

# Idaho Dept. of Fish and Game

## Strategic Plan

Adopted January 15, 2026

**GOAL 1:**  
**Sustain Idaho's Fish and Wildlife and the habitats on which they depend.**

### **Objective 1:**

Maintain or improve populations of fish and wildlife for hunting, fishing, trapping, and wildlife-related recreation.

#### **Strategy 1:**

Implement actions and adhere to policy guidance defined in Commission-approved statewide species management plans.

**Action #1** – Develop or revise species-specific management plans for big game, upland game, and furbearers on six-year intervals.

**Action #2** – Revise Statewide Fisheries Management Plan on a six-year interval and maintain up-to-date species-specific management plans for at-risk native fish populations.

#### **Strategy 2:**

Manage conflicts between wildlife and private landowners.

**Action #1** - Prevent or minimize wildlife damage to agricultural crops and livestock and compensate producers for wildlife damage in accordance with statute, rule, and policy.

**Action #2** – Continue to build landowner tolerance of deer, elk, and pronghorn on private lands through development of new prevention and mitigation measures or programs.

**Action #3** – Increase hunting and trapping access on private lands where conflicts are occurring by incentivizing landowners to allow public access for hunters.

**Strategy 3:**

Manage predation to meet fish and wildlife management objectives.

**Action #1** – Develop, implement, and review predation management plans in accordance with Department policy.

**Action #2** – Collaborate to manage out-of-state downriver predation impacts on salmon and steelhead populations.

**Action #3** – Manage habitat to minimize predation on target populations where habitat conditions contribute to excessive predation.

**GOAL 1:**  
**Sustain Idaho's Fish and Wildlife and the habitats on which they depend.**

**Objective 2:**  
Sustain populations of fish and wildlife by maintaining and enhancing the capacity and resilience of their habitats.

**Strategy 1:**

Prioritize the conservation of fish and wildlife habitat.

**Action #1** - Increase breadth and pace of priority habitat conservation through collaboration, partnership, and technical assistance.

**Action #2** – Prioritize landscapes most in need of restoration, conservation, or management to sustain fish and wildlife resources effectively and efficiently.

**Strategy 2:**

Achieve landscape-scale habitat conservation and improvements on private and public lands.

**Action #1** - Implement habitat restoration and improvement projects that address factors limiting landscape productivity, function, and connectivity on private and non-Department public lands.

**Action #2** - Conserve and improve habitats on Department-owned or managed lands.

**Strategy 3:**

Protect habitat on private lands in priority landscapes through long-term, incentivized, voluntary conservation agreements.

**Action #1** – Collaborate with private landowners, organizations, and partner agencies to secure habitat and water protections in priority landscapes with fee-title acquisition, conservation easements, and other agreements.

**GOAL 1:**  
**Sustain Idaho's Fish and Wildlife and the habitats on which they depend.**

**Objective 3:**  
Ensure the long-term survival of native fish, wildlife, and plants.

**Strategy 1:**

Conserve and manage Idaho's most at-risk fish, wildlife, and plants and their habitats through implementation of strategies identified in the Statewide Wildlife Action Plan (SWAP).

**Action #1** – Identify and monitor native species with high-priority conservation needs.

**Action #2** – Provide strategic guidance on priority conservation actions.

**Action #3** – Create opportunities for stakeholders to collaborate in proactive, voluntary, and community-oriented partnerships to conserve at-risk species, fostering and incentivizing these partnerships.

**GOAL 1:**  
**Sustain Idaho's Fish and Wildlife and the habitats on which they depend.**

**Objective 4:**  
Mitigate and manage the impacts of fish and wildlife diseases and invasive species on fish and wildlife populations, livestock, and humans.

**Strategy 1:**

Develop collaborations, research projects, new tools and efficiencies to enhance the Department's understanding of disease and invasive species impacts on fish and wildlife populations.

**Action #1** – Investigate and deploy new and emerging tools and improve surveillance for fish and wildlife health monitoring and disease detection.

**Action #2** – Research population dynamics of emergent introductions of invasive species and develop corresponding response and action plans.

**Action #3** – Research and develop strategies to enhance participation of anglers, hunters, trappers, and landowners in management activities related to invasive species and disease.

**Strategy 2:**

Reduce the impact of disease as a limiting factor in fish and wildlife populations by monitoring, mitigating, and managing the transmission of disease.

**Action #1**– Implement disease plans and protocols to address risks of diseases in wild populations.

**Action #2** – Monitor and investigate mortality events and population declines for diseases to safeguard the long-term health and resilience of Idaho’s fish and wildlife.

**Action #3** – Coordinate surveillance and biosecurity measures with agencies and partners to assess and reduce disease transmission risks between wildlife and domestic animals.

**Strategy 3:**

Reduce the impact of invasive species on the sustainability of Idaho’s fish and wildlife by detecting, monitoring and managing introduction, colonization or establishment.

**Action #1** – Minimize spread of invasive species by researching, managing and monitoring existing populations.

**Action #2** - Implement a balanced, strategic approach to managing invasive species by prioritizing actions based on their risk to desirable populations, feasibility of suppression or control, and alignment with social, economic, and conservation priorities.

**GOAL 2:**  
**Improve user experience for hunting, fishing, trapping, and other wildlife-related recreation.**

**Objective 1:**  
Increase satisfaction with hunting, fishing, trapping, and other wildlife-related recreation opportunities and experiences.

**Strategy 1:**

Understand and be responsive to concerns related to user crowding.

**Action #1** – Collect, analyze, and distribute information on the demand and availability for hunting, fishing, trapping, and other wildlife-related recreation.

**Action #2** – Use information gathered to inform and engage with various user groups competing for limited resources and space on ways to reduce crowding.

**Action #3** – Work with private and governmental entities that manage public access to improve user experience and manage crowding.

**Strategy 2:**

Improve clarity and usability of hunting/fishing/trapping regulations.

**Action #1** – Solicit input on the format and complexity of regulations and regulations booklets to improve their clarity and useability.

**Action #2** – Improve efficiency and effectiveness of communications related to regulations through better understanding the content and form of delivery preferred by users.

### **Strategy 3:**

Manage the variety and distribution of access for public hunting, fishing, trapping, and other wildlife-related recreation to provide a positive user experience.

**Action #1** – Secure short and long-term access agreements with private and corporate landowners and provide incentives and services to landowners who allow public access for hunting, fishing, trapping, and other wildlife-related recreation.

**Action #2** – Improve landowner/sportsman cooperation through communication and enforcement of hunting, fishing, and trapping regulations.

**Action #3** - Work with agency partners to manage access to publicly owned lands.

**Action #4** – Maintain access sites on Department-owned and managed lands to provide opportunity and facilitate public safety.

**Action #5** – Work with appropriate jurisdictions and stakeholders to ensure legally accessible public lands are not illegitimately restricted.

### **Strategy 4:**

Strengthen public trust through implementation and enforcement of regulations that encourage safe, lawful and responsible participation in hunting, fishing, trapping, and other wildlife-related recreation.

**Action #1** – Increase the coverage and consistency of enforcement activities and overall visibility of staff in enforcement roles to the public.

**Action #2** – Promote an improved understanding of activities prohibited by law and ethical conduct, the distinction between them, and the importance of both in preserving the future of hunting, fishing, and trapping.

**Action #3** – Promote stronger deterrents to the illegal take of fish and wildlife.

**Strategy 5:**

Expand opportunities for non-consumptive forms of wildlife-related recreation.

**Action #1** – Increase engagement with non-consumptive wildlife-related recreationists (e.g., wildlife viewing) to better understand and facilitate their continued support of conservation.

**Action #2** – Expand shooting sport opportunities.

**GOAL 3:**  
**Improve Public  
Understanding of and  
Involvement in Fish and  
Wildlife Management.**

**Objective 1:**  
Create partners and supporters among the Department's constituents through timely, transparent, meaningful and proactive engagement, outreach and education.

**Strategy 1:**

Increase the effectiveness of public engagement by improving awareness of and participation in Department and Commission decision making processes.

**Action #1** - Increase awareness of opportunities to provide input on Department actions through more visible and frequent communications.

**Action #2** – Increase participation in decision making by simplifying and expanding methods to gather public input, including improved website tools, in-person opportunities and virtual meetings.

**Action #3** – Promote an understanding of the Department's scope of authority and responsibility in context to other regulatory or management agencies.

**Strategy 2:**

Increase transparency on decisions impacting Idaho's fish and wildlife.

**Action #1** - Improve the public input feedback loop by thorough after-action outreach efforts following Department or Commission decisions by summarizing outcomes, rationale for decisions and the impact of public input.

**Action #2** – Provide staff with talking points on key decisions and training on how to facilitate input from the public.

### **Strategy 3:**

Increase and enhance volunteer engagement through the development of a professional statewide volunteer program.

**Action #1** – Create a comprehensive plan to guide the volunteer program over the next five years.

**Action #2** – Provide all volunteers with exceptional service and resources, including web-based sign-up capabilities, convenient timekeeping processes, and necessary training.

**Action #3** - Provide efficient and effective volunteer management resources to staff by modernizing administration procedures, unifying statewide volunteer support and removing barriers to the use of volunteers.

### **Strategy 4:**

Enhance the awareness and understanding of the Department's mission through coordinated marketing, communications, and outreach efforts.

**Action #1** - Strengthen digital platforms and tools by updating and enhancing the Department website and mobile app and exploring use of other digital resources.

**Action #2** - Unify messaging and establish a consistent voice and visual identity across all outreach methods.

**Action #3** - Build common ground with new and established audiences by developing opportunities to highlight connections between hunters, anglers, trappers and participants in other wildlife-related recreation.

### **Strategy 5:**

Develop safe, ethical, and responsible hunters, trappers, and anglers that demonstrate stewardship of Idaho's fish and wildlife resources.

**Action #1** - Recruit, train, retain, and evaluate active hunter, bowhunter, and trapper education volunteer instructors to provide high-quality, engaging, and hands-on instruction for students.

**Action #2** - Activate and retain hunter education graduates by monitoring post-certification activity and engaging non-active hunters.

**Action #3** – Meet the demand for angling education by providing staff-led instruction and curricula and equipment for self-directed activities.

**Strategy 6:**

Provide educational experiences that build public understanding of fish and wildlife conservation, the importance of habitat, and the concepts of public trust.

**Action #1** - Provide conservation programs and materials at fish and game facilities to promote awareness of the importance of fish, wildlife, and habitat conservation.

**Action #2** – Promote an understanding of the potential impacts of diseases and invasive species on fish and wildlife populations, and associated challenges for fish and wildlife management.

**Action #3** - Provide aquatic education programming that encourages public understanding of healthy aquatic habitats and ecosystems, and how they can support conservation of Idaho's natural resources.

**Goal 4:**  
**Enhance the Capability of Fish and Game to Manage Fish and Wildlife and Serve the Public.**

**Objective 1:**  
Attract and retain a highly competent and professional workforce.

**Strategy 1:**

Leverage insights from Employee Engagement Survey data to strengthen workforce retention and sustain employee satisfaction.

**Action #1** – Develop targeted initiatives to enhance employee experience by addressing improvement areas identified by the Engagement Survey.

**Action #2:** Implement targeted initiatives to attract highly competent professional employees.

**Goal 4:**  
**Enhance the Capability of Fish and Game to Manage Fish and Wildlife and Serve the Public.**

**Objective 2:**  
Maintain a sustainable funding structure to ensure IDFG can continue to preserve, protect, perpetuate and manage Idaho's fish and wildlife.

**Strategy 1:**

Manage revenues and expenditures to meet long-term wildlife and fisheries management and conservation objectives.

**Action #1** – Utilize fiscal analysis models to assess long term fiscal sustainability, recommending strategies to sustain Department operations in alignment with its mission.

**Action #2** – Develop a plan for prioritization of resources when there are substantial changes to economic conditions or agency initiatives.

**Action #3** – Engage with regional and national efforts to pursue funding for conservation and management of at-risk species.

**Goal 4:**  
**Enhance the Capability of Fish and Game to Manage Fish and Wildlife and Serve the Public.**

**Objective 3:**  
Develop and sustain a productive relationship with state, local and federal elected officials to support the Department's ability to meet its mission to preserve, protect, perpetuate and manage Idaho's fish and wildlife.

**Strategy 1:**

Promote a common understanding and appreciation amongst Department staff for the roles and responsibilities of the Department, the Commission, local, state, and federal elected bodies, the Governor, and other state agencies.

**Action #1** – Engage staff in policy processes to increase understanding and trust at the local, state and federal level.

**Action #2** – Ensure staff are informed of Commission decisions and relevant legislative actions as well as implications to the Department and the public.

**Strategy 2:**

Foster a strong working relationship with local, state and federal policy makers through engagement, relationship-building, and partnerships.

**Action #1** – Engage local, state and federal policy makers in field activities to showcase the work of the Department and to identify and build support for shared objectives.

**Action #2** – Continue to develop the Department's reputation as a trusted asset to local, state and federal policy makers by being available and responsive to inquiries and requests.

**Action #3** – Develop long term strategies to sustain a positive relationship with local, state and federal policy makers as policies and leadership changes over time.