



# **EXPLORING CALCUPA.ORG'S NEW LEARNING MANAGEMENT SYSTEM (LMS)**

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**TU-L4**

**February 27, 2024**

**26th California Unified Program  
Annual Training Conference  
February 26-29, 2024**



# Session Overview

- Training Background
- What is an LMS?
- calcupa.org LMS Strategy
- Unveiling the calcupa.org LMS...a drive-by and getting you connected

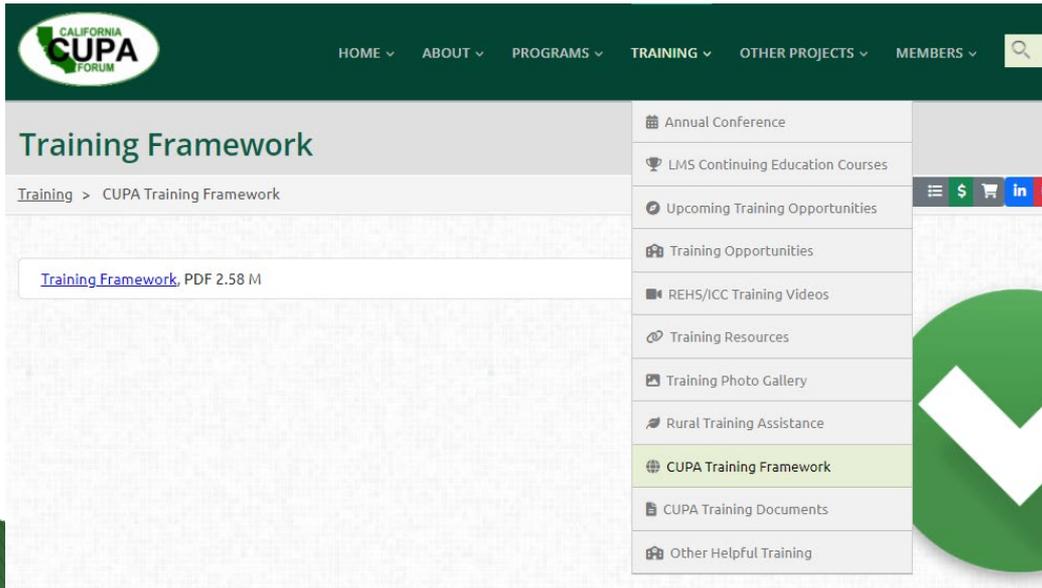
# Training Background

- The CUPA Forum Board is an Accrediting Agency for earning REHS/ICC Contact Hours (CEUs)
- In Person Annual Conference for 26 years
- Seminars throughout the year
- YouTube Videos – Virtual...phasing out for CEUs
- Amazing network of CUPAs/PAs/Gov/Industry
- ...leads us to our new LMS



# Training Background – Training Framework

<https://calcupa.org/CMS15/dropbox/Documents/cupa-training-framework.pdf>



The screenshot shows the CUPA Forum website interface. At the top is a dark green navigation bar with the CUPA Forum logo on the left and menu items: HOME, ABOUT, PROGRAMS, TRAINING, OTHER PROJECTS, MEMBERS, and a search icon. Below the navigation bar is a white header area with the title "Training Framework" and a breadcrumb trail "Training > CUPA Training Framework". A sidebar on the right contains a list of training-related links: Annual Conference, LMS Continuing Education Courses, Upcoming Training Opportunities, Training Opportunities, REHS/ICC Training Videos, Training Resources, Training Photo Gallery, Rural Training Assistance, CUPA Training Framework (highlighted in green), CUPA Training Documents, and Other Helpful Training. The main content area displays a link for "Training Framework, PDF 2.58 M". A large green checkmark icon is overlaid on the bottom right of the screenshot.

CALIFORNIA ENVIRONMENTAL  
PROTECTION AGENCY



Matthew Rodriguez  
Secretary

CALIFORNIA CUPA FORUM



Jason Boetzer  
Executive Board Chair

**UNIFIED PROGRAM  
TRAINING FRAMEWORK  
MARCH 12, 2012**



# Training Background – Training Framework

## PURPOSE

- 1) Create consistent training throughout the Unified Program by establishing a comprehensive recommended training framework that meets CUPA and PA staff training and program needs and meets the training requirements for UPAs as defined in state laws;
- 2) Identify and prioritize training gaps and develop improvement strategies to address those gaps;
- 3) Implement a governance structure to oversee and maintain the training framework; and,
- 4) Develop the workforce to meet the Unified Programs core program functions into the future by achieving and maintaining a diverse high performance work environment for all of its' organizations.

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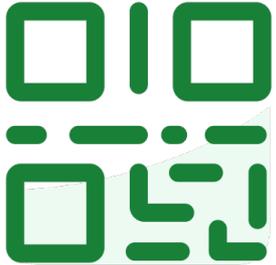
# What is an LMS?

- Learning Management System (LMS)
- USEPA, LinkedIn, Udemy, etc.
- Key Functions
  - Learning Path
  - Quizzes, which must be passed (>70%)
  - CEU Certificates/Contact Hours
  - ICC & REHS

# What is an LMS? – Is there a need?

- The demand for a flexible and convenient learning solution is on the rise as learners are increasingly adapting to new technologies
- Mobile learning is a significant trend in eLearning as it improves productivity by 43%
- It enables learners to acquire knowledge more efficiently and enhances their ability to implement it effectively
- Learners to engage with educational content at their own pace and convenience

**slido**



**Join at [slido.com](https://slido.com)  
#4942**

ⓘ Start presenting to display the joining instructions on this slide.

slido



**1. How many different LMSs  
have you engaged with?**

ⓘ Start presenting to display the poll results on this slide.

slido



**2. Have you logged in and completed at least ONE Course in the CalcUPA LMS?**

ⓘ Start presenting to display the poll results on this slide.

# Calcupa.org Strategy...Who Gets Access?

- All 2024 Conference Attendees thru 12/31/2024
- All CUPAs/PAs/CalEPA/DAs
- All Members get access to FREE Courses
  - Currently we have a great FREE Course for Industry



# Calcupa.org...Can You Buy Access?

- If you don't have access, can you pay for a course?
- What about non CUPA/PA after conference?
- Bundles – 101/201/301?



# Calcupa.org...Requirements to Access

- Must be logged in to calcupa.org
- Must be a CUPA/PA or
- Must be a paid attendee at CUPA-2024 or
- Must pay an annual fee or purchase a Course



# Calcupa.org...The Tech Behind Our LMS

- Hosted on AWS
- Separate Accounts for LMS and calcupa.org
- LMS is built with Open-Source Platform – Moodle
- We are able to leverage use of the Moodle App
- Single Sign On Authentication
  - Access to LMS is via logging in at calcupa.org

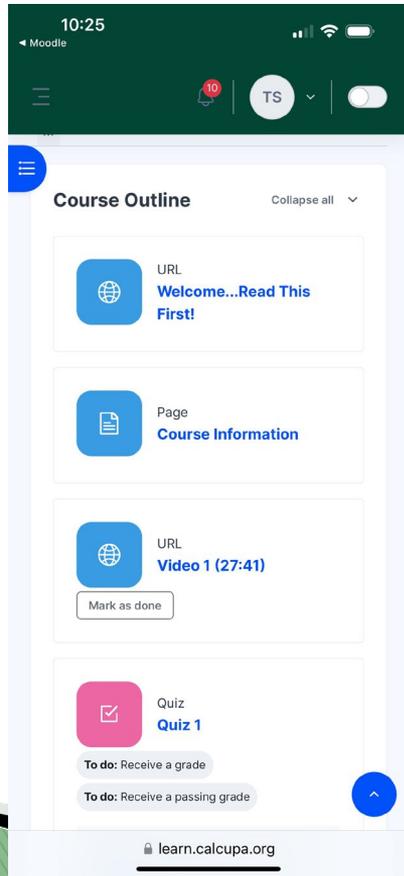
# LMS – Moodle Mobile App



- Designed for inclusive and accessible learning
- Addressing the challenges of learners with limited internet connectivity or desktop access
- Connectivity issues shouldn't be a constraint in educational opportunities
- Moodle App, learners can easily access the Moodle platform, whether online or offline, from any location and device

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# LMS – Moodle Mobile App – Key Ideas



- Understand the learner...YOU are 'the learner'...what are your real needs...tell us
- Create mobile-friendly content
- Embrace microlearning... Microlearning involves breaking down learning into small, focused units, a method known to enhance retention and foster a sense of accomplishment.
- What are your thoughts on how short the learning path video segments should be?

**slido**



**3. If you have logged in and completed a Course in the [calcupa.org](https://calcupa.org) LMS, any comments, things you liked, didn't like or suggestions?**

① Start presenting to display the poll results on this slide.

# Ready for a Tour of calcupa.org LMS?

The screenshot shows the CalcCUPA LMS dashboard. The top navigation bar includes 'Dashboard', 'My courses', 'All LMS Courses', and 'Free Courses (No CEUs)'. A user profile icon 'TS' is visible in the top right. The main content area features a 'Dashboard' section with a welcome message and a notification about course locations. Below this are three key statistics: 312 Total Active Users, 41 Number of Courses, and 1064 Total Enrollments. A table lists the 'Current top 3 courses' with their respective enrollment counts.

Course	Enrollments
BEGINNER UST INSPECTOR 101 (5:27:40)	89
HAZARDOUS WASTE 101 (3:30:25)	89
UST OVERFILL PREVENTION (1:45:16)	74

## CalcCUPA Chat Bot

Ask a question...

## Recently accessed items

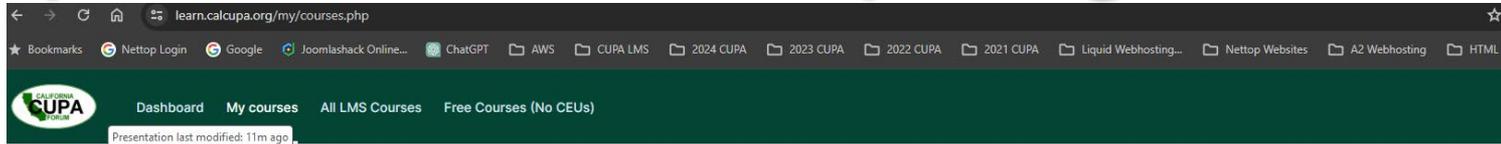
- Course Evaluation**  
CONDITIONALLY EXCLUDED HAZ...
- Course Information**  
CONDITIONALLY EXCLUDED HAZ...
- Quiz 2 - Additional Info**  
CONDITIONALLY EXCLUDED HAZ...

Show more items



February 26-29, 2024

# Ready for a Tour of calcupa.org LMS?



## My courses

### Course overview

All In progress Future Past Starred Removed from view

Search [ ] [ ] [ ] [ ]



A - CalIARP

RECENT CHANGES TO AMMONIA REFRIGERATIO...

1 out of 8 activities completed

12% Course Completed

View Course



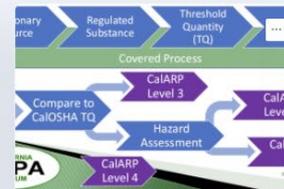
A - CalIARP

HUMAN FACTORS (2023)  
(1:42:03)

8 out of 8 activities completed

100% Course Completed

View Course



A - CalIARP

CALARP 101 (2023)  
(1:21:24)

6 out of 6 activities completed

100% Course Completed

View Course



A - CalIARP

MECHANICAL INTEGRITY INSPECTION OF AN...

4 out of 4 activities completed

100% Course Completed

View Course



ed Program  
onference  
, 2024

# ...yes, but how do you get there?

The screenshot shows the website [calcupa.org/index.html](http://calcupa.org/index.html). The header features the CAL CUPA FORUM logo and a navigation menu with links for HOME, ABOUT, PROGRAMS, TRAINING, OTHER PROJECTS, and MEMBERS. A search bar is located on the right side of the header. The main content area displays the text "Home" and "Our Conference Begins In". Below this is a large image of a conference entrance with various logos, including CalEPA, DTSC, and CAL FIRE. To the right of the image, there is a navigation menu with the following items: Annual Conference, LMS Continuing Education Courses, Upcoming Training Opportunities, Training Opportunities, REHS/ICC Training Videos, Training Resources, Training Photo Gallery, Rural Training Assistance, CUPA Training Framework, and CUPA Training Documents. A social media bar is also visible, containing icons for a shopping cart, LinkedIn, YouTube, Twitter, and Facebook. The text "26th California Unified Program Annual Training Conference" is partially visible, along with the theme "Save the Dates for the 26th California Unified Program Annual Training Conference held February 26 through February 29, 2024".

26th California Unified Program  
Annual Training Conference  
February 26-29, 2024



# ...yes, but how do you get there?

The screenshot shows the homepage of the CALCUPA Forum website. The browser address bar displays 'calcupa.org/index.html'. The navigation menu includes 'HOME', 'ABOUT', 'PROGRAMS', 'TRAINING', 'OTHER PROJECTS', and 'MEMBERS'. A search bar is located on the right. The main content area features a large green banner with the text 'Home'. Below this, a social media bar contains icons for various platforms. A prominent countdown timer reads 'Our Conference Begins In 9D 14H 12M 58S'. To the left of the timer is a collage of logos for partner organizations including CalEPA, DTSC, H2O, YES, and CAL FIRE. To the right of the timer is a link to the '26th California Unified Program Annual Training Conference' with the theme 'People, Purpose & Passion: Our Pathway to Success!'. A yellow highlighted box contains the text: 'Save the Dates for the 26th California Unified Program Annual Training Conference to be held February 26 thru 29, 2024 at the Hyatt Regency Burlingame, San Mateo County, 1333 Bayshore Highway, Burlingame, CA 94010, USA'.

calcupa.org/index.html

Google Joomlashack Online... ChatGPT AWS CUPA LMS 2024 CUPA 2023 CUPA 2022 CUPA 2021 CUPA Liquid Webhosting... Nettop Websites A2 We

CALIFORNIA CUPA FORUM

HOME ABOUT PROGRAMS TRAINING OTHER PROJECTS MEMBERS

Home

Our Conference Begins In 9D 14H 12M 58S

[26th California Unified Program Annual Training Conference](#)

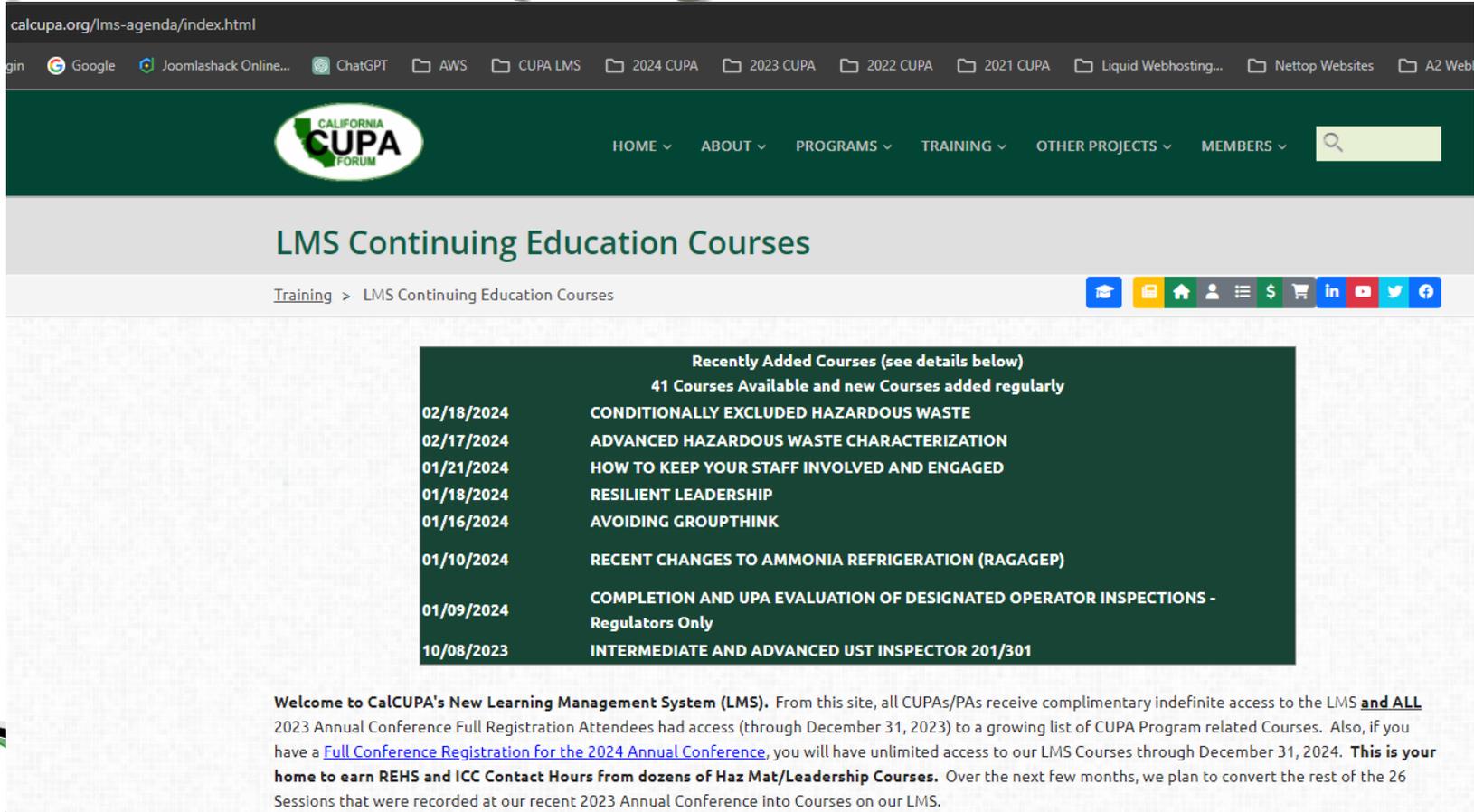
*THEME: People, Purpose & Passion: Our Pathway to Success!*

**Save the Dates for the 26th California Unified Program Annual Training Conference to be held February 26 thru 29, 2024 at the Hyatt Regency Burlingame, San Mateo County, 1333 Bayshore Highway, Burlingame, CA 94010, USA**

26th California Unified Program  
Annual Training Conference  
February 26-29, 2024



# ...yes, but how do you get there?



The screenshot shows a web browser window with the URL `calcupa.org/lms-agenda/index.html`. The browser's address bar and tabs are visible at the top. The website header features the CalCUPA Forum logo and a navigation menu with items: HOME, ABOUT, PROGRAMS, TRAINING, OTHER PROJECTS, and MEMBERS. A search bar is located on the right side of the header. Below the header, the main content area is titled "LMS Continuing Education Courses". A breadcrumb trail shows "Training > LMS Continuing Education Courses". A social media sharing bar is present below the breadcrumb. The main content area contains a dark green box with the following text:

**Recently Added Courses (see details below)**  
**41 Courses Available and new Courses added regularly**

02/18/2024	CONDITIONALLY EXCLUDED HAZARDOUS WASTE
02/17/2024	ADVANCED HAZARDOUS WASTE CHARACTERIZATION
01/21/2024	HOW TO KEEP YOUR STAFF INVOLVED AND ENGAGED
01/18/2024	RESILIENT LEADERSHIP
01/16/2024	AVOIDING GROUPTHINK
01/10/2024	RECENT CHANGES TO AMMONIA REFRIGERATION (RAGAGEP)
01/09/2024	COMPLETION AND UPA EVALUATION OF DESIGNATED OPERATOR INSPECTIONS - Regulators Only
10/08/2023	INTERMEDIATE AND ADVANCED UST INSPECTOR 201/301

Below the dark green box, there is a welcome message:

**Welcome to CalCUPA's New Learning Management System (LMS).** From this site, all CUPAs/PAs receive complimentary indefinite access to the LMS **and ALL** 2023 Annual Conference Full Registration Attendees had access (through December 31, 2023) to a growing list of CUPA Program related Courses. Also, if you have a [Full Conference Registration for the 2024 Annual Conference](#), you will have unlimited access to our LMS Courses through December 31, 2024. **This is your home to earn REHS and ICC Contact Hours from dozens of Haz Mat/Leadership Courses.** Over the next few months, we plan to convert the rest of the 26 Sessions that were recorded at our recent 2023 Annual Conference into Courses on our LMS.



# ...yes, but how do you get there?

CalARP (5)	<b>i</b> AVOIDING GROUPTHINK J-M-J6
HazWaste (11)	<b>i</b> ENVIRONMENTAL JUSTICE AND CUMULATIVE IMPACTS IN CA COMMUNITIES J-3/2
UST (7)	<b>i</b> FREE COURSE - BASICS OF HAZARDOUS WASTE TRAINING FOR INDUSTRY (INFORMATION ONLY) J-3/31
APSA (6)	<b>i</b> HOW TO KEEP YOUR STAFF INVOLVED AND ENGAGED J-M-J5
Industry (1)	
Emergency Response (1)	
<b>Potpouri (5)</b>	
HMBP (3)	
Demonstrations (1)	
Regulators Only (1)	

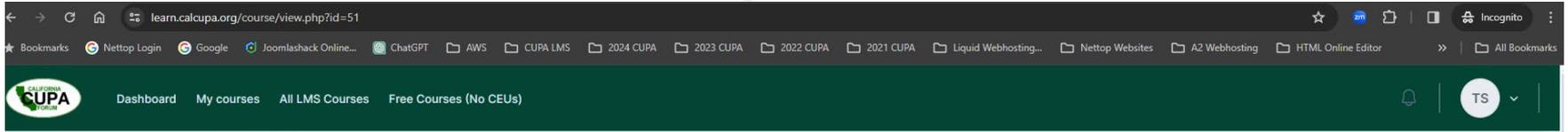
  

<b>Credits</b> REHS: 1.5
<b>Objective</b> Approaches to managing and effectively motivating staff during these uncertain times and beyond.
<b>Description</b> Some employees, whether seasoned or relatively new, may be resistant to changes that may come with the new normal. As a result, even though they may be doing good work, they may have decreased motivation impacting their commitment to their work, as well impacting their interactions with their co-workers. Topics will include: Employee engagement; Motivational factors; Motivating remotely; and best next steps.
You are not yet enrolled <a href="#">+ Enroll Now</a>



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Annual Training Conference  
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# CalCUPA LMS – Jump To Selected Course



## Course Menu

Course Outline

- Welcome...Read This First!
- Course Information
- Video 1 (24:53)
- Quiz 1
- Video 2 (32:33)
- Quiz 2
- Video 3 (22:17)
- Quiz 3
- Video 4 (14:23)
- Quiz 4
- Course Evaluation

Learning Path

2 Enrolled Students    0 Students Completed    0 In Progress    2 Yet to Start

### Course Outline

Collapse all

- URL **Welcome...Read This First!**
- Page

am  
e



# CalCUPA LMS – Review LMS Process/Info



## Course Menu

### Course Outline

● Welcome...Read This First!

● Course Information

● Video 1 (24:53)

● Quiz 1

● Video 2 (32:33) 

● Quiz 2 

● Video 3 (22:17) 

● Quiz 3 

● Video 4 (14:23) 

● Quiz 4 

Course Evaluation 



HOW TO KEEP YOUR STAFF INVOLVED AND ENGAGED / Welcome...Read This First!

Continue:

Mark as done

Next Activity

Here are some helpful tips for you to be successful in walking through the Learning Path below:

- This Course must be taken step by step in succession.
- Follow the Learning Path for the Course by next reviewing the Course Information.
- "Course Information" will provide you a link to **download a PDF of the presentation** and any other relevant handouts. You will also be able to review the Course Objectives and Description in this section. Begin your learning experience by watching Video 1.
- When you watch a video (as many times as you prefer), when you are ready to take the Quiz, above the video, click on **Mark as done** and

confirm you see the graphic change to



. Once this is completed, you may proceed to the Quiz by clicking on it in the Learning Path.

- **Important:** When you complete watching Video 1, you must click the "Mark as done" box ABOVE the Course Title to unlock Quiz 1, and continue through the Course.
- This will place a green dot to the left of that item on the left menu (The Learning Path) to provide you with a visual of what items you have completed.
- Select Quiz 1 and read the description of the Quiz. Note the number of questions you must answer correctly to pass and unlock the next video. When you are ready, click on "Preview Quiz" to begin. Answer all questions. When you are finished with the Quiz, click on "Finish attempt". On the next screen, you can confirm that all of your answers registered. If all questions have an answer, click "Submit all and finish" to have your Quiz instantly graded.
- If you did not pass, we encourage you to review the Video segment, prior to retaking the Quiz. You have unlimited Quiz attempts, but cannot move on to the next video segment until you pass. Click on Quiz 1 again when you are ready to retake the Quiz.
- Once you pass the Quiz, you will be able to click on Video 2 and proceed through the Course.

ogram  
ence

4

# CalCUPA LMS – Read Course Information

## Course Menu

### Course Outline

- Welcome...Read This File
- **Course Information**
- Video 1 (24:53)
- Quiz 1
- Video 2 (32:33) 
- Quiz 2 
- Video 3 (22:17) 
- Quiz 3 
- Video 4 (14:23) 
- Quiz 4 
- Course Evaluation 



Mark as done

Continue:

Next Activity

**CalCUPA Course Code: J-M-J5 (2023)**  
**Course Title: HOW TO KEEP YOUR STAFF INVOLVED AND ENGAGED**  
**Track: J (Potpourri)**  
**Instructors: Jim Delia, Principal**



Delia and Associates, Jim Delia

Organization Development Consultant  
Delia and Associates, [jdelia@deliaconsulting.com](mailto:jdelia@deliaconsulting.com), [deliaconsulting.com](http://deliaconsulting.com), 650.787.9196

- Jim has published a book on leadership and management titled, "How to Be a Better Boss: A Leader's Three Perspectives." He has over 25 years of expertise in transforming workplace dynamics, with practical strategies that have helped develop the confidence and ability of thousands of emerging leaders.

**REHS Contact Hours: 1.5**

- Follow along in the video for presentation materials for this Course (contact Jim for more information)

**Objective:** Approaches to managing and effectively motivating staff during these uncertain times and beyond.

**Description:** Some employees, whether seasoned or relatively new, may be resistant to changes that may come with the new normal. As a result, even if you may be doing good work, they may have decreased motivation impacting their commitment to their work, as well impacting their interactions with you. This course will include: Employee engagement; Motivational factors; Motivating remotely; and best next steps.

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# CalCUPA LMS – Watch Video #1

## Course Menu

### Course Outline

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- Quiz 1
- Video 2 (32:33)
- Quiz 2
- Video 3 (22:17)
- Quiz 3
- Video 4 (14:23)
- Quiz 4
- Course Evaluation



Continue:

Mark as done

Next Activity

### J-M-J5 STAFF INVOLVED Part 1 of 4



## Topics

- What is an Engaged Employee?
- Managing your Biases
- Impact of Trust
- Employee Needs
- Connecting Mission, Vision, Goals
- Morale Factors
- Effective Actions
- Next Steps

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February 26-29, 2024

# CalCUPA LMS – Watch Video #1 To End



## Course Menu

- Course Outline
- Welcome...Read This First!
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- Video 1 (24:53)
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- Quiz 2
- Video 3 (22:17)
- Quiz 3
- Video 4 (14:23)
- Quiz 4
- Course Evaluation

Mark as done

Continue:

Next Activity

J-M-J5 STAFF INVOLVED Part 1 of 4



Make Sure to "Mark as Done"  
To Access Quiz

## Proceed to Complete Quiz

### J-M-J5 HOW TO KEEP YOUR STAFF INVOLVED AND ENGAGED

Presented by:

Jim Delia, Principal - Delia and Associates



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February 26-29, 2024



# LMS – Pass Quiz #1 To Access Video #2



## Course Menu

Course Outline

- Welcome...Read This First!
- Course Information
- Video 1 (24:53)
- Quiz 1**
- Video 2 (32:33)
- Quiz 2
- Video 3 (22:17)
- Quiz 3
- Video 4 (14:23)
- Quiz 4
- Course Evaluation

QUIZ  
**Quiz 1**

Back

### Question 1

Not yet answered

Marked out of 1.00

[Flag question](#)

According to the Gallup Study mentioned in the session, what percentage of full and part-time employees were engaged at work in early 2022?

- a. 50%
- b. 32%
- c. 17%
- d. 100%

### Question 2

Not yet answered

Marked out of 1.00

[Flag question](#)

How are engaged employees primarily described?

- a. They are enthusiastic
- b. They think and act like owners
- c. They like their work
- d. They prioritize their personal interests

## Quiz navigation

1 2 3 4 5 6 7

[Finish attempt ...](#)



LMS – Proceed Through Learning Path Sequentially, Video #1, Pass Quiz #1, Video #2, etc. to Course Evaluation To Earn CEU Certificate.

Course Menu

Course Outline

- Welcome...Read This First!
- Course Information
- Video 1 (24:53)
- Quiz 1
- Video 2 (32:33) 
- Quiz 2 
- Video 3 (22:17) 
- Quiz 3 
- Video 4 (14:23) 
- Quiz 4 
- Course Evaluation 

# LMS – Earn A Trophy Upon Course Completion

The screenshot shows a web browser window with the URL `calcupa.org/lms-agenda/index.html`. The browser's address bar and tabs are visible at the top. The main content area is titled "each Course listed below:" and features four buttons: "Purchase LMS Access", "Enroll In A Course", "Continue A Course", and "View Completed Course". Below these buttons is a "PLEASE NOTE" section stating that the LMS is under development and requesting user feedback via [webmaster@calcupa.org](mailto:webmaster@calcupa.org). A search bar indicates "Search found 42 results". On the left, a sidebar lists course categories with counts: CalARP (5), HazWaste (13), UST (7), APSA (6), Industry (1), Emergency Response (1), Potpourri (5), HMBP (3), Demonstrations (1), and Regulators Only (1). The "HazWaste (13)" category is selected. The main content area displays two course entries. The first is "ADVANCED HAZARDOUS WASTE CHARACTERIZATION" (B-W/B3). The second is "CONDITIONALLY EXCLUDED HAZARDOUS WASTE" (B-W/B2). The details for the second course are expanded, showing "Credits: REHS: 2.0", an "Objective" about identifying exclusions from full regulation, and a "Description" about conditional exclusions for various waste types. Below the description is a "Course Complete" section featuring a trophy icon. At the bottom of the course details are two buttons: "Course Certificate" and "Return to Course".



[HOME](#) ▾[ABOUT](#) ▾[PROGRAMS](#) ▾[TRAINING](#) ▾[OTHER PROJECTS](#) ▾[MEMBERS](#) ▾

## Member Dashboard



If you don't see your photo on the image above the left side menu on this page, click on the image box. You will be taken to another page where you can then click on the "Choose File" button, select your image from your computer and click on the "Upload Pic" green button. NOTE: Your image should be sized something close to 200x300 pixels. Either jpg or png formats are fine. That's it...



MEMBER (31955)

[Edit Account](#)[Course History \(CEUs\)](#)[Invoice History](#) >[Scan History](#) >[APP Dashboard](#) >

### LMS Courses

#### 26th California Unified Program Annual Training Conference

People, Purpose & Passion: Our Pathway to Success!

February 26 thru 29, 2024

Hyatt Regency Burlingame, San Mateo County, 1333 Bayshore Highway, Burlingame 94010, USA; Map/Directions:

<https://goo.gl/maps/3vWBWhp3w4HieBh47> - Book Your Hotel Room HERE at <https://www.hyatt.com/en-US/group-booking/SFOBU/G-CUP3>

#### Overflow Hotels:

**#1 CalCUPA** overflow rooms block \$149.00 rate plus taxes and tourism at 13.1%

In walking distance to the Hyatt.

**CROWNE PLAZA, SAN FRANCISCO AIRPORT, Burlingame**

**(Includes hot breakfast on Monday morning, Tuesday-Thursday breakfast is provided at the Hyatt**

1177 Airport Blvd, Burlingame CA 94010

**\$18 overnight parking or \$2.00 per hour**

150 Anza Blvd, Burlingame, CA 94010

**Help DESK**

530-676-0815

[Submit New Ticket](#)

0:0:0:0

# LMS – View CEU Certificate In Your Course History Upon Course Completion



# LMS – Earned CEU Certificate

08/06/2023	LMS-COURSE	C-TU-C/1	TECHNICAL DETAILS: SINGLE-WALLED SYSTEMS	2.0	2.0	
08/06/2023	LMS-COURSE	A-M-A/1	CALARP 101	2.0	0.0	
08/04/2023	LMS-COURSE	B2-3/30	REMOTE SITE CONSOLIDATION OF NON-RCRA HAZARDOUS WASTE	1.0	0.0	
08/04/2023	LMS-COURSE	C-3/22	ADCA DEFECHED	2.0	0.0	

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# CaCUPA LMS Courses...Future Possibilities

- May lead to different types of certification...UST Inspector, HW Inspector...
- Partners...CCDEH, CEHA, CalEPA, ???
- Other ideas???

**slido**



**4. What ideas do you have for how we should develop this LMS in the future? Thoughts, ideas, suggestions, etc.**

① Start presenting to display the poll results on this slide.

# CaLCUPA LMS Summary

- Login at [calcupa.org](http://calcupa.org)
- Select a Course and Enroll in it
- Review the Learning Path
- Review the Read this First & Course Info
- Watch Video, click Mark as done
- Complete/Pass Quiz...Repeat
- Complete Course Evaluation
- Complete a Course Review
- View your CEU Certificate



# Enjoy YOUR calcupa.org LMS

- This LMS was built FOR YOU
- Take ownership of this Tool
- Help us continue to develop this tool to meet your ongoing training needs
- Send your ideas to [webmaster@calcupa.org](mailto:webmaster@calcupa.org)





# Any Questions?

Tim Snellings, [webmaster@calcupa.org](mailto:webmaster@calcupa.org) / 530.263.8488  
Branden Hendrix, [branden.hendrix@co.del-norte.ca.us](mailto:branden.hendrix@co.del-norte.ca.us)



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