



MEMORANDUM

To: MCWD Board of Managers

From: James Wisker

Date: December 5, 2016

Re: December 8, 2016 Planning and Policy Committee Meeting

Purpose:

To provide an outline for the December 8, 2016 Planning and Policy Committee (PPC) Meeting.

Introduction:

At the December 8, 2016 Planning and Policy Committee Meeting staff will facilitate a discussion on the following strategic planning topics:

1. Prioritization of Aquatic Invasive Species programming within Research & Monitoring
2. A coordinated model for organizational planning that maintains alignment and organizational focus

Background:

December marks another milestone in the District's strategic planning process. Thus far the organization has:

- Redefined its Vision, Mission, Goals and Guiding Principles
- Undertaken a thorough self-assessment through Phase I – Issue Identification
- Initiated Phase II – Analysis and Decision Making
 - Discussed the purpose and priorities of every program

After program discussions conclude in December, focused on AIS, Education-Communications and Grants, the process will shift into discussions of priorities at an organization level and decision making, followed by Phase III – Operationalizing the Strategic Plan.

Prioritization of Aquatic Invasive Species programming:

At the October 27, 2016 PPC Meeting the Research and Monitoring department outlined the following departmental priorities:

1. Diagnostic Monitoring:
 - a. Identify the causes of known water resource impairments and inform MCWD action, at a local waterbody scale

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2. E-Grade Monitoring:
 - a. Assess the health of ecosystems, at a subwatershed scale

3. Anchor Monitoring:
 - a. Monitor priority, representative sites and track long-term trends at a watershed scale

Within this framework the PPC reviewed the District's range of AIS programming across the following spectrum:

Prevention & Education Programming → Monitoring → Rapid Response/Research → AIS Management

Where:

- Prevention programming is implemented to promote individual behavior change and to slow the introduction and spread of AIS
- Biological monitoring occurs to assess the presence and impact of AIS
- MCWD encourages applied research on District resources, to evaluate biology of AIS and new control/management techniques
- MCWD forms multi-jurisdictional partnerships to rapidly respond to new AIS introductions, under select conditions
- MCWD manages AIS whose biology and management controls are well understood and established in the scientific community (common carp, etc.)

The PPC generally agreed that monitoring for AIS presence and impact aligned with the District's Mission, and with the Department's restated purpose and priorities. The PPC also agreed that the selective and prioritized management of AIS that are well established, understood and have a documented impact on water quality, such as common carp, was tactically aligned with the department's purpose and MCWD mission.

The Committee also discussed the District's ongoing role in:

- Preventing and slowing the spread of AIS
- Rapid Response and management of new AIS infestations
- Facilitating applied research of AIS within the watershed

Following discussion, the Committee requested a second discussion regarding the prioritization of AIS tactics in context of the Department's purpose and District mission.

At the December 8, 2016 PPC Meeting staff will recap information discussed to date and facilitate a discussion of AIS priorities.

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Organizational Planning Model:

As the District prepares to enter the decision making stage of strategic planning, to establish a directional path for programs and the organization, it must consider operational models that:

- Maintain today's desired alignment, integration and mission focus
- Scan the environment to anticipate changes (threats and opportunities)
- Innovate, adapt, and promote continuous improvement

All plan decisions are made at a fixed point in time, with best available current information. Therefore, to promote ongoing success the District has discussed the need to establish an organizational planning model that maintains current direction while providing a framework for continuous assessment, improvement and adaptation in between planning cycles.

Regarding organizational planning, at the October 13, 2016 PPC Meeting, the Committee discussed and supported continuing the Planning Department's established role in organizational planning, including:

- Developing policy
- Managing the Comprehensive Plan
- Participating in state and regional planning
- Conducting strategic planning and maintaining organizational alignment
- Operationalizing focal and responsive planning and implementation
- Feedback loops that assess, evaluate and report
- Financial planning

This role was also supported by District staff through Phase I – Issue Identification, and Phase II – Analysis and Decision Making. Both the PPC and staff have discussed that this role would require discussion of operational details, including the need to establish a clear coordination framework.

Given the pending transition of strategic planning, the organizational need, and the role of the Planning Department in organizational planning, at the December 8, 2016 PPC Meeting, staff will facilitate a preliminary discussion of organizational planning concepts. These concepts will address the MCWD's need to preserve desired levels of alignment established via strategic planning, while scanning the environment and adapting and prioritizing resource deployment in real-time in between planning cycles.

If there are questions in advance of the meeting, please contact James Wisker at Jwisker@MinnehahaCreek.org or 952.641.4509

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