



IDAHO FISH AND GAME GOLDSHEET

Date: November 7, 2024

Agenda Item No. 13

Agenda Item: IDFG Strategic Plan Update Kick Off

Bureau Chief Approval: AP

Prepared by: Adam Park

Position/Title: Communications Bureau Chief

Background:

The Idaho Department of Fish & Game's mission is set forth in statute to preserve, protect, perpetuate and manage all of Idaho's wildlife. To achieve this mission, IDFG focuses its work on the following four goals:

- Sustain Idaho's fish and wildlife and the habitats upon which they depend
- Meet the demand for hunting, fishing, trapping and other wildlife recreation
- Improve public understanding of and involvement in fish and wildlife management
- Enhance the capability of Fish and Game to manage fish and wildlife and serve the public

The Department's Strategic Plan, known as the Compass, identifies specific objectives and strategies needed to achieve these four Department goals. The Compass was last updated in 2015. Director Fredericks has directed staff to conduct a process to update and recalibrate that plan over the next year to ensure IDFG is enacting the objectives and strategies necessary in the next ten years to achieve the Department's mission.

Staff has engaged Anne Wescott and Dr. Jen Schneider, who are experts at strategic planning and public engagement, to develop the specific scope of work for the strategic plan update, which includes:

- *Assessment of the 2015 Strategic Plan*

Review the 2015 Strategic Plan and all subsequent annual strategic reports.

Conduct interviews with key staff regarding necessary improvements in content or format for optimum implementation.

- *Identification and assessment of current issues and priorities for the Department and the public.*

Conduct interviews and facilitate work sessions with key policy actors in the Department, including the Director, Operations Team, Commission, and agency partners to identify current and anticipated opportunities and challenges facing the Department.



IDAHO FISH AND GAME GOLDSHEET

Conduct public meetings in all regions with the public, including hunters, anglers, trappers and others. Conduct a series of virtual meetings for other interested parties, including Idaho tribes, non-governmental organizations (NGOs) and other key partners. The purpose of these meetings will be to provide the users of the IDFG resources and services an opportunity to provide feedback about their experiences, concerns and hopes for the future management of Idaho's wildlife.

- *Facilitation of two prioritization and action planning work sessions.* One session will involve the Director and Operations Team members; another session will involve the Commission.
- *Update of the Department's strategic planning document.*

This document will include objectives and strategies as well as action steps, responsible departments, timelines and performance measurements.

Project Timeline

September – December 2024

Review of 2015 Strategic Plan and subsequent annual reports

Interviews with Department Operations Team and Commission

Review of Public Opinion and Employee Survey

January – March 2025

Regional Public Open Houses

Focus Groups

Planning workshops for Commission and Department Management

Additional Opportunities for Employee Input

April 2025

Summarize Findings

Develop Draft Strategic Plan

May 2025

Present Final Strategic Plan Update to Commission for Review

Statutory Authority and/or Policy Issues:

As the governing body for Idaho Fish and Game, the Commission holds the authority to set the strategy for the organization to fulfill its mission.

Public Involvement Process:

In addition to input from the Commission and staff, the Strategic Plan Update will include a meaningful collection and assessment of input from other governmental and non-



IDAHO FISH AND GAME GOLDSHEET

governmental partners and the public, including hunters, anglers, trappers, and other Idahoans via regional public open houses and focus groups.

Project Deliverable:

Commission adoption of updated Strategic Plan and communication to all Department employees and the public.

Justification:

The Commission sets policy and provides direction, considers input from the public, and has the authority to adopt, amend, or reject Department-recommended plans.

Staff Recommendation:

No formal action is requested at this time. Staff seeks Commission concurrence to initiate this update to the Strategic Plan and to participate in individual interviews in the coming weeks to provide their perspectives.

Suggested Motion:

None