Attn:

Soil and Water Coordinator, OPPAGA

Florida Auditor General - Local Government and Special Audits

Bradford Soil and Water Conservation District

2024-2025 Performance Measures

from the

***DRAFT*** Proposed 2024-2025 Plan of Work

and 2025 – 2030 Strategic Plan

**Program Goals, Objectives & Performance Measures**

Program 1: Water and Flooding

1. Goal 1: Assess community needs- water and flooding projects

Within one year, BSWCD will conduct a needs assessment of water/flooding projects, potential partnerships and funding to develop water program goals and objectives for implementation.

Objectives:

* 1. Perform needs assessment
     1. Meet with local governments and partner agencies to assess needs and potential partnerships
     2. Create public survey to assess landowner/operator needs
     3. **Performance measure**: Completed needs assessments March 2025
  2. Integrate support mechanisms
     1. Identify potential funding and match sources
     2. Identify relevant training opportunities for supervisors
     3. **Performance measure**: Completed support assessment May 2025
  3. Develop programs and performance measures:
     1. Create a matrix of needs and opportunities identified.
     2. Create a matrix-based water program goals and objectives
     3. Identify timeline to re-assess program
     4. Completed program matrix and timeline July 2025

1. Goal 2: Implement long-range plan

Objectives:

* 1. Within 2 years, to address needs discovered in assessment BSWCD shall develop or re-implement water and flooding programs with goals, objectives, performance measures, and a plan to periodically reassess programs
     1. **Performance measure**: Completed program implementation plan September 2026
  2. Within 5 years, BSWCD will acquire additional funding for expanding water programs.
     1. **Performance measure**: Secured additional funding for minimum one program area by 2028

Program 2: Owner/operator education

1. Goal 1: Within one year, BSWCD will assist area landowners/operators through three educational and networking events increasing awareness of opportunities toward sound soil and water conservation practices.

Objectives:

* 1. Hold one or more 2024-2025 ‘operator to operator’ education tour event to educate landowners and operators addressing 6 areas of education.
     1. Performance measure: 70% of responding attendees will demonstrate knowledge gained as indicated on a post-tour survey.
  2. Hold one 2025 event to increase awareness of available partner agency technical assistance, cost shares, conservation easements and other available aid.
     1. Performance measure: 70% of responding attendees will demonstrate knowledge gained as indicated on a post-event survey.
     2. Performance measure: 50% of responding attendees will indicate plans to pursue program offerings in the future on a post-event survey.

1. Goal 2: Within one year, BSWCD shall identify partners for in-kind and financial support of the owner/operator education program.

Objectives:

* 1. Create network of partner industries for financial and in-kind support
     1. Performance measure: secure outside funding for 75% of program expenses
  2. Explore feasibility of community giving program
     1. Performance measure: written report on presence or absence of community giving options

Program 3: Create youth support and educational opportunities

1. Goal 1: By February 2025, BSWCD shall evaluate the current Youth Fair Support program for goal, objectives, and performance measure opportunities

Objectives:

* 1. Seek program development opportunities with 4-H/FFA and Youth Show partners in Bradford-Union County
     1. Performance measure: create input matrix from relevant stakeholders
  2. Develop goals, objectives and performance measure-based Youth Fair Support program
     1. Performance measure: program plan and budget for 2025-2026 plan of work

1. Goal 2: By January 2025, BSWCD shall identify funding and stakeholder opportunities to create youth educational exhibits for the 2025-2026 fiscal year

Objectives:

* 1. BSWCD shall identify outside funding methods for its educational programs
     1. Performance measure: Create list of potential funding opportunities and in-kind support
     2. Performance measure: Secure at least one additional source of funding and/or support for a project identified in objective (b) below
  2. BSWCD shall define opportunities for soil and water conservation education
     1. Performance measure: Create list of schools, youth groups, and events for interactive presentations
     2. Performance measure: Create list of potential public locations for educational displays
     3. Performance measure: Develop a relevant list of future projects addressing budget/support, audience, and presentation method and setting.
  3. BSWCD shall plan and implement at least one educational exhibit for community use in the 2024-2025 fiscal year
     1. Performance measure: Implement one project identified in objective (b) (iii) above by August 2025

Program 4: Mechanical Invasive Plant Control Study at the Old City of Starke Dump

1. Goal 1: Use volunteers to mechanically treat the invasive plants at the Old Starke Dump Site
   1. Objectives: Reduce invasive plants to the point that the invasive plant cover is less than 5% of the site by 9/30/2025.
      1. **Performance measure**: Five linier invasive plant surveys will be use to estimate invasive plant coverage.
   2. Objective: Provide volunteer support for the project by paying mileage to volunteers who travel to the site to perform mechanical treatments.
      1. **Performance measure** record volunteer work effort and mileage
      2. Include mileage cost in the FY 2024/2025 BSWCD Budget