300

Comments: Little Bighorn Battlefield National Monument has one Manager and 4 Division Chiefs that supervise more than one employee.

- 12. Workforce Diversity-Permanent Women and Minorities:** By September 30, 2005, the number of Little Bighorn Battlefield National Monument permanent positions in targeted occupational series filled by employee from underrepresented groups is maintained at the FY 1999 level of 3. (Reference: (Reference: Service-wide Goal **IV**; Service-wide Mission Goal **IVa4A**; LIBI Park Mission Goal **4**).

Goal Narration:

Little Bighorn Battlefield is a small park and employee turnover is low. We take pride in having a culturally diverse staff. However, opportunities to recruit and hire qualified culturally diversify staff is limited. We currently have three permanent employees meeting the criteria for this goal: 025 Park Ranger: 2 Native American Males; 1015 Museum Curator: 1 Native American Female. We will continue our successful efforts to make Little Bighorn Battlefield culturally diverse.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**

Park/Program Org Code: LIBI-12

Servicewide Goal ID Number: IVa4-LIBI-12

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , increase the service representation of underrepresented groups over the 1999 baseline by 25% in the nine targeted occupational series in the permanent workforce.

<i>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, the number of Little Bighorn Battlefield NM permanent positions targeted occupational series filled by employees from underrepresented groups is maintained at the FY1999 level of three.	<i>Baseline Year:</i> 1999	<i>Target Year:</i> 2005
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<i>Performance Indicator (what is measured):</i> Underrepresented groups in targeted series	<i>Unit Measure:</i> Each position	<i>Condition (Desired):</i> Position filled	<i>Total # Units in Baseline:</i> 3	<i>Status in FY01</i> (# Meeting Condition) 3
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Projected Performance Target, end of strategic planning period: 3

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the number of Little Bighorn Battlefield NM permanent positions targeted occupational series filled by employees from underrepresented groups is maintained at the FY1999 level of three.

<i>Projected Performance Target, end of this Fiscal Year:</i> 3	<i>Actual Result:</i> 3
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Annual Work Plan

<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Maintain Present Level	ALL	Level maintained	SUPV/MGR	ONPS	
<i>Total Cost and FTE</i>	XXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX		

Comments:

- 13. Workforce Diversity-Temporary and Seasonal Women and Minorities** - By September 30, 2005, the total number of Little Bighorn Battlefield National Monument temporary/seasonal positions filled by women and minorities is maintained at the FY 1999 level of 7. (Reference: Service-wide Goal **IV**; Service-wide Mission Goal **IVa4**; LIBI Park Mission Goal **4**).

Goal Narration:

Little Bighorn Battlefield, although a small park, has more opportunity to be culturally diverse with our temporary/seasonal work force. The first-line Park Ranger Interpreters and Visitor Use Assistants are our primary recruitment source. In 1999 we hired Seven qualified seasonals in this goal category including: Interpretation: 1 minority female, 2 minority Native American Males. Visitor Use Assistants (Fee Collection): 2 white females, and 2 Native American females. We will continue our successful efforts to make Little Bighorn Battlefield culturally diverse.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
Park/Program Org Code **LIBI-13**

Servicewide Goal ID Number: IVa4-LIBI-13

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary seasonal workforce.

Long-term Goal Performance Target <i>(Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, the total number Little Bighorn Battlefield NM temporary/seasonal positions filled by women and minorities is maintained at the FY 1999 level of seven.				Baseline Year: 1999	Target Year: 2005
Performance Indicator <i>(what is measured):</i> Underrepresented groups in targeted series	Unit Measure: Each position	Condition (Desired): Position Filled	Total # Units in Baseline: 7	Status in FY 2005 (# Meeting Criteria)	7
Projected Performance Target, end of strategic planning period: 7					

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the total number Little Bighorn Battlefield NM temporary/seasonal positions filled by women and minorities is maintained at the FY 1999 level of seven.

Projected Performance Target, end of this Fiscal Year: 7 Actual Result: 7

Annual Work Plan

<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Maintain Present Level	ALL	Level maintained	SUPV/MGR	ONPS	
<i>Total Cost and FTE</i>	XXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX		
<i>Comments:</i>					

- 14. Workforce Diversity-Permanent Employees With Disabilities -**
By September 30, 2005, the total number of Little Bighorn Battlefield National Monument permanent positions filled by employees with disabilities is maintained at the FY 1999 level of 1. (Reference: Service-wide Goal **IV**; Service-wide Goal Category **IVa4C**; LIBI Park Mission Goal **4**).

Goal Narration:

Little Bighorn Battlefield is a small park and permanent employee turnover is low. We take pride in our overall staff diversity. Currently we have a permanent employee Chief Historian who is permanently disabled on staff. Our goal is to maintain our current FY1999 baseline of one for this goal. We will continue our successful efforts to make Little Bighorn Battlefield culturally diverse.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
Park/Program Org Code **LIBI-14**

Servicewide Goal ID Number: IVa4C-LIBI-14

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , Increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the per workforce.

Long-term Goal Performance Target (<i>Park/Program Long-term Goal text; adjust date for end of current strategic planning period</i>): By September 30, 2005, the total number of Little Bighorn Battlefield NM permanent positions filled by employees with disabilities is maintained at the FY 1999 level of 1.				Baseline Year: 1999	Target Year: 2005
Performance Indicator <i>(what is measured):</i> Pos. in perm. workforce	Unit Measure: Each position	Condition (Desired): Position filled by individuals with disabilities	Total # Units in Baseline: 1	Status in 2005: 1	

Projected Performance Target, end of strategic planning period: 1

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the total number of Little Bighorn Battlefield NM permanent positions filled by employees with disabilities is maintained at the FY 1999 level of 1.

Projected Performance Target, end of this Fiscal Year: 1
Actual Result: 1

Annual Work Plan

<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Maintain Present Level	ALL	Level maintained	SUPV/MGR	ONPS	
<i>Total Cost and FTE</i>	XXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXX		

Comments:

- 15. Workforce Diversity - Temporary/Seasonal Employees with Disabilities** - By September 30, 2005, the number of Little Bighorn Battlefield National Monument temporary/seasonal positions annually filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase). (Reference: Service-wide Goal **IV**; Service-wide Goal Category **IVa4D**; LIBI Park Mission Goal **4**).

Goal Narration: This goal addresses the NPS concerted efforts to mirror the private work sector. Little Bighorn Battlefield will make every concerted effort to hire qualified disabled employees in the temporary/seasonal workforce.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
 Park/Program Org Code LIBI-15

<i>Servicewide Goal ID Number:</i> IVa4D-LIBI-15				
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005 , increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the seasonal and temporary workforce.				
<i>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, the number of Little Bighorn Battlefield NM temporary/seasonal positions annually filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).			<i>Baseline Year:</i> 1999	<i>Target Year:</i> 2005
<i>Performance Indicator (what is measured):</i> Pos. in temp. seas. workforce	<i>Unit Measure:</i> Each position	<i>Condition (Desired):</i> Position filled by individual with disabilities	<i>Total # Units in Baseline:</i> 0	<i>Status in FY01</i> (# Meeting C) 0
<i>Projected Performance Target, end of strategic planning period:</i> 1				

Annual Performance Plan Detail for FY01

<i>Park/Program Annual Goal text:</i> By September 30, 2001, , the number of Little Bighorn Battlefield NM temporary/seasonal positions annually filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).	
<i>Projected Performance Target, end of this Fiscal Year:</i> unknown	<i>Actual Result:</i>

Annual Work Plan					
<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Recruit qualified disabled employee	ALL	Hire disable seasonal employee	SUPV/MGR	ONPS	
<i>Total Cost and FTE</i>	XXXXXX	XXXXXXXXXXXXXXXXXXXX	XXXXXXXXXX		
<i>Comments:</i>					

- 16. Employee Safety-Lost Time Injuries** - By September 30, 2005, the number of Little Bighorn Battlefield National Monument employee lost-time injuries is maintained. at the FY 1992-FY 1996 five-year annual average of. (Reference: Service-wide Goal **IV**; Service-wide Goal Category **IVa6A**; LIBI Park Mission Goal **4**).

Goal Narration:

In direct response to concerted efforts by the National Park Service to improve the worst safety record of any federal agency, Little Bighorn Battlefield has stepped up our park safety program. Weekly and monthly safety meetings are held regularly to increase the importance of a safe work and visitor environment. This goal will assist the NPS mission goal to reduce the number, and employee costs from work related accidents on the job injuries.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
Park/Program Org Code LIBI-16

Servicewide Goal ID Number: IVa6A-LIBI-16

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).

Long-term Goal Performance Target (<i>Park/Program Long-term Goal text; adjust date for end of current strategic planning period</i>): By September 30, 2005, the number of Little Bighorn Battlefield NM employee lost-time injuries is maintained at the FY 1992-FY 1996 five-year annual average of 1.	Baseline Year: FY1992-1996	Target Year: 2005
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<i>Performance Indicator</i> (what is measured): Employee lost-time injuries	<i>Unit Measure:</i> Each lost-time injury	<i>Condition (Desired):</i> Reduce lost-time injuries and injury rate	<i>Total # Units in Baseline:</i> 1	<i>Status in 1</i> (# Meeting C 1
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Projected Performance Target, end of strategic planning period: 1

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the number of Little Bighorn Battlefield NM employee lost injuries is maintained at the FY 1992-FY 1996 five-year annual average of 1.

Projected Performance Target, end of this Fiscal Year: 1 *Actual Result:*

Annual Work Plan

<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Safety Awareness meetings	ALL	Improve safety awareness	SUPV/MGR	ONPS	
<i>Total Cost and FTE</i>	XXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX		

Comments:

- 17. Employee Safety-Continuation of Pay** - By September 30, 2005, the Little Bighorn Battlefield National Monument total number of hours of Continuation of Pay (COP) will at or below 360 hours. (Reference: Service-wide Goal **IV**; Service-wide Goal Category **IVa6B**; LIBI Park Mission Goal **IV**).

Goal Narration:

In direct response to concerted efforts by the National Park Service to improve the worst safety record of any federal agency, Little Bighorn Battlefield has stepped up our park safety program. Weekly and monthly safety meetings are held regularly to increase the importance of a safe work and visitor environment. This goal will assist the NPS mission goal to reduce the Continuation of Pay cost incurred by the park for injuries suffered on the job work related accidents.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
 Park/Program Org Code LIBI-17

<i>Servicewide Goal ID Number:</i> IVa6B-LIBI-17				
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005 , the number of Little Bighorn Battlefield NM hours of Continuation of Pay at or below 51,100 hours.				
<i>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, the number of Little Bighorn Battlefield NM hours of Continuation of Pay is maintained at 168 hours.			<i>Baseline Year:</i> FY1992-1996	<i>Target Year:</i> 2005
<i>Performance Indicator (what is measured):</i> Employee Continuation of Pay hours	<i>Unit Measure:</i> Each COP hours	<i>Condition (Desired):</i> Reduced COP hours	<i>Total # Units in Baseline:</i> 168	<i>Status in FY (# Meeting C):</i> 168
<i>Projected Performance Target, end of strategic planning period:</i> 168				

Annual Performance Plan Detail for FY01

<i>Park/Program Annual Goal text:</i> By September 30, 2001, the number of Little Bighorn Battlefield NM hours of Continuation of Pay is maintained at 168 hours.					
<i>Projected Performance Target, end of this Fiscal Year:</i> 168				<i>Actual Result:</i>	
Annual Work Plan					
<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Safety awareness meetings held weekly in an effort to reduce lost-time hours.	ALL	Reduce COP hours	SUPV/MGR	ONPS	
<i>Total Cost and FTE</i>	XXXXXX	XXXXXXXXXXXXXXXXXXXX	XXXXXXXXXX		
<i>Comments:</i>					

GOAL CATEGORY IV: ENSURE ORGANIZATIONAL EFFECTIVENESS OF LITTLE

BIGHORN BATTLEFIELD NATIONAL MONUMENT

MISSION GOAL IVb: The National Park Service at Little Bighorn Battlefield National Monument increases its managerial capabilities through initiatives and support from other agencies, organizations, and individuals.

- 18. Volunteer Hours** -By September 30, 2005, the number of Little Bighorn Battlefield National Monument volunteer hours is increased from 1,767 in FY 1997 to 1,785 (1% increase). (Reference: Service-wide Goal **IV**; Service-wide Goal Category **Ivb1**; LIBI Park Mission Goal **IV**).

Goal Narration:

Volunteers are a critical human element that help the NPS accomplish our overall mission. Budget restraints and staff reduction are some of the shortfalls experienced at Little Bighorn Battlefield. Volunteers provide the necessary boost often required to maintain critical visitor services and behind the scenes assistance in museum curatorial work, interpretation, library filing, and other division assistance. This goal includes all necessary human and financial expenditures required to manage the volunteer program, including hiring, scheduling, and managing and processing the Student Conservation Association Assistant program.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**

Park/Program Org Code LIBI-18

Servicewide Goal ID Number: lvb1-LIBI-18

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , Increase by 44.7% the number of volunteer hours [from 3.8 hours in 1997 to 5.5 million hours].

<i>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, the number of Little Bighorn Battlefield NM volunteer hours is increased from 1,767 in FY 1997 to 1,785 (1% increase).	<i>Baseline Year:</i> 1997	<i>Target Year:</i> 2005
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<i>Performance Indicator (what is measured):</i> Volunteer hours	<i>Unit Measure:</i> Each hour	<i>Condition (Desired):</i> Increase volunteer hours	<i>Total # Units in Baseline:</i> 1,767	<i>Status in FY 2005 (# Meeting Criteria):</i> 1,767
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Projected Performance Target, end of strategic planning period: 1,785

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the number of Little Bighorn Battlefield NM volunteer hours increased from 1,767 in FY 1997 to 1,770(.2% increase).

<i>Projected Performance Target, end of this Fiscal Year:</i> 1,770	<i>Actual Result:</i>
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Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars (\$000)
Review VIP Recruitment Plan	Interp.	Increase VIP hours	Ch. Interp.	ONPS	2,500
VIP Program Management	Interp.	VIP are managed			
			Ch. Interp.	ONPS	5,000
Total Cost and FTE	XXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXX		7,500

Comments:

- 19. Cash Donations and Grants** - By September 30, 2005, cash donations to Little Bighorn Battlefield National Monument are maintained at the FY 1998 level of \$7,000.00 (Reference: Service-wide Goal **IV**; Service-wide Goal Category **IVb2A**; LIBI Park Mission Goal **IV**).

Goal Narration:

Due to budget shortfalls including special project funding denials by the NPS & Intermountain Field Area Office, we often have to rely more on private funding sources. To assist us in this endeavor, we have a Cash Donation Box located at the entrance to the visitor center. Monies collected are earmarked for special resource management, and visitor enhancement projects within the battlefield.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
 Park/Program Org Code LIBI-19

<i>Servicewide Goal ID Number:</i> lvb2A-LIBI-19				
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005 , Cash donations are increased 3.6% [from \$14.476 million in 1998 to \$15 million].				
<i>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, cash donations to Little Bighorn Battlefield NM are maintained at the FY1998 level of \$7,000.00.			<i>Baseline Year:</i> 1998	<i>Target Year:</i> 2005
<i>Performance Indicator (what is measured):</i>	<i>Unit Measure:</i>	<i>Condition (Desired):</i>	<i>Total # Units in Baseline:</i>	<i>Status in FY (# Meeting C</i>
Value	Dollars	Increase donations	\$7,000.00	\$7,000.00
<i>Projected Performance Target, end of strategic planning period:</i> \$7,000.00				

Annual Performance Plan Detail for FY01

<i>Park/Program Annual Goal text:</i> By September 30, 2001, cash donations to Little Bighorn Battlefield NM are maintained at the FY1998 level of \$7,000.00.	
<i>Projected Performance Target, end of this Fiscal Year:</i> \$7,000.00	<i>Actual Result:</i>

Annual Work Plan					
<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Plan special park projects and update donation box sign.	ALL	Target visitor donations to park visitor enhancement projects	SUPV/MGR	ONPS	
Donation Account Management	Admn.	Maintain accur. records	AO	ONPS	
<i>Total Cost and FTE</i>	XXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX		
<i>Comments:</i>					

20. Cash Value of In-kind Donations - By September 30, 2005, the

cash value of in-kind donations, grants, and services to Little Bighorn Battlefield National Monument by The Friends Of The Little Bighorn is increased from \$230 in FY 1998 to \$5,000.00 (95.4% increase). (Reference: Service-wide Goal **IV**; Service-wide Goal Category **IV2B**; LIBI Park Mission Goal **IV**).

Goal Narration:

The Friends of the Little Bighorn was formed in 1998, and are in the early fundraising planning stage. Membership drives, and special fund raising activities are planned to meet the goal objective. Friends will staff the NPS Kiosk during special park events scheduled every June 25th observance of the Battle of the Little Bighorn, and on NPS Founders Day, August 25, and collect voluntary public donations from visitors. "Friends" is also planning a special "Legacy Symposium" each fall to increase public awareness and financial support of Little Bighorn Battlefield Visitor Services.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**

Park/Program Org Code LIBI-20

Servicewide Goal ID Number: lvb2B-LIBI-20

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , the value of donations, grants, and services from friends groups and other organizations is increased to \$50 million.

<i>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, the cash value of in-kind donations, grants, and services to Little Bighorn Battlefield NM by the Friends of Little Bighorn is increased from \$230.00 in FY 1998 to \$5,000.00	<i>Baseline Year:</i> 1998	<i>Target Year:</i> 2005
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<i>Performance Indicator (what is measured):</i> Cash valuePerformance Plans	<i>Unit Measure:</i> Dollars	<i>Condition (Desired):</i> Increased donations	<i>Total # Units in Baseline:</i> \$230.00	<i>Status in FY (# Meeting Criteria)</i> \$230.00
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Projected Performance Target, end of strategic planning period: \$5,000.00

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the cash value of in-kind donations, grants, and services to Little Bighorn Battlefield NM by Friends of Little Bighorn is increased from \$230.00 in FY 1998 to \$1,184.00(23.68% increase)

Projected Performance Target, end of this Fiscal Year: \$1,184.00 *Actual Result:*

Annual Work Plan

<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Coordinate Friends Group Activities	Mgmt.	Increase cash donation by Friends for park use	SUPT.	ONPS	800.00
<i>Total Cost and FTE</i>	XXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX		800.00

Comments:

- 21. Cash Value of In-kind Donations from Southwest Parks And Monuments Association** – By September 30, 2005, the cash value of in-kind donations, grants and services to Little Bighorn Battlefield National Monument from SPMA is increased from \$49,967.00 in FY 1997 to \$50,467.00 (1% increase). (Reference: Service-wide Goal **IV**; Service- wide Goal Category **IVb2C**; LIBI Park Mission Goal **IV**).

Goal Narration:

Southwest Parks And Monuments Association (SPMA) is our cooperating association responsible for operating our visitor center bookstore. 6.5% of all proceeds from book sales return directly to the battlefield for use in enhancing interpretation at Little Bighorn Battlefield. SPMA funds purchase living history equipment, park publication printing costs, new visitor orientation film production, Wayside and museum exhibit's, staffing at the information desk, and special project funding (archeological survey's, lectures, and symposiums).

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**

Park/Program Org Code LIBI-21

Servicewide Goal ID Number: lvb2C-LIBI-21

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , the value of donations, grants and services from Cooperating Associations is increased by 35% [from \$19 million in 1997 to \$25.6 million].

<i>Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period):</i> By September 30, 2005, the cash value of in-kind donations, grants and services to Little Bighorn Battlefield NM from SPMA is increased from \$49,967.00 in FY 1997 to \$50, 067.00 (.02% increase).	<i>Baseline</i> Year: 1997	<i>Target</i> Year: 2005
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<i>Performance Indicator</i> (what is measured):	<i>Unit Measure:</i>	<i>Condition (Desired):</i>	<i>Total # Units in Baseline:</i>	<i>Status in FY</i> (# Meeting C)
Value	Dollars	Increase donations	\$49,967.00	\$49,967.00

Projected Performance Target, end of strategic planning period: \$50,467.00

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the cash value of in-kind donations, grants and services to Little Bighorn Battlefield NM from SPMA is increased from \$49,967.00 in FY 1997 to \$50, 467.00 (1% increase).

Projected Performance Target, end of this Fiscal Year: \$50,067.00 (.02% increase) *Actual*

Annual Work Plan

Work Plan: Product/Service/Activity	Division	Planned Output	Responsible Person	Funding Category	Dollars (\$000)
Manage SPMA Program	Interp.	Coordinate all sales items and SPMA contributions	Ch. Interp.	ONPS	200.00
Compile ISA requests forms/reports	Interp.	ISA financial donations to LIBI	Ch. Interp.	ONPS	15K
Total Cost and FTE	XXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX		15.2K

Comments:

- 22. Fee Receipts** - By September 30, 2005, the Little Bighorn Battlefield National Monument receipts from park entrance, recreation, and other fees are maintained at the FY 1997 level of \$346,138.00. (Reference: Service-wide Goal **IV**; Service-wide Goal Category **Ivb4**; LIBI Park Mission Goal **IV**).

Goal Narration:

Currently under the new Fee Demo Program 80% of visitor entrance fee revenues stay at Little Bighorn Battlefield and are used for costs of collection, back log projects, and visitor service enhancement. Visitor Use Assistants provide daily first line visitor contact for information about the park and facilities.

Multi-year Worksheet for Annual Performance Plan

Park/Program Name: **LITTLE BIGHORN BATTLEFIELD NATIONAL MONUMENT**
Park/Program Org Code **LIBI-22**

Servicewide Goal ID Number: lvb4-22

NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005 , Receipts from park entrance fees, recreation, and other fees are increased by 33.1% over 1997 level [from \$121 million to \$161 million].

Long-term Goal Performance Target (<i>Park/Program Long-term Goal text; adjust date for end of current strategic planning period</i>): By September 30, 2005, the Little Bighorn Battlefield NM receipts from park entrance, recreation, and other fees are maintained at the FY 1997 level of \$346,138.00	Baseline Year: 1997	Target Year: 2005
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<i>Performance Indicator</i> (what is measured):	<i>Unit Measure:</i>	<i>Condition (Desired):</i>	<i>Total # Units in Baseline:</i>	<i>Status in 1999</i> (# Meeting Conditions)
Fee Receipts	Dollars	Increased	\$346,138.00	\$346,138.00

Projected Performance Target, end of strategic planning period: \$346,138.00

Annual Performance Plan Detail for FY01

Park/Program Annual Goal text: By September 30, 2001, the Little Bighorn Battlefield NM receipts from park entrance, recreation, and other fees are maintained at the FY 1997 level of \$346,138.00

Projected Performance Target, end of this Fiscal Year: \$346,138.00 *Actual Result:*

Annual Work Plan

<i>Work Plan: Product/Service/Activity</i>	<i>Division</i>	<i>Planned Output</i>	<i>Responsible Person</i>	<i>Funding Category</i>	<i>Dollars (\$000)</i>
Hire Visitor Use Assistants for year-round coverage	RM	Collect entrance fees at existing level	Ch. Rgr.	Fee Demo	108K
Manage and Track Park Fee//Fee Demo Program	RM	Continue to manage fee operations	Ch. Rgr.	Fee Demo/ONPS	30k
<i>Total Cost and FTE</i>	XXXXXX	XXXXXXXXXXXXXXXXXXXX	XXXXXXXXXX		138k

Comments:

APPENDIX

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Consultation

The Mission of the National Park Service

Location Maps

Proposed Boundary

Staff Chart

Visitation Chart

CONSULTATION

The first Little Bighorn Battlefield National Monument FY 1997 - FY 2001 Strategic Plan was sent to the following agencies and Organizations in an effort to receive important comments and feedback. A press release was also issued inviting the public to comment on the Strategic Plan. Since our new Strategic Plan

- **Governors Office, State of Montana**
- **Montana Congressional Delegation:**

U.S. Senator Max Baucus
U.S. Senator Conrad Burns
Representatives Rick Hill

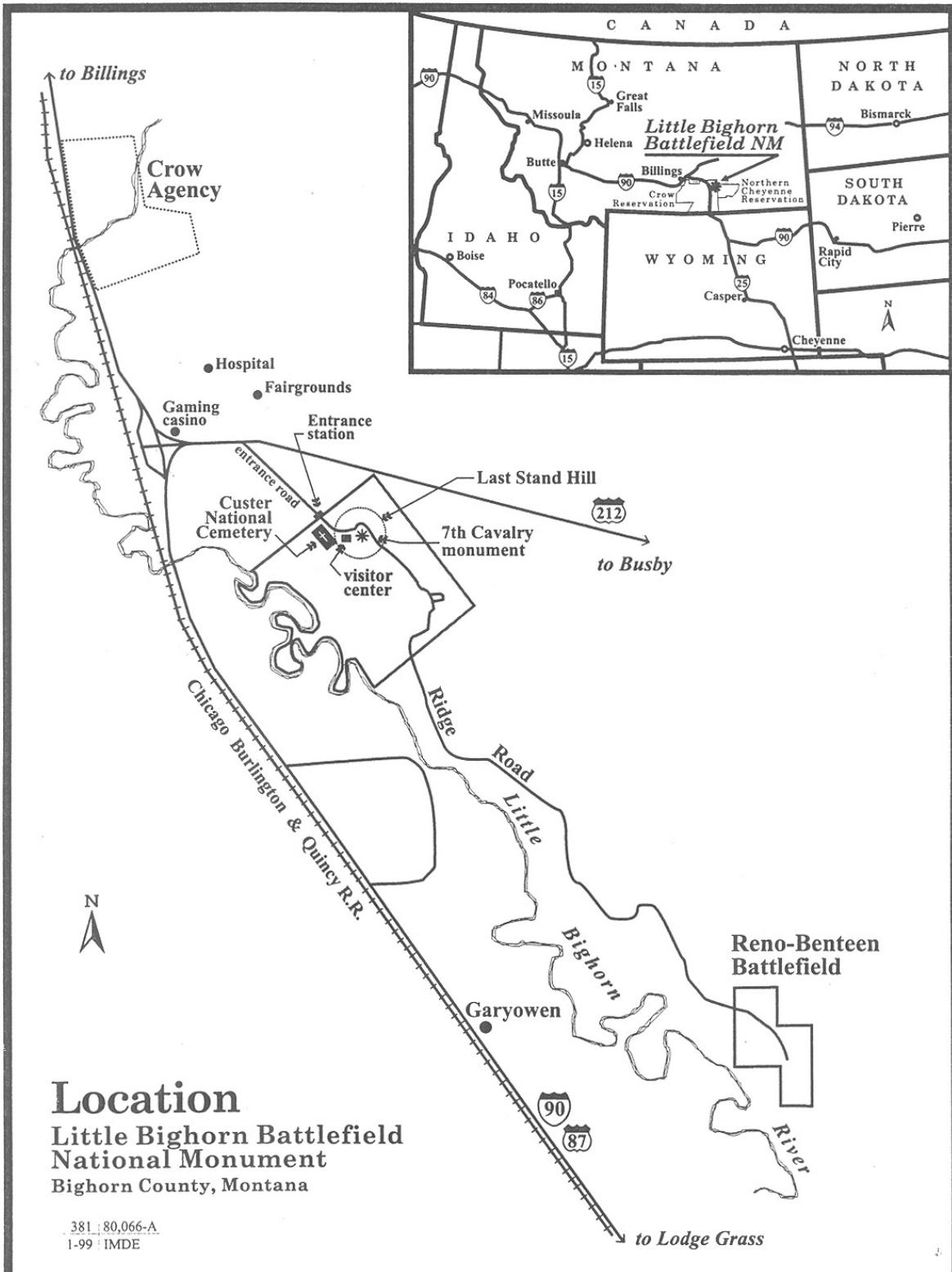
- **Bureau of Indian Affairs**
- **Crow Tribe**
- **Lakota Sioux Tribe**
- **Arapaho Tribe**
- **Northern Cheyenne Tribe**
- **Arikara Tribe**
- **Seventh U.S. Cavalry**
- **Southwest Parks and Monuments Association**
- **Friends of the Little Bighorn**
- **Bureau of Land Management**
- **Chamber of Commerce, Bighorn County**
- **Custer Country**
- **City of Hardin, Montana**
- **Town of Crow Agency, Montana**

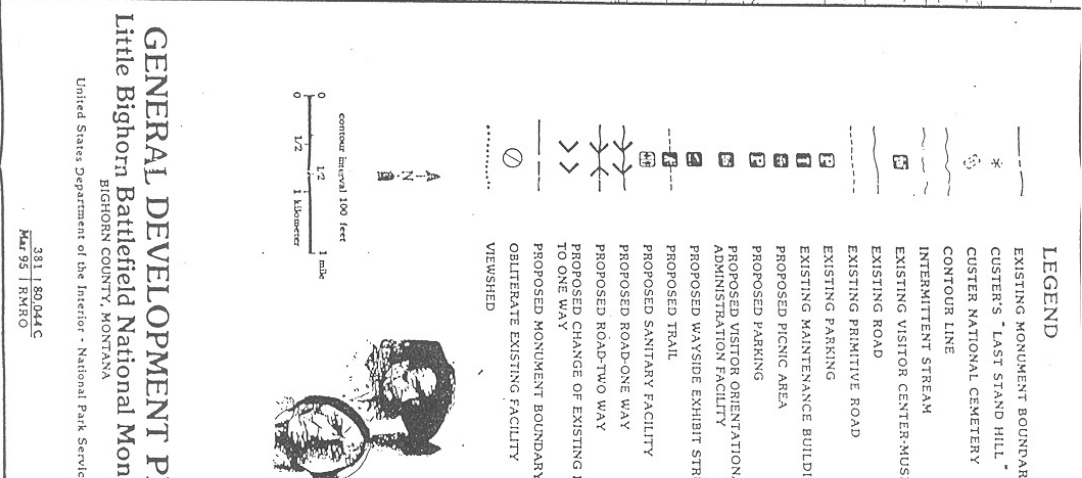
THE MISSION OF THE NATIONAL PARK SERVICE

The National Park Service is dedicated to conserving unimpaired the natural and cultural resources and values of the National Park System for the enjoyment, education, and inspiration of this and future generations.

The Service is also responsible for managing a great variety of national and international programs designed to help extend the benefits of natural and cultural resource conservation and outdoor recreation throughout this country and the world."

- National Leadership Council





EXISTING MONUMENT BOUNDARY
CUSTER'S "LAST STAND HILL"
CUSTER NATIONAL CEMETERY
CONTOUR LINE
INTERMITTENT STREAM
EXISTING VISITOR CENTER-MUSEUM
EXISTING ROAD
EXISTING PRIMITIVE ROAD
EXISTING PARKING
EXISTING MAINTENANCE BUILDING
PROPOSED PICNIC AREA
PROPOSED PARKING
PROPOSED VISITOR ORIENTATION/
ADMINISTRATION FACILITY
PROPOSED WAYSIDE EXHIBIT STRUCTURE
PROPOSED TRAIL
PROPOSED SANITARY FACILITY
PROPOSED ROAD-ONE WAY
PROPOSED ROAD-TWO WAY
PROPOSED CHANGE OF EXISTING ROAD
TO ONE WAY
PROPOSED MONUMENT BOUNDARY
OBLITERATE EXISTING FACILITY
VIEWSHED



United States Department of the Interior - National Park Service

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F T 2001 PARK AND PROGRAM SUMMARY

OPERATION OF THE NAT'L PARK SYSTEM		FY 1999	FY99	FY 2000	FY 2001	FY 2001	FY 2001	Visitor	FY99
Parks, Offices and Programs		Enacted	FTE	Enacted	Uncontrol	Program	Budget	Use	Gross
Jimmy Carter NHS		656,000	8	667,000	12,000	0	679,000	47,946	71
John D Rockefeller Jr Mem Parkway		433,000	8	446,000	12,000	0	458,000	1,376,914	23,777
John Day Fossil Beds NM		760,000	16	785,000	23,000	95,000	903,000	99,054	14,057
John F Kennedy NHS		295,000	5	303,000	7,000	0	310,000	21,129	0
John Muir NHS		598,000	14	611,000	20,000	0	631,000	29,863	345
Johnstown Flood NMem		671,000	7	684,000	11,000	0	695,000	126,779	164
Joshua Tree NP		3,403,000	81	4,003,000	116,000	0	4,119,000	1,355,521	1,022,703
Kalapapa NHP		1,534,000	18	1,637,000	26,000	168,000	1,831,000	17,190	10,779
Kalioko-Honokohau NHP		631,000	11	1,002,000	15,000	90,000	1,107,000	50,237	1,161
Katmai NP & Pres. Aniakchak NM & Pres		1,898,000	24	2,127,000	35,000	160,000	2,322,000	47,655	4,726,673
Kenai Fjords NP		1,362,000	15	1,386,000	22,000	0	1,408,000	250,498	669,983
Kennesaw Mountain NBP		944,000	15	966,000	22,000	0	988,000	1,176,885	2,884
Keweenaw NHP		481,000	3	486,000	4,000	850,000	1,340,000	—	1/
Kings Mountain NMP		562,000	11	581,000	15,000	72,000	668,000	252,589	3,945
Klondike Gold Rush NHP		1,480,000	16	1,801,000	23,000	0	1,824,000	693,769	13,191
Klondike Gold Rush NHP (Seattle)		345,000	7	405,000	11,000	0	416,000	112,537	—
Knife River Indian Village NHS		355,000	7	462,000	11,000	180,000	653,000	31,544	1,758
Lake Clark NP & Preserve		1,411,000	13	1,424,000	18,000	269,000	1,711,000	6,190	4,030,059
Lake Mead NRA		12,487,000	208	13,353,000	298,000	0	13,651,000	8,854,457	1,495,666
Lake Meredith NRA & Alibates Flint Quarry NM		1,804,000	32	1,856,000	45,000	0	1,901,000	1,720,118	46,349
Lake Roosevelt NRA		3,444,000	73	3,714,000	105,000	0	3,819,000	1,421,124	100,390
Lassen Volcanic NP		3,141,000	69	3,237,000	98,000	165,000	3,500,000	341,771	106,372
Lava Beds NM		1,055,000	30	1,093,000	42,000	0	1,135,000	128,678	46,560
Lincoln Boyhood NMem		738,000	15	762,000	22,000	0	784,000	149,431	200
Lincoln Home NHS		1,858,000	49	1,937,000	70,000	0	2,007,000	388,229	12
Lincoln Memorial		1,662,000	32	1,711,000	45,000	337,000	2,093,000	4,230,584	107
Little Bighorn NM		717,000	16	743,000	23,000	50,000	816,000	390,230	765
Little River Canyon Natl Preserve		782,000	12	803,000	17,000	0	820,000	—	1/
Little Rock Central High School NHS		0	0	75,000	0	225,000	300,000	—	18
Longfellow NHS		765,000	10	780,000	14,000	0	794,000	3,078	2
Lowell NHP		7,210,000	115	7,893,000	165,000	0	8,058,000	544,171	141
Lyndon B Johnson NHP		2,745,000	53	2,834,000	76,000	0	2,910,000	121,199	1,570
Maggie L Walker NHS		537,000	6	545,000	8,000	0	553,000	10,729	1
Mammoth Cave NP		4,670,000	124	5,178,000	177,000	0	5,355,000	1,744,642	52,830
Manassas NBP		1,805,000	34	1,855,000	50,000	0	1,905,000	866,814	5,072

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