# OJT Training Module Cover Sheet

**Title:** 733 Understanding the development of State-and-Transition Models (STMs) in Ecological Site Descriptions (ESDs)

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<thead>
<tr>
<th>Type:</th>
<th>☐ Skill</th>
<th>X Knowledge</th>
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**Performance Objective:** Trainee will be able to...
- Understand how STMs are developed.
- Understand the role of STMs in illustrating the ecological dynamics of an ecological site.
- Recognize the components of an STM.
- Recognize the standard format for preparing and labeling an STM diagram.
- Understand the general processes for developing STMs.

**Target Proficiency:**
- ☐ Awareness
- X Understanding
- ☐ Perform with supervision
- ☐ Apply independently
- ☐ Proficiency, can teach others

**Trainer Preparation:**
- Be familiar with the assigned reading and review material in the lesson plan that follows.
- Have one or more existing ESDs with its STM to use as an example for discussions.

**Special Requirements:**
Initiate an external learning request with a SF-182 in Aglearn for this activity. Instructions and a template are located on the training webpages for OJT modules.

<table>
<thead>
<tr>
<th>Prerequisite Modules:</th>
<th>None</th>
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<th>Notes:</th>
<th>None</th>
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<tr>
<th>Authors:</th>
<th>Marc Crouch</th>
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**Approved by:**
- Johanna Pate
- Craig Busskohl
- Shawn McVey
The Five-Step OJT Cycle for **Declarative** Training

(Knowledge)

- **Cycle Step 1**
  - Trainer and Trainee establish a shared mental model

- **Cycle Step 2**
  - Trainee reviews materials provided

- **Cycle Step 3**
  - Trainer and Trainee discuss information

- **Cycle Step 4**
  - Trainer observes Trainee perform task and provides feedback

- **Cycle Step 5**
  - Trainer and Trainee debrief
**OJT Module Lesson**

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<thead>
<tr>
<th>WHAT</th>
<th>WHY, WHEN, WHERE, HOW, SAFETY, QUALITY</th>
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<tbody>
<tr>
<td>Cycle Step 1</td>
<td>You and trainee review the objectives of the module.</td>
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| Cycle Step 2 | You and trainee should read and review:  
- Section 631.4 – *Components of a State-and-Transition Model*  
- Section 631.5 – *Role of State-and-Transition Models*  
- Section 631.6 – *General Guidelines for Developing State-and-Transition Models*  
Subpart B – Steps for Ecological Site Differentiation and Development of Ecological Site Descriptions  
- Section 631.11 – Preliminary Stages  
  - Subsection F – *Develop STMs*  
Subpart D – Ecological Site Naming Protocol  
- Section 631.35 – *Labeling in State-and-Transition Model (STM) Diagrams*  
Subpart H – Exhibits  
- Section 631.85 – *Generic State-and-Transition Model Labeling* |
| Cycle Step 3 | Lead a discussion using the following guidelines. The reading material may be supplemented with local information and your own experience, including example ESDs and their STMs.  
**What are STMs?**  
Review example diagrams and narratives. Review labeling process used for diagrams.  
**Why are they developed?**  
Discuss the use of STMs within an ESD.  
**How are they developed?**  
Discuss the process. Discuss the process in your area, including any work groups or workshops that have been organized.  
**What are ecological dynamics and management alternatives in relation to ESDs?**  
Discuss and use example ESD STMs to illustrate dynamics and alternatives in your area. |
| Cycle Step 4 | You and trainee complete any further discussion as necessary to understand the role of STMs. |
| Cycle Step 5 | Provide feedback and debrief trainee. |
OJT Module Lesson Measurement of Learning

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<td>Follow-up</td>
<td>Follow-up should be done within 6 months to make sure training is retained.</td>
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SF-182

Trainee and/or supervisor access Aglearn to verify completion of the module via its SF-182.