

Appendix A: Activities for Implementation

The following pages illustrate a comprehensive listing of the division's activities (current and new) that will be used to achieve the divisions stated goals over the five-year period from FY 2010 to FY 2014. New activities are followed by a projected start date (in parentheses, pending funding and staff resources).

Also illustrated are activities developed by the division in a process independent of this strategic plan that relate directly to the Office of Management and Budget (OMB) and are integral for achieving the division's goals. The OMB uses a targets and measures process to ensure the State's resources are invested in a way that produces results that advance the Governor's priorities. The OMB activities listed in this plan were designed to be measureable and are synonymous with the targets and measures developed for the FY 2008 OMB process. The OMB targets and measures are re-evaluated and updated annually. A current list of the division's targets and measures can be found at http://omb.alaska.gov/results/view_details.php?p=62.

Goal I: Fisheries Management

Ensure the sustained use of Alaska's recreational fisheries while optimizing economic and social benefits



Ongoing Activities

- Utilize annual area management review to identify data needs and gaps, prioritize projects, and review management actions
- Identify consistent methodology between regions for identifying data needs and gaps
- Develop, maintain, and review fishery-based management plans that detail prescribed objectives and attendant regulatory actions
- Conduct pre-and post-season regional management reviews with Commercial Fisheries Division
- Conduct regular review of escapement goals
- Contribute to an effective Board of Fisheries process
- Provide uniform, statewide recommendations to the Board of Fisheries
- Maintain area offices and staff presence

- Facilitate public participation in state regulatory processes including Board of Fisheries and advisory committees
- Summarize and publicize Board of Fisheries meeting actions
- Facilitate public participation in federal and international regulatory processes, such as the Federal Subsistence Board

- Regularly collect, utilize, and report data on the economic significance and social benefits of sportfishing in Alaska
- Communicate angler preferences to decision-makers

- Conduct annual review of regulation summaries for clarity (mini-regulation guide for heavily used areas)
- Identify opportunities where regulations can be made less complex
- Educate anglers regarding regulations
- Post regulatory signage at access sites on an area basis
- Develop and update geographically based local area fishing guides in addition to regulation books
- Maintain dialogue with Alaska State Troopers to identify enforcement priorities relative to specific fisheries and licensing requirements
- Provide staff enforcement training and provide opportunities for trained staff to participate in enforcement activities

- Establish and maintain personal contact with local communities, recreational anglers, fishing organizations, and advisory committees
- Develop and participate in inter-agency management teams
- Collaborate with NGOs that are working on priority fisheries and habitat issues

- Develop field detection and monitoring programs for invasive species
- Develop community-based invasive species monitoring programs
- Develop and maintain a GIS invasive species database and website
- Develop and implement public communication plans related to the prevention, identification, and management of invasive species

Proposed New Activities

- Create a tutorial for staff on the division's participation in the Board of Fisheries process (2010)
- Develop informational materials for the public on the Board of Fisheries process (2011)
- Seek public input on how to simplify the regulation book (2011)
- Reformat and regularly update the regulation summary book to improve understanding and ease of use (2011)
- Create a "How-To" manual for the development and implementation of eradication plans (2010)

OMB Activities

- Meet or exceed threshold harvest or catch levels in 16 or more of 21 use performance categories (the annually estimated harvest or catch statistic derived from selected stock(s) in particular survey area(s) and water type(s))
- Eradicate at least one aquatic invasive fish species in a given lake or stream population every three years
- A positive trend in sport fishing trip-related expenditures as measured by the "Economic Significance of Sportfishing in Alaska" survey
- Increase to at least 75% the number of anglers that are satisfied with their sportfishing experiences

Goal 2: Fisheries Research

Promote excellence in fisheries research



Ongoing Activities

- Use area management review process to identify management-based research needs and information gaps
- Use an integrated and rigorous operational planning process to identify measurable objectives, sampling methods, analytical techniques, and costs; ensure projects are biometrically reviewed and approved
- Provide training opportunities for research staff related to statistical and analytical techniques, sampling methods, and applications of new technologies
- Utilize expertise from cooperating entities, including the University of Alaska, other governmental agencies, NGOs, and private consultants

- Conduct surveys to estimate use patterns (e.g., harvest and effort data) from guided and non-guided of recreational anglers
- Revise logbook based on the verification program

- Adhere to the division and departmental reporting policies and procedures
- Provide staff with resources to complete reports
- Promote publication in peer-reviewed journals
- Provide recognition for publication in peer-reviewed journals
- Promote and facilitate publication of research results to general public using traditional and on-line media

- Conduct research on prioritized projects that will improve fundamental understanding of sport fish species and habitats
- Explore use of alternative research technologies, methods, and analyses as needed
- Utilize partnerships to address and fund research relative to information needs of common interest

Proposed New Activities

- Review and improve the operational planning process (2010)
- Create an internal, over-arching data management system for existing and future information (e.g., GIS or ALEXANDER) (2014)
- Create a consistent process to identify information needs and prioritize future research projects, and coordinate inter-divisional research efforts (2013)
- Create and implement an electronic system to sell licenses and permits, track sales, and report harvest data (2010)
- Integrate survey instruments into the license purchase process (2013)
- Create an option for an on-line statewide harvest survey (2014)
- Offer incentives for survey respondents (2010)
- Develop and implement a public communication plan on statewide harvest survey information (2011)
- Implement electronic logbook data collection (2011)
- Develop a plan to increase timeliness of past and future research reporting (2010)
- Develop long-term research plan to identify information needs on emerging issues such as the effects of climate change on recreational fisheries and habitats (2013)

OMB Activities

- Ninety percent or more of Division of Sport Fish internally peer-reviewed management based reports (Fishery Data Series, Fishery Management Report, Fishery Manuscript, or Special Publication) are published within 2 calendar years of the calendar year of completion of data collection
- Provide 2.5 million angler days and sell 450,000 licenses

Goal 3: Fisheries Enhancement

Diversify recreational fishing opportunities using hatchery-reared fish



Ongoing Activities

- Adhere to policies on genetics, pathology, lake stocking, and anadromous waters
- Assess effects of anadromous and freshwater stockings on wild fish

- Develop and monitor partnerships as needed with PNPs
- Revise existing PNP cooperative agreements to ensure consistent and timely reporting practices

- Implement prioritized regional stocking plans
- Conduct post-stocking assessment of product performance in prioritized water bodies

Proposed New Activities

- Host a workshop to clarify the policies on genetics, pathology, lake stocking, and waters bearing anadromous fish (2011)
- Develop a searchable GIS database for all annual hatchery report data, including size, location, imprint, time, season of release, etc. (2013)
- Construct new and maintain existing hatchery infrastructure (2010)
- Develop and implement long-term facility plans (2010)
- Develop best management practices for standard hatchery operating procedures (2011)
- Develop long-term research plan to identify information needs and to improve fish husbandry and production effectiveness (2010)
- Create PNP standards of performance (2013)
- Develop and implement a public communication plan for hatchery production and stocking programs (2011)

OMB Activities

- Maintain the number of actively stocked lakes with hatchery fish at a level equal to or greater than the 1999-2003 average
- Maintain the number of enhanced anadromous-salmon fisheries actively stocked with hatchery fish at a level equal to or greater than the 1999-2003 average
- Maintain the number of lake-stocked fish caught and harvested using the 1999-2003 average
- Maintain the number of enhanced-anadromous salmon caught and harvested using the 1999-2003 average

Goal 4: Angler Access

Protect and improve public access to recreational fisheries resources



Ongoing Activities

- Protect and defend access through participation in state and federal land and water planning, review of land use actions, and research of navigable waters and historic trails
- Identify historic and modern uses of water bodies and trails for travel, trade and commerce for RS 2477, ANCSA 17b, navigable waters, and submerged lands
- Identify public or private lands or easements that currently or could provide public access

- Utilize a prioritization process for potential boating and non-boating access projects
- Construct prioritized access projects
- Involve the public to identify access priorities and facilities maintenance needs
- Coordinate with other programs and agencies to consider access opportunities
- Consult with hatchery program and other land management agencies to improve access to stocked lakes
- Consult with state agencies and other partners on road access improvements
- Review land management plans for habitat affects prior to implementation
- Maintain and improve access site partnerships

Proposed New Activities

- Develop and implement a long-term prioritization process for obtaining access easements (2011)
- Create a GIS system to track current or potential access sites (2012)
- Create and implement a regional inspection and maintenance schedule and database based on cooperative agreements (2010)
- Develop agreements with state agencies for the maintenance and improvement of boating and non-boating angler access sites (2011)
- Assess the feasibility of an “adopt-a-site” program (2011)
- Conduct a statewide assessment of non-motorized angler access sites (2014)
- Develop and implement a public communication plan about access and the access decision-making process (2011)

OMB Activities

- Complete a total of five priority boating access projects per year over a five-year period
- Review 100% of all federal, state, and municipal / borough land actions (excluding those subject to ANILCA provisions), within the required time frames to identify those actions that potentially affect public access to fish and wildlife resources
- Develop recommendations to maintain public access to fish and wildlife resources for 100% of those actions that potentially affect public access to fish and wildlife resources
- Complete a total of two priority non-boating angler access projects per year over five years



Goal 5: Information and Education Services

Inform and educate the public about recreational fishing with an emphasis on exceptional customer service



Ongoing Activities

- Utilize media and ADF&G website to provide timely updates regarding fisheries information and Emergency Orders
- Improve Web presence and information accessibility
- Participate in local sportsmen's shows and other partner group outreach activities

- Provide exceptional customer service
- Standardize informational products and provide templates for educational programs that can be adapted by management areas

- Inform and instruct recreational anglers about the skills needed to participate in Alaska's fishing opportunities and provide experience-based skill-building opportunities
- Provide hands-on angling skill-based programs for targeted audiences
- Expand the rod loaner program statewide
- Conduct innovative angler recruitment and retention initiatives
- Identify opportunities for developing urban and youth fishing programs
- Partner with youth organizations to institute Take a Kid Fishing Day

- Integrate stewardship principles in all division education programs

Proposed New Activities

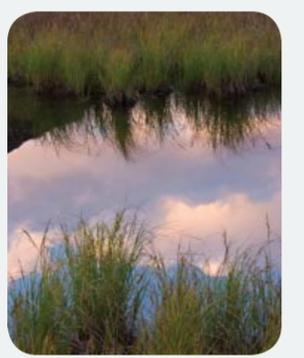
- Redesign website to exceed public expectations using professional design services (2010)
- Develop communication plans that describe key messages, products, and delivery methods for division informational materials and services (2010)
- Determine better ways to provide in-season updates to vendors and guides (2013)
- Build a web-accessible "How-To" video library (2011)
- Develop and implement a voluntary angler education certification program (2014)
- Develop a customer service manual that covers training, measures, reference materials, and expectations (2012)
- Develop Alaska-specific K-12 stewardship curricula (2014)
- Develop a public communication plan to educate the public on the link between license fees and conservation management (2010)

OMB Activities

- Maintain participation at 5,000 participants in angling skills-oriented programs annually
- Implement 15 communication plans that address specific activities implemented each year
- Create or renovate 5 informational topics on the Division of Sport Fish website to provide current information on management, research, and sportfishing opportunities; 100% of time-sensitive topics are updated appropriately

Goal 6: Fish Habitat

Conserve habitat to sustain recreational fisheries resources



Ongoing Activities

- Administer Alaska's Anadromous Waters Catalogue
- Conduct inventories to expand the coverage of the Anadromous Waters Catalogue
- Prioritize, document, and reserve water rights in lakes and rivers to ensure sufficient water quality and quantity
- Collect hydrological and biological data relevant to habitat protection
- Coordinate regularly with Habitat Division on permitting topics of mutual interest
- Recommend conditions on permits as necessary to protect habitat
- Provide recommendations on fisheries-related public access projects to minimize impacts to aquatic and riparian habitats

- Conduct prioritized projects to protect, enhance, and / or rehabilitate degraded habitat
- Provide recommendations on fish passage standards
- Provide training on and promote habitat restoration best practices
- Staff participate in field assessments
- Contribute to special area management planning

- Provide technical skills and coordination support to partner organizations and agencies
- Provide technical support to local NFHAP partners
- Work with partners to promote benefits of stewardship, land and water use planning, and habitat conservation and restoration
- Host workshops for landowners, organizations, and the public

Proposed New Activities

- Develop an internal review process for permitting that impacts sportfishing (2010)
- Develop criteria for prioritizing habitat restoration and fish passage improvement projects (2010)
- Update Memorandum of Understanding with DOT&PF on culvert design (2010)
- Develop and implement a public communication plan for habitat restoration (2010)
- Evaluate efficacy of restoration projects (2010)

OMB Activities

- Annually enhance 5 miles of priority catalogued fish habitat by improving fish passage
- Annually rehabilitate or protect at least 1,500 feet of stream bank and riparian habitat
- Annually inventory and / or document aquatic species assemblages, characterize associated habitats, and collect fish stock richness and (relative) abundance data per stock within 5 sub-basins to add to the Alaska Freshwater Fish Inventory database
- 1,000 priority stream miles added annually to the Fish Distribution Database and Anadromous Waters Catalogue
- 10 reservation of water applications files annually by the division for priority water bodies

Goal 7: Workforce Support

Provide exceptional support to our workforce to attain the division's vision and goals



Ongoing Activities

- Formalize internship programs for high school and undergraduate students
- Support graduate level fisheries-related education
- Conduct exit interviews with all departing staff
- Implement the department's workforce development initiative
- Advocate for equitable pay and benefit packages for active and retired employees
- Allow flexible work schedules
- Prepare succession planning for key positions and evaluate promotional opportunities
- Provide division staff with opportunities for professional development, training, and job advancement
- Establish dedicated regional training budgets to support general and individual training plans
- Provide safety training
- Fund full-time staff salaries from permanent funding sources
- Reinstigate internal employee awards program
- Conduct a confidential employee survey every year that will assess workforce dedication, empowerment, and effectiveness
- Conduct annual employee performance evaluations and workload assessments
- Mandatory attendance at the state's Academy for Supervisors by all Range 18+ staff and those with supervisory duties

- Ensure staff have appropriate tools, technology, and equipment
- Assess and update division-specific employee orientation handbook

- Ensure that staff understands and works towards achieving the division's vision and strategic priorities
- Communicate division leadership priorities to all staff
- Include staff in strategic planning processes
- Provide regular communication between regions in all aspects of the division's work
- Encourage all other ADF&G divisions to communicate across the department about decision-making on important issues
- Conduct regular staff meetings at area and regional offices
- Hold statewide function-specific meetings
- Provide staff contributions to the Otolith & Wildlife News

- Ensure staff are familiar with administrative processes
- Provide timely information to staff on new procedural changes
- Maintain up-to-date budgeting and financial data
- Streamline administrative procedures in coordination with the Department of Administration
- Ensure division-wide consistency in application of administrative procedures
- Continue yearly administrative workshop, including non-administrative staff

- Protect the state's authority over federal Sport Fish Restoration Program funding sources

Proposed New Activities

- Develop and implement division-wide recruitment strategies (2010)
- Provide staff with opportunities to learn about other division functions (2010)
- Provide Division Leadership Team meeting summary to all staff within 2 weeks of meetings (2010)
- Develop and provide Budget 101 training to all staff (2010)
- Ensure projects are based on and prioritized by the division's strategic plan (2010)
- Prepare annual evaluation on progress toward achieving strategic plan goals, objectives, and activities (2010)
- Develop division-wide approach to coordinate efforts on competitive grants and other funding processes (2013)

