



2022

## Nooksack Salmon Enhancement Association (NSEA) Community Program Intern

Allison Greener

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# COLLEGE OF THE ENVIRONMENT



Internship Title: Community Program Intern

Student Name: Allison Greener

Internship Dates: March 30, 2022 - June 8, 2022

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STUDENT SIGNATURE Allison Greener

DATE: 6/9/22



## FLOW Evaluation

NSEA could not achieve all the work we do to support salmon recovery in Whatcom County without the help of volunteers and interns from our community. We want internship through our FLOW Program to be valuable for NSEA and for our interns. This evaluation form is intended to provide you with feedback to help you excel in your professional future. Please don't hesitate to contact your supervisor if you have any questions about this evaluation. Thank you for being a part of NSEA!

Intern's Name: Allison

Internship: Community Program

Supervisor's Name: Chloe Gobby

Evaluation Date: 8/3/22

Circle one: Midterm Evaluation

Final Evaluation

Please indicate in the appropriate column whether the intern met expectations during the internship:

	Characteristic	Yes	No	Comments
Time Management	attends all required meetings/trainings	✓		
	arrives prepared and ready	✓		
	fills out and submits all paperwork in a timely manner	✓		
Professionalism	appropriate appearance, dress, nametag, and language	✓		
	follows policies, procedures, and training	✓		
	respectful, appropriate relationships with others	✓		

Please select the appropriate column that best describes the intern's performance during their internship:

	Characteristic	Excellent	Above Average	Average	Below Average	Poor
Initiative and Leadership	engaged in tasks, remains productive until all tasks are complete		✓			
	willingness to connect with NSEA staff and network			✓		
	seeks increased responsibilities, looks for opportunities to learn and volunteer			✓		
	willing to go above and beyond		✓			
	takes responsibility for own actions		✓			
	exhibits good character and role model qualities		✓			
	ensuring safety on the job		✓			

Comments on initiative and leadership:

*you grew a lot in getting out of your comfort zone and engaging in all varieties of NSEA's roles and tasks. We definitely saw your initiative improve!*

	Characteristic	Excellent	Above Average	Average	Below Average	Poor
Communication and Teamwork Skills	verbal/written communication			✓		
	appropriate forms of communication			✓		
	asks for help when needed		✓			
	exhibits good listening and comprehension			✓		
	collaborative approach		✓			
	engaging the community		✓			

Comments on communication and teamwork skills:

You have grown a lot in your collaborative + teamwork approach - asking interns and supervisors if there is more you can do to help which is great. One way to grow in future endeavors is to be mindful of all tips + constructive criticisms. Be sure to be conscious of unexpected days off + time missed.

Reliability and Adaptability	adapts to changes throughout the internship		✓			
	ability to independently problem solve/changes approach or methods to best fit the situation		✓			
	responds to requests/follows instructions and supervisor direction		✓			
	manages competing demands		✓			

Comments on flexibility and adaptability:

We appreciate how you always ask if there's anything you can help with! Specifically at Earth Day, it was super helpful when you continued to grab volunteers. You also balanced the business of field trips and work parties.

Overall Rating (please circle)	Excellent	Above Average	Average	Below Average	Poor
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1. In what areas does the intern excel?

- Responds to direction well and asks clarifying questions when need. Communicates and adapts role when necessary, and jumps into a variety of tasks. You have great meaningful conversations with volunteers.

2. What areas does the intern wish to continue developing?

- Comfort approaching people  
- Developing conversational skills

3. What suggestions would the supervisor offer the intern to enhance their career development and future job success?

Be sure to remember/take note of constructive criticisms whenever given to help you keep improving, especially in short/temporary positions. Continue to push yourself to be a leader amongst the team.

4. Additional remarks:

- Applying for more env. ed. jobs - open communication on critiques  
- Earlier mid-term eval - too much reading scripts

Intern Signature: Greener

Supervisor Signature: CB

Chloe B...

The Nooksack Salmon Enhancement Association is a community-based non-profit. This organization has various programs and events that take place throughout the year aimed at education, community engagement, and habitat restoration for the benefit of salmon populations. These programs are split up into the categories of stewardship, education, and restoration, are led by NSEA staff, AmeriCorps members, and NSEA interns. Beyond the education programs and community-based restoration work parties, NSEA conducts projects and restoration monitoring to improve riparian and instream habitat. NSEA works with landowners and various agencies to remove fish passage barriers, add large woody debris, plant riparian buffers, and also monitor the sites of their projects for at least three years to determine if the restoration was successful or needs to be revisited. This monitoring involves collecting data on what plant species survived and are thriving and monitoring fish presence, which helps them plan future projects more effectively.

NSEA also collaborates with other community based organizations to enact larger change and more effective works of restoration of salmon habitat than if just working alone. A good example of this work is the upcoming project in partnership with the City of Bellingham, Whatcom County, the Washington Department of Ecology, US Fish and Wildlife, and others, to restore the coastal habitat of the Little Squalicum Estuary. The project includes the removal of fish passage barriers, planting native plants, and other restoration efforts that will ultimately improve the habitat for juvenile salmon of all five Pacific salmon species that reach the estuary via the lower Nooksack basin.

The environmental stewardship work that I was involved with while an NSEA intern was through their community work parties. Each Saturday we would set up tools and information booths at the work party site, gather with volunteers, and restore riparian habitat. Each intern was responsible for a group of up to thirty volunteers, and for each group we would introduce NSEA, get to know the volunteers, give a land acknowledgement, go through the history of the site we are working on, perform a safety talk on any tools we were using, and give either a planting demonstration or a plant removal

demonstration depending on goal for restoration that day. For the first half of the term we planted areas with native trees and shrubs, and for the second half of the term we maintained previous and new NSEA work sites by removing invasive plants such as poison hemlock, Himalayan blackberry, tansy, thistle, teasel, English ivy, etc.. Some of the work sites we maintained were projects NSEA has been working on for ten years or more, and it was very rewarding and inspiring to be a part of work that has a legacy of other environmental stewards behind it.

NSEA has an environmental education program called Students for Salmon, where AmeriCorps members employed by NSEA will make classroom visits to teach 4<sup>th</sup> grade students about salmon and their habitat, provide the teacher with educational curriculum, schedule a field trip for the students, and make a follow-up classroom visit. During my time as an intern, I was able to help facilitate these field trips multiple times a week. I would prepare for these field trips by collecting and analyzing data on water quality and macroinvertebrates, and by identifying native and invasive plants. Then, I would teach three groups of students about the three topics in a way that is accessible and fun. I found that these lessons were a great way to get young students excited not just about salmon and helping the environment, but also create within them a genuine interest of science. We made sure that each student in every class that we taught knew that they could be a scientist no matter their background, and it was very rewarding to see their excitement. Each field trip would end with a small-scale restoration project in which the students were able to remove invasive plants and perform an action towards improving the habitat for salmon themselves. This was a great way for the students to see what they could accomplish with their own determination, and really drive home the idea that everyone can be a steward of the environment.

As a student, my coursework consisted largely of the study of ecology, geography, and environmental education. This internship was the perfect complement to that coursework and allowed me to put much of what I learned on paper to actual real-life practice. Strengths of this internship

include the dedication of the AmeriCorps employees to the growth and development of the NSEA interns. I felt very supported by my AmeriCorps supervisors, and was provided very helpful guidance and constructive criticism when needed to help me as I progressed through the internship. As there was only a few weeks between my midterm and final evaluation, one thing I would change to improve the program would be to have midterm evaluations sooner so interns can become aware of what they need to improve on earlier in the internship. Even with the unevenly spaced evaluations, this internship was an extremely valuable experience for me, and I would recommend it to anyone interested in environmental science, but particularly to those interested in environmental education.

Being a part of NSEA for a short amount of time has opened my mind to the breadth of environmental organizations and non-profits that exist locally, and to the great amount of work they do to improve the environment, raise awareness of environmental issues, and provide education. As an intern, I received just a taste of what it is like to work for such an organization, but it was a great experience and I learned so much. I gained skills in public speaking through the Students for Salmon program, I learned how to make connections and network with other organizations through our partnerships with the Whatcom Land Trust and City of Bellingham, I learned how restoration of habitats takes place and was able to take part in it, and I gained experience with working as a part of a team with my fellow interns. I was also able to practice data collection in the field, analyze the data that was collected, observe how the data changed over time, and account for those changes. These skills and more that I received as a result of my internship combined with my coursework at Westerns will aid me as I enter the workplace and seek a job in the field of environmental science.