



# PRIORITIES LIST for 2017-2018

## OPPORTUNITIES

### *Provide outdoor recreational opportunities.*

1. Create a process to identify fishing access opportunities to guide fiscal decisions by the end of 2017.
2. Develop five urban fishing opportunities per year.
3. Simplify and increase hunting opportunities by 2020.
4. Continue to acquire property within land acquisition guidelines.
5. Develop opportunities with private landowners to access inaccessible (landlocked) public lands.
6. Maintain an A rating from 80 percent of surveyed campers who visit the state park system annually.
7. Increase visitation from September through May by 3 percent each year over the average of the previous five years.
8. Provide five diverse recreational initiatives.
9. Increase outreach through diverse mediums.
10. Implement a statewide education plan.
11. Develop an asset and facilities management plan.
12. Perform an accessibility audit of ADA designated facilities.

## RESOURCES

### *Serve as stewards of our state's outdoor resources.*

1. Update the State Park System Plan for South Dakota.
2. Complete Spearfish Canyon State Park Master Plan.



3. Review all existing management plans to identify areas of overlap and priorities among all other management plans by 2018.
4. Manage fish populations to maintain a satisfaction score from surveyed anglers indicating, on average, they are satisfied (4.5 or higher) with their fishing experience.
5. Design and implement a formalized process to evaluate the effectiveness of fish harvest regulations at meeting management objectives by the end of 2017.
6. Create a diverse stakeholder group - "Habitat Congress" - by 2018 to establish the statewide habitat goal and new funding sources.
7. Expand cooperatively funded partnership positions to deliver state and federal conservation programs to private landowners.
8. Advocate for federal Farm Bill programs that are beneficial and practical for South Dakota private landowners.
9. Assess and update existing resource management plans and develop priorities for new resource management plans by 2019.
10. Create a sustainable cultural resource identification and protection program.
11. Increase awareness of cultural and historic resources.

## **CONFIDENCE**

### ***Inspire confidence.***

1. Increase website sessions combined with mobile app usage by 10 percent per year.
2. Increase awareness for all programs and services by aligning 100 percent of department branding and messaging.
3. Increase and improve targeted communications by using new and traditional means.
4. Increase visibility for all programs and services through trade shows, workshops, events and job fairs.
5. Of the nearly 7,000 Conservation Digest subscribers, 20 percent to complete and return an informational survey to determine subscriber demographics.



6. Provide and increase access to financial information and through agency communication platforms.
7. Align funding with agency mission, vision and goals.
8. Sustain wildlife and parks working capital at appropriate and desired balance levels (wildlife = 25 percent and parks = 10 percent of budget).
9. Implement Board of Internal Controls directives for development of formal internal control system.
10. Evaluate fiscal capabilities, staff capacity, and technical resources by conducting an independent review of responsibilities, staff and public expectations, and the resources needed to achieve them.
11. Provide staff with the tools to improve public involvement opportunities.
12. Provide three new public input channels.
13. Reduce barriers and obstacles to public involvement.
14. Increase partner awareness and support for GFP mission.
15. Foster five new partnerships to support GFP mission.
16. Increase collaboration between GFP and other state, federal and tribal agencies and local governments.
17. Leverage partner resources to support GFP mission.
18. Improve and streamline internal and external customer services.
19. Improve hunting/fishing license purchasing and park entrance license customer satisfaction.
20. Ensure customer security and personally identifiable information (PII) remains at 100 percent.
21. Increase GFP's customer base by reducing language barriers.



## EXCELLENCE

### *Foster professional excellence.*

1. Develop a department-wide training and orientation process for new and promoted staff.
2. Create and implement comprehensive leadership, professional development and staff training programs.
3. Improve supervisor effectiveness through leadership development.
4. Optimize internal communications.
5. Increase joint department projects and resources.
6. Increase the number of intern and seasonal applicants by 20 percent by 2020.
7. Obtain at least three qualified applicants for each permanent position vacancy.
8. Increase employee retention rates by 2020.
9. Survey and create an assessment report for staff to determine a baseline of equipment capabilities by 2017.
10. Develop a consistent department-wide uniform policy and order form.
11. Review worker accident claims annually and discuss preventative measures.
12. Develop a department-wide cell phone policy.
13. Develop, implement and regularly review policies, procedures and work directions that promote professionalism.