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Mission Area 1. Resource Protection: Protect the Nation's Natural, Cultural, and Heritage Resources				
Performance Measures	FY 04 Plan	FY 04 Actual	Goal Met?	Performance Report and Discussion
<i>End Outcome Goal - Improve health of watersheds, landscapes, and marine resources that are DOI managed or influenced in a manner consistent with obligations regarding the allocation and use of water</i>				
Wetland areas - Percent of acres achieving desired conditions where condition is known and as specified in management plans consistent with applicable substantive and procedural requirements of State and Federal water law	98.0%	98.0%	✓	Goal Met. Although FWS did not set a target for this measure for FY 2004, it did establish a baseline of 55% (excludes Alaska). Although NPS did not set a target for this measure for FY 2004, it did plan to establish a baseline for this measure. However, the NPS did not establish a baseline because insufficient data were collected during FY 2004 to provide a basis for establishing a baseline value. Data collection and analysis will continue during FY 2005. It is anticipated that a baseline value for NPS will be included in the FY 2005 Performance and Accountability Report.
Riparian areas - Percent of stream-miles achieving desired conditions where condition is known and as specified in management plans consistent with applicable substantive and procedural requirements of State and Federal water law	90.8%	90.5%	✓	Goal Met. Although FWS did not set a target for this measure for FY 2004, it did establish a baseline of 52% (excludes Alaska). Although NPS did not set a target for this measure for FY 2004, it did plan to establish a baseline for this measure. However, the NPS did not establish a baseline because insufficient data were collected during FY 2004 to provide a basis for establishing a baseline value. Data collection and analysis will continue during FY 2005. It is anticipated that a baseline value for NPS will be included in the FY 2005 Performance and Accountability Report.
Upland areas - Percent of acres achieving desired conditions where condition is known and as specified in management plans consistent with applicable substantive and procedural requirements of State and Federal water law	63.1%	63.1% (E)	✓	Goal Met (Estimated). Based on estimated data, it is anticipated that the goal will be met. The basis for the estimate is actual upland condition information for FY 2003. It is believed that there was no significant change in the uplands during FY 2004. Therefore, it is reasonable to use FY 2003 data for estimates. Final data will be included in the FY 2005 Performance and Accountability Report. Although FWS did not set a FY 2004 target for this measure, it did establish a baseline of 46% (excludes Alaska). Although NPS did not set a FY 2004 target for this measure, it did plan to establish a baseline. However, the NPS did not establish a baseline because insufficient data were collected during FY 2004 to provide a basis for establishing a baseline value. Data collection and analysis will continue during FY 2005. It is anticipated that a baseline value for NPS will be included in the FY 2005 Performance and Accountability Report.
Marine and coastal areas - Percent of acres achieving desired marine and coastal conditions where condition is known and as specified in management plans	Establish Baseline			Baseline Not Established. Both the FWS and the NPS planned to establish a baseline for this measure during FY 2004. The baseline for FWS is 64%. The NPS did not establish a baseline for this measure. The NPS did not establish a baseline because insufficient data were collected during FY 2004 to provide a basis for establishing a baseline value. Data collection and analysis will continue during FY 2005. It is anticipated that a baseline value for NPS will be included in the FY 2005 Performance and Accountability Report.
Number of land acres reclaimed or mitigated from the effects of degradation from past mining	6,950 acres			No Report (Incomplete Data). Complete data are not available because one of the contributing bureaus (i.e., NPS) did not produce data in time for the report. The NPS data were delayed because of delays in establishing reporting protocols and systems for parks. Final data will be reported in the FY 2005 Performance and Accountability Report. FY 2001 Actual: 13,808 acres (OSM) FY 2002 Actual: 8,606 acres (OSM) FY 2003 Actual: 6,539 acres (OSM)

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Number of stream-miles for which degradation from past surface coal mining has been improved	150 miles	12 miles (P)		No Report (Preliminary Data). Office of Management and Budget guidelines preclude us from using preliminary data as a basis for determining whether the performance goal was achieved. Final data and analysis will be included in the FY 2005 Performance and Accountability Report.
Number of surface of acres of water for which degradation from past surface coal mining has been improved	150 acres	24.6 acres (P)		No Report (Preliminary Data). Office of Management and Budget guidelines preclude us from using preliminary data as a basis for determining whether the performance goal was achieved. Final data and analysis will be included in the FY 2005 Performance and Accountability Report.
Percent of surface waters (miles) managed by DOI that meet State (EPA approved) water quality standards	91%			No Report (Incomplete Data). Some of the data needed to assess results for this measure were not available in time for the report. The missing data include Alaska, Eastern States, and some data from California. Final data for this measure will be included in the FY 2005 Performance and Accountability Report. Although NPS did not set an FY 2004 target for this measure, it did establish a baseline value of 98.9%.
Percent of surface waters (acres) managed by DOI that meet State (EPA approved) water quality standards	Establish Baseline			Baseline Not Established. Three DOI bureaus (i.e., NPS, BLM and FWS) had planned to establish a baseline for this measure. For BLM, insufficient data were available during FY 2004 to provide a basis for establishing a baseline value. BLM will continue data collection and analysis during FY 2005, and it is anticipated that a baseline value will be included in the FY 2005 Performance and Accountability Report. The FWS did establish a baseline for this measure during FY 2004, and the baseline value is 91%. The NPS also established a baseline for this measure during FY 2004, and the baseline value is 82.5%.
Protect and/or restore X number of surface and ground water systems directly managed or influenced by DOI, as specified in management plans and consistent with applicable Federal and State law, by working with State and local resource managers, as appropriate, to meet human and ecological needs	1 system	5 systems	✓	Goal Exceeded. This was the first year data for this goal was tracked. Because no history of performance was available for this goal, the target set was lower than what DOI was actually able to achieve. Out-year targets will be adjusted to reflect this performance. Although the FWS did not set a FY 2004 target for this measure, it established a baseline value of 107,225 systems.
Percent of reporting Class I DOI lands that meet ambient air quality standards (NAAQS)	77%	80%	✓	Goal Met.
Percent of reporting Class I DOI lands that meet visibility objectives	56%			No Report (Incomplete Data). Some of the FY 2004 data for this measure (i.e., NPS for August/September) were not available in time for the report. Final data will be included in the FY 2005 Performance and Accountability Report. Although the FWS did not set a FY 2004 target for this measure, it did plan to establish a baseline. However, insufficient FY 2004 data were available to provide a basis for establishing a baseline value. Data collection and analysis will continue in FY 2005, and it is anticipated that an FWS baseline will be included in the FY 2005 Performance and Accountability Report.

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Performance Measures	FY 04 Plan	FY 04 Actual	Goal Met?	Performance Report and Discussion
<i>Intermediate Strategy - Restore and Maintain Proper Function to Watersheds and Landscapes</i>				
Percent of acres degraded by wildland fire with post-fire rehabilitation treatments underway, completed, and monitored	18.8%	11.9% (E)		Goal Not Met (Estimated). Based on estimated data, it is anticipated that the goal will not be met. Estimated data is from the National Fire Plan Operations and Reporting System (NFPORS). Final data will be included in the FY 2005 Performance and Accountability Report.
Number of acres in fire regimes 1, 2, or 3 moved to a better condition class that were identified as high priority through collaboration consistent with the 10-year Implementation Plan – in total	280,000 acres	255,980 acres (E)		Goal Not Met (Estimated). Based on estimated data, we anticipate that the goal will not be met. However, the DOI bureaus nearly achieved this goal. Data is estimated from the National Fire Plan Operations and Reporting System (NFPORS). Fuels treatment projects are prioritized through an interagency collaborative process that includes partners in local communities. The mix of fuel treatment projects actually conducted can vary annually according to this prioritization process, fuel conditions, and local weather conditions, and reflects efforts to mitigate the greatest risks to communities and the environment. Final data will be included in the FY 2005 Performance and Accountability Report.
Number of acres in fire regimes 1, 2, or 3 moved to a better condition class that were identified as high priority through collaboration consistent with the 10-year Implementation Plan – as a percent of total acres treated	38.7%	33.3% (E)		Goal Not Met (Estimated). Based on estimated data, it is anticipated that the goal will not be met. However, the DOI bureaus nearly achieved this goal. Data is estimated from the National Fire Plan Operations and Reporting System (NFPORS). Fuels treatment projects are prioritized through an interagency collaborative process that includes partners in local communities. The mix of fuel treatment projects actually conducted can vary annually according to this prioritization process, fuel conditions, and local weather conditions, and reflects efforts to mitigate the greatest risks to communities and the environment. Final data will be reported in the FY 2005 Performance and Accountability Report.
Number of acres in prior measure moved to a better condition class per million dollars of gross investment	3,783 acres	3,199 acres (E)		Goal Not Met (Estimated). Based on estimated data, it is anticipated that the goal will not be met. Data is estimated from the National Fire Plan Operations and Reporting System (NFPORS). Fuels treatment projects are prioritized through an interagency collaborative process that includes partners in local communities. The mix of fuel treatment projects actually conducted can vary annually according to this prioritization process, fuel conditions, and local weather conditions, and reflects efforts to mitigate the greatest risks to communities and the environment. The greater cost per acre treated reflects more treatments were conducted during the year that relied on more expensive methods conducted on smaller projects. Final data will be included in the FY 2005 Performance and Accountability Report.
Satisfaction with science information and products	≥ 80%	100%	✓	Goal Met.
Number of acres treated that are in condition classes 2 or 3 in fire regimes 1 through 3 outside of wildland-urban interface, and are identified as high priority through collaboration consistent with the 10-Yr. Implementation Plan in total	440,000 acres	549,800 acres (E)	✓	Goal Exceeded (Estimated). Based on estimated data, it is anticipated that the goal will be exceeded. Data is estimated from the National Fire Plan Operations and Reporting System (NFPORS). Fuels treatment projects are prioritized through an interagency collaborative process that includes partners in local communities. The mix of fuel treatment projects actually conducted can vary annually according to this prioritization process, fuel conditions, and local weather conditions, and reflects efforts to mitigate the greatest risks to communities and the environment.

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Intermediate Strategy - Restore and Maintain Proper Function to Watersheds and Landscapes				
Number of acres treated that are in condition classes 2 or 3 in fire regimes 1 through 3 outside of wildland-urban interface, and are identified as high priority through collaboration consistent with the 10-Year Implementation Plan as a percent of all acres treated	60.8%	71.6% (E)	✓	Goal Exceeded (Estimated). Based on estimated data, it is anticipated that the goal will be exceeded. Data is estimated from the National Fire Plan Operations and Reporting System (NFORS). Fuels treatment projects are prioritized through an interagency collaborative process that includes partners in local communities. The mix of fuel treatment projects actually conducted can vary annually according to this prioritization process, fuel conditions, and local weather conditions, and reflects efforts to mitigate the greatest risks to communities and the environment. Final data will be included in the FY 2005 Performance and Accountability Report.
Number of acres treated outside the wildland-urban interface per million dollars gross investment	9,776 acres	9,598 acres (E)	✓	Goal Met (Estimated). Based on estimated data, it is anticipated that the goal will be met. More acres were treated than planned, but the average cost per acre was slightly higher in 2004. Final data will be included in the FY 2005 Performance and Accountability Report.
Tons of salt loading prevented	25,000 tons	26,680 tons	✓	Goal Exceeded. The goal to support projects that reduce salinity by 25,000 tons per year is mandated by law. Reclamation exceeded the target as a result of sponsored control and prevention projects that contributed greater than the minimum total of 25,000 tons of salt prevented per year. FY 2001 Actual: 36,437 tons (BOR) FY 2002 Actual: 35,500 tons (BOR) FY 2003 Actual: 30,393 tons (BOR)
Number of acres achieving watershed and landscape goals through voluntary partnerships	403,072 acres	318,070 acres (E)		Goal Not Met (Estimated). Based on estimated data, it is anticipated that the goal will not be met. Estimates are based on prior year's performance trend data. Also, because the reporting programs are voluntary programs, exact estimates of landowner interest by habitat type are not possible. Estimates are based on the prior year's performance but may not be achievable if landowner interest does not match landowner interest from last year. Final data will be included in the FY 2005 Performance and Accountability Report.
Number of stream/shoreline miles achieving watershed and landscape goals through voluntary partnerships	858 miles	820 miles (E)	✓	Goal Met (Estimated). Based on estimated data, it is anticipated that the goal will be met. Estimates are based on prior year's performance trend data. Because the reporting programs are voluntary programs, exact estimates of landowner interest by habitat type are not possible. Estimates are based on the prior year's performance but may not be achievable if landowner interest does not match landowner interest from last year. Final data will be included in the FY 2005 Performance and Accountability Report.
Percent of known contaminated sites remediated on DOI managed land	5.5%	10.6%	✓	Goal Exceeded. The Department was able to exceed its goal for this measure because some sites were less expensive to remediate than planned, and because additional sources of funding became available allowing DOI to do more remediation work. Outyear targets for this measure will be adjusted to account for this better than expected performance. Although FWS did not set a FY 2004 target for this measure, it did establish a baseline value of 176 contaminated sites.

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Performance Measures	FY 04 Plan	FY 04 Actual	Goal Met?	Performance Report and Discussion
Intermediate Strategy 2 - Improve information base, information management and technical assistance				
Satisfaction scores on resource protection partnerships	≥ 80%	97%	√	Goal Met. Although BLM did not set a FY 2004 target for this measure, it did plan to establish a baseline. However, a baseline was not established in time for the report because it had not included the results of a survey that will provide a basis for that baseline. The baseline will be included in the FY 2005 Performance and Accountability Report.
Percent of watershed and landscape-related studies validated through appropriate peer or independent review	100%	100%	√	Goal Met.
End Outcome Goal - Sustain biological communities on DOI managed and influenced lands and waters in a manner consistent with obligations regarding the allocation and use of water				
Percent of species of management concern that are managed to self-sustaining levels, in cooperation with affected States and others, as defined in approved management documents	61.1%			No Report (Incomplete Data). Some of the FY 2004 data for this measure (i.e., NPS) were not available in time for the report. Final NPS data are expected in mid-November 2004. The data delay is associated with delays in establishing park reporting procedures, and systems did not allow parks to report data as planned. Data are available for the other bureau (i.e., FWS) that contributes data to this measure. The FWS exceeded its goal for this measure. The FWS believes that achieving a better than expected result may be due to favorable environmental conditions in one year resulting in a population showing improvement in the following year. Final data will be included in the FY 2005 Performance and Accountability Report.
Percent of threatened or endangered species listed a decade or more that are stabilized or improved	38.8%	37.9% (E)	√	Goal Met (Estimated). Based on estimated data, it is anticipated that the target will be met. Estimated data is based on regional input into the end-of-year performance reporting for the Recovery Data Call and prior year's performance trend data. Final data will be included in the FY 2005 Performance and Accountability Report. FY 2001 Actual: 52% (320 of 616 species) (FWS) FY 2002 Actual: 45% (320 of 705 species) (FWS) FY 2003 Actual: 42% (332 of 792 species) (FWS)
Percent of candidate species where listing is unnecessary as a result of conservation actions or agreements	1.6%	1.2%		Goal Not Met. Departmental results for this measure are managed by the Fish and Wildlife Service. Due to the complex and voluntary nature of candidate agreements, the FWS does not control the timeline for completing them. An agreement that we expected would be the basis for making listing unnecessary for one species, the California golden trout, was not completed and signed until just before the end FY 2004. Consequently, there was no time left in the fiscal year to conduct the necessary analyses to reach a decision that listing is unnecessary and to publish a required "not warranted" finding. We expect to complete these tasks in FY 2005.

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Performance Measures	FY 04 Plan	FY 04 Actual	Goal Met?	Performance Report and Discussion
Percent change from baseline in the number of acres infested with invasive plant species	6.5%	8.7% (E)	✓	Goal Exceeded (Estimated). Based on estimated data, it is anticipated that the goal will be exceeded. The estimate is based on a polynomial regression analysis. Better than expected success by the Department's exotic plan management teams is the reason for the unexpected success. Outyear targets may need to be adjusted based on actual performance. Final data will be included in the FY 2005 Performance and Accountability Report. Although the BLM did not set a FY 2004 target for this measure, it established a baseline value of 35,455,520 acres. Although BOR did not set a FY 2004 target for this measure, it did conduct successful invasive plant management activities.
Percent change from baseline in the number of invasive animal populations	0.3%			No Report (No Data). The single bureau reporting to this measure for FY 2004 is NPS. No data were available at the time of the report because of delays in establishing reporting databases and systems. Final data are expected in late November 2004. Final data will be included in the FY 2005 Performance and Accountability Report. Although the FWS did not set a FY 2004 target for this measure, it did plan to establish a baseline. However, insufficient FY 2004 data were available to provide a basis for establishing a baseline value. Baseline efforts will continue in FY 2005, and it is anticipated that a baseline will be included in the FY 2005 Performance and Accountability Report.
<i>Intermediate Strategy - Create Habitat Conditions for Biological Communities to Flourish</i>				
Number of acres restored or enhanced to achieve habitat conditions to support species conservation consistent with management documents, program objectives, and consistent with substantive and procedural requirements of State and Federal water law	3,978,995 acres	3,611,708 acres (E)		Goal Not Met (Estimated). Based on estimated data, it is anticipated that the goal will not be met. Estimated data are based on prior years' performance results. Part of the reason the goal was not met is that some of the acres included in the FY 2004 target were removed during the year due to realignment of Refuge Program measures. Final data will be reported in the FY 2005 Performance and Accountability Report.
Number of stream/shoreline miles restored or enhanced to achieve habitat conditions to support species conservation consistent with management documents, program objectives, and consistent with substantive and procedural requirements of State and Federal water law	841 miles	1,145 miles	✓	Goal Exceeded. This goal was exceeded because of unanticipated restoration successes associated with partnership activities.
Number of acres of landscapes and watersheds managed through partnerships and networked lands that achieve habitat protection	8,754,360 miles	8,754,360 miles (E)	✓	Goal Met (Estimated). Based on estimated data, it is anticipated that the goal will be met. Estimated data is based on prior year's performance trend data. Final data will be included in the FY 2005 Performance and Accountability Report.
Number of acres achieving habitat/biological community goals through voluntary agreements	49,264 acres	47,022 acres (E)	✓	Goal Met (Estimated). Based on estimated data, it is anticipated that the target will be met. Estimated data are based on prior year's performance trend data. Final data will be included in the FY 2005 Performance and Accountability Report.
Number of stream/shoreline miles achieving habitat/biological community goals through voluntary agreements	Establish Baseline			Baseline Not Established. Insufficient data were collected during FY 2004 to provide a basis for establishing a baseline for this measure. Data collection and analysis will continue during FY 2005. It is anticipated that baseline value will be included in the FY 2005 Performance and Accountability Report.

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Performance Measures	FY 04 Plan	FY 04 Actual	Goal Met?	Performance Report and Discussion
Intermediate Strategy - Manage Populations to Self-Sustaining Levels for Specific Species				
No GPRA Measures				
Intermediate Strategy - Improve Information Base, Information Management, and Technical Assistance				
Satisfaction scores on biological research partnerships	≥ 80%	98%	✓	Goal Met.
Percent of biological research studies validated through appropriate peer review or independent review	100%	100%	✓	Goal Met.
Conservation and biological research facilities are in fair to good condition as measured by the Facilities Condition Index	0.11	0.12 (E)		Goal Not Met (Estimated). Based on estimated data, it is anticipated that the goal will not be met. FCI goals are still very tenuous. Some facility condition assessments have not been completed, and replacement costs are still being refined. Therefore, it is expected that numbers will continue to fluctuate over the next several years. Much of this is due to change in data quality, not actual change in condition. Calculations in the measure include only those facilities which have undergone comprehensive condition assessments. Final data will be included in the FY 2005 Performance and Accountability Report.
End Outcome Goal - Protect Cultural and Natural Heritage Resources				
Percent of cultural properties in DOI inventory in good condition	62.1%	64.5%	✓	Goal Met.
Percent of collections in DOI inventory in good condition	30.7%	42.3% (P)		No Report (Preliminary Data). Complete data are expected to be available in November 2004. Office of Management and Budget guidelines preclude us from using preliminary data as a basis for determining whether the performance goal was achieved. Final data and analysis will be included in the FY 2005 Performance and Accountability Report.
Percent of participating cultural properties owned by others in good condition	4.8%	4.9% (E)	✓	Goal Met (Estimated). Based on estimated data, it is anticipated that the goal will be met. The estimate is based on multi-year averages of performance by others. Final performance will not be available until August 2005 because by law (43 CRD 12), Federal agencies cannot ask for information on Federal Grants until at least 90 days after the end of the grant period. Final data for FY 2004 will be included in the FY 2005 Performance and Accountability Report.
Percent of paleontologic localities in DOI inventory in good condition	42.1%	61.1% (P)		No Report (Preliminary Data). Some data are preliminary. Complete data are expected to be available in December 2004. Office of Management and Budget guidelines preclude us from using preliminary data as a basis for determining whether the performance goal was achieved. Final data and analysis will be included in the FY 2005 Performance and Accountability Report. Although FWS did not set a FY 2004 target for this measure, it did plan to establish a baseline, and the baseline value is 100% (i.e., all 5 known locations in good condition). FY 2001 Actual: 23.0% (NPS) FY 2002 Actual: 44.6% (NPS) FY 2003 Actual: 47.6% (NPS)

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Performance Measures	FY 04 Plan	FY 04 Actual	Goal Met?	Performance Report and Discussion
Percent of Special Management Areas meeting their heritage resource objectives under the authorizing legislation	63%	29%		Goal Not Met. The goal was not met because the target was too narrowly focused. DOI results included only the Wilderness Areas and National Historic and Scenic Trail and River segments. The target also included Wilderness Study Areas and Wild Horse and Burro Herd Management Areas, which was too broad and yielded results that were not meaningful. Although FWS did not set an FY 2004 target for this measure, it did plan to establish a baseline, and the baseline value is 85%. Although NPS did not set an FY 2004 target for this measure, it did plan to establish a baseline. However, insufficient FY 2004 data were available to provide a basis for establishing a baseline value. Baseline data collection and analysis will continue in FY 2005 and it is anticipated that an NPS baseline will be included in the FY 2005 Performance and Accountability Report.
Percent of Indian and Alaska Native students demonstrating knowledge of native language, history and customs	Establish Baseline			Baseline Not Established. Insufficient data were collected during FY 2004 to provide a basis for establishing a baseline value for this measure. Data collection and analysis will continue during FY 2005. It is anticipated that a baseline value will be included in the FY 2005 Performance and Accountability Report.
Intermediate Strategy - Increase Knowledge Base of Cultural and Natural Heritage Resources Managed or Influenced by DOI				
No GPRA Measures				
Intermediate Strategy - Manage Special Management Areas for Natural Heritage Resource Objectives				
Percent of acres of designated wilderness achieving wilderness character objectives as specified by statute	60%	85.1%	✓	Goal Exceeded. BLM is the only bureau currently reporting to this measure. BLM's initial baseline was inaccurate and now, with complete field data, the BLM will adjust out-year targets accordingly. Although FWS did not set a FY 2004 target for this measure, it did plan to establish a baseline. The FWS baseline value is 94%. Although NPS did not set a FY 2004 target for this measure, it did plan to establish a baseline. However, insufficient FY 2004 data were available to provide a basis for establishing a baseline value. Baseline data collection and analysis will continue in FY 2005, and it is anticipated that a NPS baseline will be included in the FY 2005 Performance and Accountability Report.
Intermediate Strategy - Reduce Degradation and Protect Cultural and Natural Heritage Resources				
Facilities condition - Facilities are in fair to good condition as measured by the Facilities Condition Index	0.126	0.118	✓	Goal Exceeded. FCI goals are still very tenuous. Some facility condition assessments have not been completed, and replacement costs are still being refined. Therefore, it is expected that numbers will continue to fluctuate over the next several years. Much of this is due to change in data quality, not actual change in condition. Calculations in the measure include only those facilities which have undergone comprehensive condition assessments. Although NPS did not set a FY 2004 target for this measure, it did plan to establish a baseline. The NPS baseline value is 0.21.
Intermediate Strategy - Increase Partnerships, Volunteer Opportunities, and Stakeholder Satisfaction				
Partner satisfaction scores with DOI on cultural and heritage resource partnerships	Establish Baseline			Baseline Not Established. The baseline was not established because insufficient data were available during FY 2004. Data collection and analysis will continue during FY 2005 and it is anticipated that a baseline will be included in the FY 2005 Performance and Accountability Report.