



IDAHO FISH AND GAME GOLDSHEET

January 2026 Commission Meeting

Agenda Item: IDFG Strategic Plan (Action)

Presented by: Adam Park and Anne Wescott

Position/Title: Chief, Communications, and Strategic Plan Consultant

Agenda Item No.: 5A

Supervisor Approval: AP

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. The Department relies upon a comprehensive strategic plan to identify the specific goals, objectives and strategies needed to ensure successful completion of its mission amid changing circumstances.

Over the last year, IDFG has conducted an extensive public and internal process to update its strategic plan, which was last updated in 2015.

This process was as follows:

- Strategic plan Anne Wescott worked with the Director's Office to conduct an assessment of the 2015 Strategic Plan (Summer 2024).
- Members of the Commission and the Operations Team were interviewed and a thorough review was conducted of public survey information, annual performance measure reports and annual Directions documents to identify current priorities for the Department and the public (Fall 2024/Winter 2025).

These priorities were determined to be:

- Customer Satisfaction
 - Habitat Loss
 - Invasive Species and Disease
 - Predator Management
 - Public Outreach, Engagement and Education
 - Fiscal Sustainability
 - Relationship with Legislature
 - Agency Culture, Recruitment and Retention
- Meetings were held with the public, key stakeholders and Department staff to gather input around these eight priority areas (Spring 2025).
 - Priority Work Groups were formed to develop draft plans for each priority area and consolidate them into a single draft plan under the four goal areas established by the 2005 and 2015 Compass strategic plans (Summer 2025).



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These goals areas are as follows:

- **Goal #1:** Sustain Idaho's fish and wildlife and the habitats on which they depend.
 - **Goals #2:** Improve user experience for hunting, fishing trapping, and other wildlife-related recreation opportunities and experiences.
 - **Goal #3:** Improve public understanding of and involvement in fish and wildlife management.
 - **Goal #4:** Enhance the capacity of the Department to manage fish and wildlife and serve the public.
- The public and IDFG staff members were invited to provide their feedback on the draft version of the strategic plan from Dec. 2 to Dec. 19, 2025. Attached is the report on that feedback.
 - The Director's Office reviewed the public and staff feedback report and made numerous changes based on that input. The updated IDFG Strategic Plan 2026, is attached.

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:

Extensive in-person and online public feedback opportunities were conducted in the spring and fall of 2025 (see above).

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:

Staff are confident this plan serves the interest of the Department and its constituents and will allow the Department to achieve its mission in the years ahead. Staff recommend adoption of the IDFG Strategic Plan 2026.

Suggested Motion:

I move the Commission adopt the IDFG Strategic Plan 2026 as presented.