

## PART I - FACE SHEET

<b>APPLICATION FOR FEDERAL ASSISTANCE</b>		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to conform to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):	3. DATE RECEIVED BY STATE:  21-JAN-11	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID:  11AC124280	4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER:  09ACHCA0010019														
<b>5. APPLICATION INFORMATION</b>																
LEGAL NAME: California Conservation Corps Watershed Stewards  DUNS NUMBER: 808322127	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):  NAME: Carrie S. Lewis  TELEPHONE NUMBER: (707) 725-8601 301  FAX NUMBER: (707) 725-8602  INTERNET E-MAIL ADDRESS: carrie.lewis@ccc.ca.gov															
ADDRESS (give street address, city, state, zip code and county): 1500 Alamar Way Fortuna CA 95540 - 9546 County: Humboldt																
6. EMPLOYER IDENTIFICATION NUMBER (EIN):  680298653	7. TYPE OF APPLICANT: 7a. Non-Profit  7b. Service/Civic Organization Other State Government															
8. TYPE OF APPLICATION (Check appropriate box).  <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/>  A. AUGMENTATION        B. BUDGET REVISION  C. NO COST EXTENSION    D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: <b>Corporation for National and Community Service</b>															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Watershed Stewards Project: CCC															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Counties WSP serves: Del Norte, Humboldt, Marin, Mendocino, Napa, San Francisco, San Luis Obispo, San Mateo, Santa Cruz, Siskiyou, Sonoma, Trinity	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 10/03/11      END DATE: 08/10/12	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="CA 001"/> b.Program <input type="text" value="CA 001"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>	16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?  <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:  DATE:  <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372															
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 541,435.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 1,005,297.00</td> </tr> <tr> <td>c. STATE</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>d. LOCAL</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>e. OTHER</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>f. PROGRAM INCOME</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>g. TOTAL</td> <td style="text-align: right;">\$ 1,546,732.00</td> </tr> </table>	a. FEDERAL	\$ 541,435.00	b. APPLICANT	\$ 1,005,297.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 1,546,732.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 541,435.00															
b. APPLICANT	\$ 1,005,297.00															
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f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 1,546,732.00															
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE:  Carrie S. Lewis	b. TITLE:	c. TELEPHONE NUMBER:  (707) 725-8601 301														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED:  12/07/10														

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### Executive Summary

Statement of Need - Runs of Pacific salmon and steelhead (salmonids) have been the lifeblood of the Pacific Northwest for centuries. From the earliest inhabitants to today's modern communities, salmonids have fed California's coastal and inland families and have driven its economy. From historic abundance levels, approximately 90% of Chinook, coho, and steelhead stocks have vanished from most California rivers. Declining numbers of native salmonids have led to the listing of several species under the Federal and State Endangered Species Acts. Not only has this dramatic decline had a negative impact on families that depend on this resource for their livelihoods, but the State is also at risk of losing billions of dollars in direct revenue provided by commercial and recreational salmon and steelhead fisheries due to restricted regulations. Population declines have been attributed to many factors, perhaps the most critical of which is habitat degradation. Past efforts to restore salmonid habitat have often failed because they were not science-based and efforts were piecemeal. Current, accurate, and comprehensive fish population and habitat data is needed to ensure that watershed restoration is based on a systematic, needs-driven approach, rather than an access-driven approach. In addition, natural resource professionals determined that direct landowner and community involvement coupled with education were essential to the restoration process. The Watershed Stewards Project (WSP) was subsequently created in response to these needs.

Mission -- The mission of the AmeriCorps Watershed Stewards Project is to conserve, restore, and enhance anadromous (salmonid bearing) watersheds for future generations by linking education with high quality scientific practices. In cooperation with private landowners, industry, small community based organizations, and public agencies, the WSP partnership will assist in revitalizing watersheds that contain endangered and threatened salmonids and steelhead.

Expected Impact -- 65% of watersheds members contribute to will improve by 20%. Students' knowledge of salmonid lifecycles and watershed processes will increase by 20%. Volunteers will contribute over 3,000 service hours to conservation and restoration efforts. The latest scientific

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information will be shared with over 10,000 community members, students, and natural resource professionals.

Summary of Program Design -- Working cooperatively with landowners and land managers, members survey 2,500 miles of streams and watersheds using State and Federal protocols. These scientifically based surveys assess current fish populations, water temperature, food availability, habitat conditions, and habitat threats such as sediment and other pollution sources. Members then contribute to databases and reports leading to specific "prescriptions" for habitat restoration, which are then made available to the community at large. Each member will recruit and manage 15 volunteers in a hands-on watershed restoration project. Members also educate the next generation of landowners by instructing 1,375 K-12 students using WSP's Real Science curricula, a series of 6 lessons about salmonid and watershed science. K-12 students also engage in service learning projects, allowing students to apply knowledge gained in the classroom to watershed restoration. Over 10,000 teachers, students, natural resource professionals, community members, and private landowners benefit from the cooperative relationships WSP members build in the communities they serve. WSP's 25 placement sites range from San Luis Obispo north to the Oregon border and east to Yreka in 12 large rural counties.

### Rationale and Approach

#### COMPELLING COMMUNITY NEED

Watershed stewardship is a vital individual and community activity that provides nurture to our watersheds, and thus to each of us. Everyone on Earth lives in and affects watersheds in an ongoing manner. Watersheds vary in size and are nested in descending order from the very large, like the Mississippi River, draining ~ 40% of the lower United States, to the very personal, like an individual's roof gutters, building lot, or land parcel that delivers water to a storm drain, or even directly into a stream, thence to a river and hopefully to an ocean. Regardless of size, these watershed basins are analogous to nests in terms of shape, function, and nurture for living organisms. As such, they must be cared for and maintained, especially in the face of burgeoning human development and global warming.

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Climate change means hydrologic cycle change. Physical development means changes to natural processes like wildfire cycles and drainage run-off networks. Both affect available watershed outputs, like clean air and water, topsoil, vegetation, energy, minerals, and wildlife. These products are necessary for adapted organisms, including people, to survive. Organisms are sensitive to changes in their environment and some can readily be used as indicators of watershed conditions, health, and disturbance.

In northwest California, anadromous salmon and steelhead serve as significant indicators of positive and negative changes to watersheds. Thus, the Watershed Stewards Project (WSP) and its partners engage in assessment of conditions affecting these fish, and monitoring fish populations in streams along the coast from San Francisco to Oregon. Acting with data collected over WSP's 15 year service period, and working with a network of natural resource entities and professionals, each year's members continue the ongoing assessments, and participate in direct activities to improve watershed conditions during their own term of service.

Since the late 1970's, individuals and organizations have identified the need for restored watershed habitat and attempted to address that need through well-intentioned, but often ill-conceived restoration projects. These activities were driven by intuition, convenience, and personal opinion rather than high-quality scientific data. An example is depositing junk car bodies (including oil) and old washing machines along stream banks with the intention of slowing erosion rates, but with the end result leading to further pollution and destruction of salmonid habitat.

In the late 1980's, Northern California's natural resource professionals determined that direct community involvement and cooperation, along with the collection and distribution of high quality

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scientific data (using State and Federally recognized "best management practices"), were essential to develop, prioritize, implement, and evaluate projects designed to help restore Northern California's watersheds and salmonid populations. Consistent and accurate data collection, which is necessary to conduct extensive assessment and restoration planning, requires long-term commitments.

In 1994, natural resource professionals developed the Watershed Stewards Project (WSP) as an effective strategy to address the comprehensive need of restoring the major coastal watersheds in communities from the San Francisco Bay area north to the Oregon border. AmeriCorps members, working according to the WSP mission to conserve, restore, and enhance anadromous watersheds for future generations by linking education with high quality scientific practices, are an ideal solution to providing the combination of unique services needed to promote and facilitate watershed stewardship beyond the capacity of professionals and volunteers.

WSP engages members in restoration projects designed to protect drainage patterns, conserve water, reduce erosion, reestablish streamside vegetation, repair damage from flood events, and improve salmonid habitat by maintaining overall water quality that benefits the entire watershed community. These projects improve the quality of life for Northern California's citizens by conserving water and streamside property, improving air quality, and filtering pollutants from waterways.

The work of WSP has impacts and value that span multiple years. Data collected by past and current members contribute to the recommended prescriptions and restoration projects of present and future members. The work accomplished by members of each WSP year maintains significance far beyond the individual member's term of service. It is the cumulative effects of data collected, reports written and projects implemented and monitored that perpetuate the success of the watershed restoration cycle.

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One example of WSP's early and on-going successful watershed restoration efforts occurred in Bull Creek, a key 36-square mile catchment and tributary to the lower South Fork Eel River. This story began in 1852 when Bull Creek was colonized by a small pioneer village primarily engaged in agricultural production along the upper stream corridor. This rural outpost was surrounded by fabulous stands of redwood and Douglas fir forests for nearly 100 years. Following WWII, sawmills were built and the upper half of the watershed was brutally logged over 20 year period. These extensive human disturbances coupled with 2 enormous flood events in 10 years (1955 and 1964) reduced or eliminated Bull Creek's once robust salmon and steelhead populations that were reputed to startle wagon horses fording the stream in the days before bridges were built.

However, the lower 8 miles of Bull Creek itself, including the drainage slopes above the stream were relatively unharmed due to ownership and stewardship from California State Parks (Department of Parks and Recreation/DPR) that had protected their vast redwood stands from timber harvest. The pristine Rockefeller Forest remained undisturbed by development and intact. After the 1964 flood event, and with a diminished timber supply, residents of Bull Creek lost their desire to rebuild the town. By 1966 the State acquired the entire watershed and pondered the future of these new "park" lands.

In the late 1980s, DPR and the California Department of Fish and Game (CDFG), discussed ideas to restore the watershed, streams, and fish population which had been unable to regain in strength. Triage assessment was needed to determine a successful course of restoration, but would take more time and staff than either agency could provide. In 1994, WSP was formed for the very purpose of working for watershed improvements. Members were trained in standard assessment methods and utilized their training to assess the Bull Creek watershed, among many others.

Members found that historic spawning grounds remained choked with unsuitable sediment and there

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was no recognizable single thread stream channel upstream from Rockefeller Forest. There were few fish, poor sub-surface flows, lethal water temperatures, scarce riparian canopy and overall uninhabitable conditions for native salmonids. Over a 5 year sampling period, the assessments indicated that slight natural recovery of the streambed had begun. That meant the upper watershed was slowly healing, at least partially in response to DPR's erosion control efforts. By 1998, Bull Creek was determined to be a candidate for systematic restoration and monitoring, and design work began for a series of watershed and stream improvement projects carried out by contractors, California Conservation Corps (CCC), DPR, CDFG, and WSP.

The 1999 WSP members participated on stream and riparian projects based on the assessments from earlier service years. Subsequent members have added to the projects and continued monitoring. The cycle of assessment, adaptive monitoring, project design and coordination, and finally implementation and further monitoring has proven to be a successful strategy to recover the health of watersheds for fish as well as people. Over the past 15 years, WSP members have been essential to that process across the program's service area.

Bull Creek is now an example of a healthy and productive salmonid watershed. Where the stream was once invisible there is now a healthy system with a clearly defined channel, perennial surface flow and deep cool-water pools. Rearing juvenile salmonids, adults using restored spawning areas, complex and viable habitat, a well established riparian canopy and significantly improved water quality further signify the vast improvements.

DPR now provides expanded opportunities for the recreational public in the acquired land. Most importantly, the vastly improved watershed outputs, improved surface flows and water quality, and better air quality from a restored and thriving forest storing high levels of carbon, extend down the

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South Fork Eel and the lower 40 miles of the Eel River to the Pacific. These benefits are enjoyed by all citizens and towns of the Eel River valley. Watershed and stream improvement success stories like Bull Creek lead to a growing body of landowners, public and private, willing to participate elsewhere in WSP. In 1995, watershed assessments were limited to about half of the drainage basins in Humboldt and Del Norte counties. Today, through landowner support for assessment and restoration, WSP members have been granted access to private land in over 75% of coastal watersheds within WSP's range of service from San Francisco to the Oregon border.

As WSP's successes have become widely known within the restoration community, demand for members and the services they provide have dramatically increased. Each year the WSP Advisory Committee receives applications for more members than are available. Since Program Year 13, WSP has rejected applications from 21 placement sites throughout Northern California, an average of 25% of the total applications received each year. State, local, and non-profit entities competing for WSP services have reported that members enable them to collect the data necessary to determine the condition of their communities' watersheds. Armed with this information they become able to more successfully compete for the dwindling fisheries restoration dollars available for on-the-ground restoration projects that can have true community impacts.

Even in communities lucky enough to receive WSP members the need for services far outweighs what members are able to provide. For example, requests from elementary schools for the WSP "Real Science" curriculum consistently exceed the program's capacity to respond. In Program Year 15, WSP received 110 curriculum requests and was able to fulfill only 65 of them (59%). Teachers from these communities tell us that WSP's Real Science provides a link between California's science curriculum and the impact on a watershed that can be felt through the actions of its individual stakeholders. It is this education of the next generation of land users and landowners that is one of WSP's most enduring legacies.

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To increase WSP's ability to assist additional local natural resource professionals with their community education and restoration projects, an expansion of 11 member positions is proposed. Community organizations have expressed their willingness to fund an increased amount of the program costs because they recognize the benefits from establishing WSP partnerships. As a result this expansion will be accomplished at a reduced federal funding percentage and a decreased federal cost per member over previous program years.

### DESCRIPTION OF ACTIVITIES AND MEMBER ROLES

55 (1700-hour) AmeriCorps/WSP members serve under the mentorship of 50 top resource professionals at 25 placement sites ranging from San Francisco north to the Oregon border and east to Yreka in 9 rural California counties. WSP members address watershed and fish habitat restoration needs through a four-part strategy: Watershed Assessment, Real Science Watershed Education, Community Outreach, and Volunteer Recruitment, with the end result being overall improvement of watershed ecology conditions. Each WSP placement site engages 2 or more members in these service activity areas. All 4 service activity areas are utilized by each placement site. Each site's overall strategy, emphasis, effort, and the timing of service activities may vary among service area utilization. All members serve approximately 40 hours per week with schedules typically from 8:00 A.M. to 5:00 P.M., Monday through Friday, though members are occasionally required to serve on weekends.

Three of the 55 member positions are designated as team leaders, who receive slightly higher stipends than the other members due to the higher level of responsibility they assume. These positions are filled by members who demonstrate a strong commitment to WSP and have specific interest and experience in education, outreach, media and volunteer coordination. Team leaders serve under the guidance of WSP's Project Manager to assist with the coordination and participation in member service activities,

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particularly education, outreach, and member led restoration projects called Individual Service Projects (ISPs). Team leaders act as a liaison between members and staff by serving as the voice for members during times when all members cannot be present in decision making processes.

Watershed Assessment (60% member service): Working cooperatively with natural resource agencies, landowners, land managers, and community-based organizations, members survey streams and watersheds using State and Federal protocols. These scientifically-based surveys assess current fish populations, stream flow, water temperature, food availability, habitat conditions, and habitat threats such as sediment and other pollutant sources. Members analyze data and generate reports and specific work plans for habitat restoration. Members assist in the coordination and implementation of these work plans which include, but are not limited to: reducing water temperatures by planting trees; reducing sediment entering the stream by stabilizing stream banks; adding logs and other materials to increase habitat complexity and to preserve salmonid spawning sites; and monitoring work sites for project success.

Watershed Education and Outreach (20% member service): WSP members serve in local schools to educate the next generation of landowners by instructing K-12 students in watershed and salmonid science utilizing the WSP Real Science curriculum which is aligned with California State Education Standards. Real Science consists of a minimum of 6 one-hour lessons pertaining to: watershed ecology, water cycle, salmonid life cycle, habitat, and salmonid anatomy. Additional educational activities include field trips to local streams, hatcheries and environmental education fairs to help students expand their awareness and interest of salmonids and watershed ecology in their own communities. Students participate in the implementation of service-learning projects which allow them to apply knowledge gained in the classroom with hands-on watershed restoration.

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The advantage of having WSP members facilitate the Real Science curriculum rather than classroom teachers is that WSP members are directly connected to the work of fisheries and watershed restoration and are able to engage students with their first-hand accounts of being in the "field". Often students are more receptive to guest educators and WSP members tend to be highly effective and appealing to young people who seem to identify with the WSP members' idealism and enthusiasm. A training plan is currently being developed for WSP volunteers who are interested in assisting with the Real Science program.

WSP members provide outreach presentations and educational opportunities to community members, natural resource professionals, and students relating to conserving, restoring, and enhancing the ecology of local watersheds. Members are required to participate in community outreach events that focus specifically on salmonid and watershed awareness. Members participate in a minimum of 5 National Service Day events throughout their term of service. WSP involvement in community outreach and National Service Days builds cooperative relationships among teachers, students, resource professionals, community members, and private landowners throughout the communities in which they serve.

Volunteer Recruitment (5% member service): Every member engages community volunteers in the implementation of watershed restoration projects. Members each complete an ISP where they recruit, train, and manage 15 volunteers in a hands-on watershed restoration project, exposing participants to a variety of transferable/marketable skills. WSP members grow professionally by coordinating these activities, and communities are strengthened through the development of partnerships between people, groups and organizations, and their connection to the local environment.

The success of the ISP is contingent on volunteer recruitment; therefore, WSP has implemented a

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volunteer incentive program called Creek Geeks. Creek Geeks is a watershed based volunteer program within WSP that targets community members and invites and encourages them to be involved with local watershed restoration efforts. Many Creek Geeks not only become repeat volunteers, but WSP members as well.

Member Development (15% member service): Members attend 3, week-long WSP trainings which include Orientation, Spring and Fall Training. Members participate in Regional Trainings that focus on Real Science Watershed Education, ISPs, and coordination of community outreach events. Members receive site-specific trainings including biological surveys, physical surveys, watershed restoration, and technical skills. Members attend trainings offered through the Salmonid Restoration Federation and other organizations related to WSP's mission.

Team leaders assist with the coordination and support for all other member's education and outreach opportunities. Therefore instead of spending 60% of their service hours on watershed assessment, they spend 60% of their service hours researching and securing community education and outreach opportunities and assisting in training WSP members and the community on watershed related issues.

The WSP Education Team Leader (ETL) is responsible for updating the Real Science education handbook, and providing new and useful educational materials to each site. The ETL assists members with curriculum development, lesson plans and classroom management techniques. The Outreach Team Leader (OTL) is responsible for assisting members with community outreach, including: event coordination, public presentations, and tabling. The Volunteer/Media Team Leader (VMTL) focuses on member specific media outreach. The VMTL is integral to the planning and preparation of other members' restoration projects (ISP's), including helping with volunteer recruitment and donation procurement.

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WSP distinguishes member roles from placement site staff or other volunteer roles, and ensures that WSP members do not displace agency employees. The WSP Advisory Committee ensures member roles and responsibilities must be clearly defined and are appropriate before the Committee will approve a placement site application. Members and mentors (the members' daily supervisors) are educated on these distinctions and rules during Mentor Training and Member Orientation. WSP maintains a policy of clear, open and regular communication in which periodic site visits, member/mentor calls, and check-ins at trainings allow continuous follow up about the work members are performing.

The member Daily Project Log (DPL -- the monthly member timesheet) is an effective tool for WSP staff to monitor member activities and address any concerns. WSP members and mentors are provided with Program Handbooks that outline all WSP, CCC and AmeriCorps Policies, Standards and Guidelines. These handbooks are an excellent resource that can be referenced throughout the term of service. WSP staff verify member and mentor understanding of handbook information by reviewing pertinent information during the Member Orientation and Mentor Training.

### PLAN FOR SELF-ASSESSMENT AND IMPROVEMENT

In the fall of 2009 WSP contracted with an independent consulting company to conduct a multi-year program evaluation. The Final Evaluation Report, findings, and recommendations have been forwarded to the WSP Advisory Committee for review. Program improvements which can be implemented immediately and those which require additional time and research will be identified and selected at the next Advisory Committee meeting in February, 2010.

Continuous program evaluation and improvement are addressed throughout the program year in a variety of ways, including WSP staff evaluation of placement sites and activities. Members and mentors

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are given opportunities to evaluate program design, training content, member/mentor participation, etc.

To maintain quality control of data reported by WSP members and partners, WSP presents scenarios during trainings for how to accurately fill out WSP forms and evaluations. Results are reviewed and expectations clarified for the purposes of maintaining continuity and accuracy of reporting information to WSP. Information collected from evaluations is shared with the WSP Advisory Committee, and ways to strengthen the program are identified during quarterly WSP strategic planning meetings attended by staff and team leaders.

### MEASURABLE OUTPUTS AND OUTCOMES

The WSP will address the Clean Energy/Environment priority area and will use WSP specific performance measures versus the national standard performance measures. WSP's member activities will produce the following impacts and outcomes: natural resource agencies will receive high quality scientific data on watershed and salmonid population health; Northern California watershed conditions will be recovered and guided by member collected data; 2,500 stream, riparian and upslope miles will be assessed through monitoring or restoration efforts; 1,375 K-12 students will increase their knowledge of salmon life cycles and watershed processes; 10,000 community members, natural resource professionals, and students will increase their knowledge and awareness of conserving, restoring, and enhancing local watersheds; members will recruit and manage 825 volunteers to participate in watershed restoration projects (8% will be repeat volunteers), and members will receive 270 hours of training which prepares them for professional careers in related fields.

All outputs and outcomes are tracked by the following documentation: Daily Project Logs (DPLs), Watershed Evaluation Forms, Education Logs, Real Science pre and post tests, Outreach Logs,

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Volunteer Logs, and Member Skill Development Surveys. All of the documentation WSP utilizes effectively tracks the work members do to fulfill the target outputs and outcomes. One example is the Watershed Evaluation Form which is a tool created by natural resource professionals to collect data on the recovery of Northern California watersheds. Scientists associated with WSP collaboratively developed a scale to quantify the incremental steps along the watershed continuum of recovery with each step having a value of 10% toward full recovery. Using the Evaluation Form, mentors will identify progress toward a 100% recovered or healthy watershed. An excellent example is the Bull Creek project mentioned above. The initial assessment of the watershed was the first step toward full recovery, but was only a percentage or fraction of the target of being 100% restored.

### COMMUNITY INVOLVEMENT

WSP is a partnership which engages a diverse group of community partners and stakeholders. Placement sites are comprised of State, Federal, County, Tribal, and non-profit agencies and organizations. The majority of placement sites are State and Federal natural resource agencies because these organizations manage and hold our public resources in trust.

Current placement sites include: California Conservation Corps, California Department of Fish and Game, Humboldt Fish Action Council, Institute for Fisheries Resources, Mattole Restoration Council, Mattole Salmon Group, Mid-Klamath Watershed Council, Salmon Protection and Watershed Network, Salmon River Restoration Council, Trinity County Resource Conservation District, United States Forest Service - Klamath and Six Rivers National Forests, United States Forest Service - Redwood Sciences Lab, WSP, and the Yurok Tribe Environmental Program.

WSP works cooperatively with small community watershed focused non-government organizations (NGOs) to build community partnerships in restoration and education that strengthen efforts to restore

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fish habitat in local watersheds. These NGOs provide input into WSP program design and continuous improvement by providing feedback on member activities and performance and providing instruction at WSP trainings. Established links with local K-12 grade schools, environmental education providers, and land trusts are the basis for Real Science watershed education and service learning projects with students.

WSP's Advisory Committee is comprised of representatives from community-based watershed groups, landowners, timber and fishing industries, governmental agencies, political field representatives, public members, program staff and team leaders. This committee meets 2-3 times a year to discuss program progress and objectives, identify funding sources, and review current and potential placement sites.

### RELATIONSHIP TO OTHER NATIONAL AND COMMUNITY SERVICE PROGRAMS

WSP collaborates with other national service programs to meet community needs and achieve program goals. WSP's Project Director serves on the leadership committee for the North Coast Regional Network for Service and Volunteerism (NCRN), which connects WSP to other local community-based organizations (including Corporation for National and Community Service-funded programs) in meeting community needs, filling service gaps, and coordinating events to avoid duplication. The NCRN coordinates area-wide National Service Day events, a regional AmeriCorps conference, and a Life After AmeriCorps Conference.

WSP collaborates with other local AmeriCorps programs on recruitment efforts, mentor trainings, and member training in volunteer management, disaster response and preparedness, leadership, and civic education. WSP staff members attend the annual United in Service Conference, which provides the opportunity to network with other National Service staff.

WSP builds partnerships through outreach and training events such as the Annual Salmonid

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Restoration Federation Conference. This conference brings together over 300 natural resource professionals, landowners, ranchers, farmers, fishermen, educators, and community members to advance the arts and science of restoration.

### POTENTIAL FOR REPLICATION

As human impacts continue to threaten watershed health across the country, the need for community-based restoration in additional regions is intensified. WSP's collaborative efforts in watershed assessment, restoration, volunteer recruitment, community outreach and education serve as a model for community-based restoration. WSP demonstrates an effective program design which can be easily replicated.

In 2008, WSP requested a slight temporary reduction in MSYs (53 to 44) for staff to focus on developing WSP's program standards, systems, policies, and procedures. The work accomplished to date has benefitted the current WSP program (by enabling WSP to request additional MSYs at a greatly reduced cost), and is being used in the planning process for program replication in California's Central Valley. In 2010, WSP and the CCC began outreach to natural resource organizations and residents located in the central valley to gauge the community need and level of interest in replicating WSP with an inland fisheries focus.

### **Organizational Capability**

SOUND ORGANIZATIONAL STRUCTURE:

ABILITY TO PROVIDE SOUND PROGRAMMATIC AND FISCAL OVERSIGHT

The California Conservation Corps is a workforce development program that offers young men and women the chance to serve their State and become employable citizens through life skills training and hard work in environmental conservation, fire protection, and emergency services. The CCC is a department with the State of California's Resources Agency, established in 1976.

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As the legal applicant for WSP since its inception, the CCC provides high quality program and fiscal oversight. Employing 500 staff and 1,300 corpsmembers, the CCC has administered thousands of local, state, and federal grants. In addition to WSP, the Region One District (of which WSP is a part) has been successful in securing continued funding and administering 4 other AmeriCorps programs over the past 15 years. All expenses are authorized in accordance with OMB Circular A-87, Cost Principles for State, Local, and Indian Tribal Governments.

The CCC operates under standard State of California fiscal procedures and controls, which include written policies regarding procurement, contracting, cost allocations, and personnel expenses. These systems are in place to facilitate, monitor, track, and report on all program income and expenditures. AmeriCorps programs managed by the CCC have an above-average financial track record due to their attention to detail and use of State fiscal systems.

The WSP Advisory Committee evaluates and selects continuing and potential new placement sites. Placement site applicants must submit a WSP Placement Site Application which outlines the history, qualifications, and current goals of the organization and proposed WSP mentors. Continuing sites must address any issues raised by WSP staff in the annual Placement Site Feedback Form which summarizes prior and current year member evaluations, and staff observations of placement site participation with WSP. Sites are selected based on their quality, innovation, sustainability, quality of leadership, past performance (if applicable), and community involvement in accordance with the AmeriCorps regulations. This translates to a placement site's compatibility with WSP performance measures, mentor's professional qualifications, diversity and quality of member opportunities, fiscal feasibility, resolution of any outstanding issues, and geographic location.

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Placement sites are comprised of state, federal, county, tribal, and nonprofit agencies and organizations. Partners currently contribute a cash match per member based on a sliding scale (\$3,500/member at non-profit sites; \$4,250/member at USFS sites; \$5,000/member at all other agency and organization sites). The CDFG provides the match for members' living allowance, travel, gear, supplies, trainings, and WSP's program evaluation.

All partners provide various types of in-kind support which include, but are not limited to: vehicles and fuel, equipment, safety gear, computers, office space/supplies, fiscal and accounting support, training, K-12 educational materials, supervision, and scientific instrumentation. All member placement sites provide: member support, supervision, training, and community outreach and education opportunities.

All mentors are required to attend the annual WSP Mentor Training. This training includes: distribution of the WSP/Mentor Handbook, updated WSP and AmeriCorps Policies, Provisions, and Regulations, a review of current WSP performance measures, paperwork requirements, calendar updates and fiscal information, training on best practices for mentorship, and an opportunity to develop connections through sharing mentor experiences and learning from one another.

In addition to daily communication between WSP staff, members, and mentors, WSP staff conducts annual site visits. Prior to the site visit, mentors and members complete a Preliminary Site Visit form where they outline WSP service being accomplished and any pertinent issues which need to be addressed. Site visits include a one-on-one discussion with each member and mentor, and often include a field tour for staff to examine the member's typical service activities. Following the site visit, a Site Visit Report is sent to the members and mentors. This report includes an overview of the visit (summary of activities, resolutions to any concerns, and all action items and due dates).

## Narratives

Over the years, WSP staff has developed successful methods to effectively maintain continuity between geographically dispersed placement sites. WSP placement sites are divided into 3 geographic regions: Northern, Central, and Southern. Members in each region support each other as well as maintain a greater sense of the WSP vision by participating in regional outreach events and site-specific trainings together. Cross regional interaction occurs regularly at WSP trainings, larger community outreach events, and through shadowing members at other placement sites. These activities, coupled with regular communication between staff, mentors, and members, ensure that the vision for WSP is maintained at each site despite their considerable geographic area.

### PARTNERS AND STAFF ROLES

The WSP was created in 1994 by a partnership of CCC, CDFG, Humboldt State University, Proposition 70, US Forest Service, and other members of the fisheries, watershed, and science community. The governance structure of the program partnership is the WSP Advisory Committee, represented by a diverse group of program partners. The Advisory Committee meets twice a year and uses the consensus method to make program decisions. WSP staff and Committee Chair, Michelle Rankin, attend each Committee meeting and ensure that decisions made are implemented within the program by reviewing meeting minutes and taking action as needed to implement recommendations. Ongoing staff support is provided throughout the year by the Core Advisory Committee, which is comprised of the WSP Project Director, CCC Center Director, and representatives from the CDFG.

Program staff:

CCC Fortuna Center Director (Michelle Rankin) -- [15%] Ms. Rankin has over 25 years experience with the State of California, 16 with the CCC, and has worked with WSP since its inception. She oversees the work of the Project Director.

## Narratives

Project Director (Carrie Gergits) -- [100%] Ms. Gergits holds a BA in Liberal Studies from University of Wisconsin -- Oshkosh and a MS in Social Sciences -- Environment and Community from Humboldt State University. She has 7 years of direct experience with volunteer management, environmental education, grant writing, and operations coordination. She is responsible for overall program and fiscal management. She oversees the work of WSP staff and acts as the liaison to all WSP partners.

Project Manager (Sonja Kulstad-Hurst) -- [100%] Ms. Kulstad-Hurst holds a BS in Environmental Science from Humboldt State University. She has over 3 years of experience with WSP, including 2 terms of service, as both member and team leader. She oversees the work of WSP team leaders, and is responsible for member management needs, community outreach, education, and training.

Office Manager (Andrius Ilgunas) -- [100%] Mr. Ilgunas holds a BS in Industrial Technology with minors in both Business Administration and Computer Information Systems from Humboldt State University. He has ten years experience in the information technology field and 5 years experience in office management, reporting, correspondence, record keeping, and inventory control. He oversees overall database management, training logistics, office and field supplies. He assists the Project Director with the processing of contracts and billings as well as ongoing placement site communications.

Member Coordinator (Nicole Gribi) -- [100%] Ms. Gribi holds a BA in Economics and an MS in Statistics and Finance from University of California Santa Cruz. She has 9 years experience in office and clerical tasks, and 6 years experience in reporting and data management and analysis. She provides member support including the processing of applications, timesheets, payroll, travel expense claims, and workers compensation. She coordinates WSP safety compliance and member evaluation tracking and assists the WSP Project Manager with ongoing member communication.

## Narratives

### PLANS FOR SELF ASSESSMENT AND IMPROVEMENT

As fiscal agent for multiple AmeriCorps programs, the CCC is continually reviewing and refining its administrative processes to ensure compliance with changing state and federal regulations regarding appropriate use of funds. CCC staff members participate in the annual California AmeriCorps Conference to ensure full awareness of any changes to federal or state guidelines related to program design and implementation.

Center Director Michelle Rankin has established a working group consisting of CCC lead staff and the 3 local AmeriCorps project directors. This group meets quarterly to discuss policy and procedure changes, programmatic challenges and successes, and identification of program support needs. Feedback from this working group enables the CCC to evaluate its delivery of support to the AmeriCorps programs and make adjustments as needed.

### PLANS FOR EFFECTIVE TECHNICAL ASSISTANCE

The CCC provides assistance to WSP through its continuing provision of infrastructure and logistical support. As WSP's fiscal agent, all administrative processes are coordinated through the CCC. The CCC's Information Services Unit provides hardware, software, database access, computer networking capabilities, and technical expertise for computer-related issues. The CCC provides WSP staff with multiple training opportunities such as: Alcohol and Other Drug Abuse Recognition, the Federal Emergency Management Agency's Incident Command System, and Crisis Prevention and Intervention techniques, Defensive Driver training, and many others.

Legal opinions and analysis are provided by the CCC's staff attorney through the headquarters Legal Office. The CCC's Fortuna Center Director serves as the WSP Advisory Committee Chair and brings the departmental and state perspective to the decision-making process. CCC-delivered training in the areas

## Narratives

of human resources, equal employment opportunity, budget management, financial oversight and reporting, and purchasing/contracting procedures enhances the WSP staff training curriculum and ensures that all state and federal guidelines regarding appropriate use of federal funds are followed.

The annual California AmeriCorps Conference provides staff with the technical assistance needed for overall program management, as well as information about utilizing CaliforniaVolunteers' online training modules. WSP staff further develops program, training, and technical skills by attending additional trainings and conferences. In June of 2009, WSP staff attended the National Conference on Volunteering and Service. This conference provided information on topics such as Education, Social Entrepreneurship and Youth, and was an excellent opportunity to network with other innovative programs on a national level.

### SOUND RECORD OF ACCOMPLISHMENT AS AN ORGANIZATION:

#### VOLUNTEER GENERATION AND SUPPORT

The service ethic is an integral part of the CCC; volunteering offers young people a chance to give back to their local communities. The CCC regularly participates in weekend activities assisting nonprofit groups in their area. Corpsmembers may be involved in staffing Earth Day, Martin Luther King Day or Cinco de Mayo events, providing logistical support for charity marathons, including large-scale races such as San Francisco's Bay-to-Breakers; and assisting with many other activities, including the Special Olympics, neighborhood cleanup efforts, cultural fairs, blood drives and holiday food drives. The opportunity to participate with WSP members in volunteer events supports the ethic of service for corpsmembers and reinforces the connection between the CCC, WSP, and local watersheds.

#### ORGANIZATIONAL AND COMMUNITY LEADERSHIP

The CCC improves the lives and prospects of thousands of 18-25 year old Californians every year. During

## Narratives

their one- to two-year tour, CCC corpsmembers develop a strong work ethic and marketable job skills while learning responsibility, self-discipline, teamwork, self-care, and good work habits. Corpsmembers reap the rewards of becoming part of something bigger than themselves, achieving a sense of commitment to community and a responsibility to society as a whole. In the process, the CCC improves the ecology of California's lands and rivers.

The CCC has a long history of developing strong partnerships to collaborate on habitat conservation efforts. These partnerships bring together private landowners, CCC corpsmembers, students (college and K-12), government, and nonprofit agencies to cooperatively implement environmental restoration and enhancement projects.

Since 1980, the CCC has worked in partnership with CDFG, private landowners and public land managers to enhance and restore California's coastal salmon and steelhead habitat. The CCC's Salmon Restoration Program, of which WSP is an integral component, is now the largest and longest running anadromous fish habitat restoration project in the country. This program has won several awards, including the "Renew America National Environmental Achievement Award" in 1991 and 1992, "Chevron/Time Magazine's Mirror Conservation Award" in 1995, and an "Environmental Achievement Award" from the California National Guard.

The WSP, mentors and placement sites are often recognized for their high caliber service and excellence. Examples include:

\*City of Arcata, "Proclamation Recognizing the City of Arcata's Community Watershed Stewards" (2009)

\*Congressman Mike Thompson's, "Certificate of Special Congressional Recognition honoring the 15th Service Year of the AmeriCorps Watershed Stewards Project" (2009)

## Narratives

\*Salmonid Restoration Federation, "Restorationist of the Year" (2008), to Gary Flosi (CDFG, and one of the founders of WSP)

\*American Fisheries Society, "Distinguished Professional Achievement Award" (2004), to Scott Downie (CDFG, and one of the founders of WSP)

\*US Forest Service, "Above and Beyond Service", to the Mid-Klamath Watershed Council (WSP placement site)

\*American Fisheries Society and US Forest Service, "Mentor of the Year", to LeRoy Cyr (WSP mentor)

\*Alliance for Sustainable Jobs and the Environment, "Restoration Project of the Year", to the Mattole Restoration Council (WSP placement site)

### SUCCESS IN SECURING MATCH RESOURCES

WSP has a successful history of obtaining cash match from a variety of partners. Currently, all WSP member placement sites have provided cash match through the 2009-10 program year.

Placement site partners have agreed to increase their contributions by 50% to increase the program's expansion in conjunction with reducing request for federal funding per MSYs by 15% (from \$11,520 to \$9,844) as compared with previous program years.

Additional sources of past, current, and future funding include the Proposition 70 Committee and CDFG Watershed Restoration Funds (State Senate Bill 271). WSP will continue to reapply for CDFG Watershed Restoration funds annually. To date, WSP has not encountered any issues in securing match. Although watershed restoration funding has declined in recent years, WSP partners continue to demonstrate their commitment to the program by providing match as needed.

### SUCCESS IN SECURING COMMUNITY SUPPORT:

#### COLLABORATION

## Narratives

There are many key organizations involved in the WSP partnership. The CCC acts as WSP's fiscal agent, as well as provides quality program and fiscal oversight, cash match, staff training opportunities, use of vehicles, equipment, and facilities, staff and corpsmember assistance, technical support, and serves as the Chair of the WSP Advisory Committee.

The CDFG maintains approximately 34% of WSP member placements, and provides cash match for member living allowances among other training and operational expenses. CDFG offers technical support, a variety of member training opportunities, use of vehicles, equipment, and facilities, and serves on the Core WSP Advisory Committee. The US Forest Service maintains approximately 18% of WSP member placements; provides cash match; use of vehicles, fuel, and equipment; and serves on the WSP Advisory Committee. The Eel River Watershed Improvement Group administers staff payroll and provides outreach opportunities for members.

Additional key community-based placement site organizations include: the Mattole Salmon Group, Mattole Restoration Council, Mid-Klamath Watershed Restoration Council, Salmon River Restoration Council, Humboldt Fish Action Council, and the Salmon Protection and Watershed Network (SPAWN), Yurok Tribe Environmental Program, and Trinity County Resource Conservation District.

WSP collaborates with additional organizations on training opportunities. These include: NCRN (connects WSP with other local programs engaged in National Service Days), SRF (provides training and networking opportunities for members), and Sierra Rescue (provides Wilderness CPR/First Aid and Swift Water Safety certification at a highly discounted rate for members).

### LOCAL FINANCIAL AND IN-KIND CONTRIBUTIONS

Local financial and in-kind contributions from community-based organizations include cash match

## Narratives

provided annually by all WSP nonprofit placement sites. Additional community-based in-kind contributions include: Humboldt Area Foundation (facility use for meetings and trainings), Mendocino and Humboldt Redwood Company (complimentary tours of fisheries exhibits, donations of fish for educational purposes), Freshwater Farms (plant donations for restoration work), Mad River, Rowdy, and Warm Springs Fish Hatcheries (fish donations for educational purposes), American Youth Hostel (lodging for members) and a wide variety of local businesses from San Francisco to the Oregon border who donate food and supplies for WSP member ISP's.

Long-term relationships between WSP and local businesses have been established by members over the years. As described above, there is a variety of donations collected. Every new service year brings fresh perspective from new members who expand the diversity of donors. Involvement with ISPs creates publicity for the donors making them inclined to donate more often.

### WIDE RANGE OF COMMUNITY STAKEHOLDERS

WSP has various community stakeholders and program partners including members, alumni, the WSP Advisory Committee, placement sites, community members, private landowners, educators and students, and various other local watershed groups and agencies. Non-financial support from community partners have increased and become more diverse throughout time.

Local businesses demonstrate support for WSP through donations of food and materials for volunteer events. During this same timeframe, decreased funding of local fish hatcheries created the need to identify alternate sources for salmon and trout carcasses used in classroom dissections. To assist WSP in meeting this need, the Humboldt Redwood Company offered to donate all carcasses from their Anadromous Fisheries Exhibit so salmonid anatomy lessons with students could be continued.

## Narratives

### SPECIAL CIRCUMSTANCES

The majority of the 7 northwestern California counties that WSP currently serves are located in rural and remote communities, have high poverty rates, and have a scarcity of corporate and philanthropic resources (like WSP). Rural counties served by WSP share a lack of road infrastructure and deserted ghost-town communities left behind from the now defunct booming industries of gold mining, logging, and fishing. These industries once brought economic prosperity to Northern California but are now long gone. Residents of Del Norte, Siskiyou, Humboldt, Trinity and Mendocino counties are on average 15-22% below the poverty line, compared to the state average of 12%. The median household income of these counties is \$18,000-\$25,000 less than the state average of \$60,000 a year. The 5 mentioned counties have unemployment rates equal to or above the state average of 12%.

### **Cost Effectiveness and Budget Adequacy**

#### COST EFFECTIVENESS:

#### CORPORATION COST PER MEMBER SERVICE YEAR (MSY)

WSP has had a low and steadily decreasing cost per MSY throughout the years.

\*\$13,380 (2004-05 through 2006-07)

\*\$11,520 (2007-08 through 2009-10)

The cost per MSY for 2010-11 is \$9,844. The continual decline in cost per member is achieved by annually increasing placement site match, as well as contributions from the CCC and CDFG.

#### DIVERSE NON-FEDERAL SUPPORT

WSP has a successful history of obtaining non-federal matching funds from a variety of partners for program implementation and sustainability. The most significant past, current, and future funding partner is the CDFG Fisheries Restoration Grants Program, which WSP will continue to apply for funding annually. WSP has applied for a cash match of \$430,500 from the CDFG for the 2010-11 service year (an 8% increase from 2009-10). Funding confirmations for this grant cycle will be announced in

## Narratives

March, 2010.

Ongoing support from the CDFG enables WSP to keep its placement site matches at an affordable level for these rural economically disadvantaged counties. Placement site match for Service Year 17 will increase by 50%. In 2010-11 County and Tribal partners contribute \$7,500/member; USFS \$6,375/member; and nonprofits \$5,250/member.

### DECREASED RELIANCE ON FEDERAL SUPPORT

WSP is dedicated to steadily decreasing reliance on federal funding. Despite inflation and a 2% increase in minimum wage, WSP's 2010-11 budget provides a 65% match which exceeds the 42% requirement by 23%. The WSP's cost per MSY for 2010-11 is \$9,844. Due to our placement site match commitment, we are able to expand the program to 55 MSYs while at the same time providing a cost per MSY which is a 15% reduction over current year costs. The reduction in federal funds requested has been achieved by increasing cash match from program partners.

WSP has refined the ISP requirement to deepen its impact without increasing federal costs by combining community-based restoration efforts and increasing the volunteer recruitment component of the program. As a result, community members are taking a vested interest in improving their local watersheds, which is essential to achieving long-term change.

### BUDGET ADEQUACY

The budget supports program activities and is linked to outputs and outcomes by providing adequate funding essential for the components needed to administer a high quality program. CNCS funding provides shared costs of members' living allowance and personnel services; and total costs of CNCS meetings, utilities, communication, IT support, recruitment, pre-employment physicals, and

## Narratives

background checks. The CDFG funding provides shared costs of members' living allowance; and total costs of staff and member travel, staff and member training, gear, supplies, and WSP's program evaluation. Placement sites and the CCC provide shared costs of members' living allowance and personnel services; office lease, vehicle maintenance and fuel, member health care and worker's compensation.

### Evaluation Summary or Plan

WSP's Evaluation Plan and a completed report were sent as part of the application.

### Amendment Justification

N/A

### Clarification Summary

Budget Clarification Items:

Section 1-H: Evaluation (External Evaluation)

This cost is related to the requirement that our program have an external evaluation done during our funding cycle. 250 hours is an average amount of time that an external evaluator needs to spend to perform an evaluation on a program of our size and complexity.

Section 1 - I: Other Program Operating Costs

The purpose of lease line item is to cover costs associated with the rental of office space needed for staff to operate this program.

The purpose of the ERWIG contract is to cover costs associated with staff salaries, benefits and travel expenses. The California Conservation Corps is a State agency that contracts directly with the Eel River Watershed Improvement Group (ERWIG) to payroll the WSP staff.

## Narratives

### Section 2 - B: Member Support Costs

The CCC is exempt from FICA deductions because the CCC is a state department within the California Resources Agency. Corpsmembers and AmeriCorps members hired by the CCC are exempt from the Federal Insurance Contributions Act (FICA). This exemption has been granted as a result of both the CCC's designation as a workforce development training program and its emergency response mandate.

#### Source of Funds:

Through the Placement Site Agreements with the US Forest Service sites (Klamath National Forest, Six Rivers National Forest, and Redwood Sciences Lab) allowable cash match is provided for staff salaries.

#### CLARIFICATION RESPONSE FY 11

#### Programmatic Clarification Items:

Non-primary performance measures removed from egrants:

\*Volunteer Recruitment/Community/Neighborhood Restoration/Clean-up

\*Member Development/Other Environment

#### Performance Measure clarifications:

\*Watershed Education and Outreach/Environmental Awareness - the 10,000 community members who will receive outreach is a different group than the community volunteers recruited in the Volunteer Recruitment performance measure.

PRIMARY PMW - Watershed Assessment/Wildlife, Land, & Vegetation Protection or Restoration - A

## Narratives

pre-watershed assessment tool is used at the beginning of the year to determine high-need watersheds. The output (# of miles assessed) relates to the intermediate outcome (% of watershed improvement) because assessing habitat is the first step in determining prescriptions for watershed recovery.

### Continuation Changes

#### YEAR 2 CONTINUATION CHANGES (2011-2012)

##### 1) Rationale and Approach:

a) Under "Description of Activities and Member Roles" WSP will expand the range of members service to include 25 placement sites throughout ALL of California's coastal watersheds in order to serve the watersheds which meet critical need requirements as indicated in State and Federal Recovery Plans (i.e. State California Coho Recovery Strategy and Federal CCC and SONCC (available December 2010) Coho Recovery plans, the Federal SC Steelhead Recovery Plan, etc...). Previously the members' service range was limited to 25 placement sites from San Francisco to the Oregon border.

b) Under Member Development, Training and Supervision" Fall Training will be changed to Summer Training in order to continue to provide member with WSP training opportunities every 8-12 weeks within the WSP service year.

##### 2) Performance Measures

The 2011-2012 Performance Measures will be the same as the 2010-2011 Performance Measures. Changes were made to the 2010-2011 Watershed Assessment Performance Measure and those changes will continue to be reflected in 2011-2012.

##### 3.

##### a. Enrollment

## Narratives

WSP's current enrollment rate is 100%

b. Retention

WSP's current retention rate is 100%

c. Compliance with 30 Day Enrollment/Exit Policies

N/A

4. Corrective action

N/A

5. Audits

N/A

6. Budget

Per CV's request edits the budget include narrative regarding staff roles and responsibilities

### Performance Measures

#### SAA Characteristics

- AmeriCorps Member Population - None
- Geographic Focus - Rural
- Geographic Focus - Urban
- Encore Program

#### Priority Areas

- |   |   |
|---|---|
| <input type="checkbox"/> Education                            | <input type="checkbox"/> Healthy Futures                      |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> Veterans and Military Families       |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input type="checkbox"/> Economic Opportunity                 | <input checked="" type="checkbox"/> Other                     |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |

Grand Total of all MSYs entered for all Priority Areas 33.12

#### Service Categories

- |  |   |   |
|--|---|---|
| Community Restoration/Clean Up                 | Primary <input type="checkbox"/>            | Secondary <input type="checkbox"/>            |
| Environmental Awareness-building and Education | Primary <input type="checkbox"/>            | Secondary <input checked="" type="checkbox"/> |
| At-risk Ecosystems Improvement                 | Primary <input checked="" type="checkbox"/> | Secondary <input type="checkbox"/>            |
| Other Environment                              | Primary <input type="checkbox"/>            | Secondary <input type="checkbox"/>            |

### Watershed Assessment

**Service Category:** At-risk Ecosystems Improvement

**Measure Category:** Needs and Service Activities

#### Strategy to Achieve Results

**Briefly describe how you will achieve this result (Max 4,000 chars.)**

Working cooperatively with natural resource agencies, landowners, land managers, and community-based organizations,

members will implement the following recovery actions as recommended in State and Federal watershed recovery plans.

Assessment: Members will survey streams and watersheds using State and Federal protocols. These scientifically based

surveys assess current stream conditions with relation to fish habitat.

Data collection and analysis: Members will collect data on key variables including water temperature,

**Briefly describe how you will achieve this result (Max 4,000 chars.)**

riparian canopy, pool

complexity, large woody debris and habitat threats such as sediment and other pollution sources.

Members will also use

surveys to assess fish presence, distribution and abundance as well as population trends over time.

Data compilation: Members will analyze data and help generate reports and specific "prescriptions" for management of streams

and watersheds. The reports are then made available to the natural resource agencies, landowners, and land managers.

Restoration: Members will assist in the coordination and implementation of 'prescriptions' which include, but are not limited to:

lowering water temperatures by planting trees; reducing sediment delivery to the stream by stabilizing stream banks; and

adding woody debris (i.e. logs) and other materials to streams to increase habitat complexity and the amount of available

habitat.

**Results**

**Result: Output**

Stream riparian and upslope areas will be assessed to determine salmonid and watershed population health.

Indicator: The number of miles assessed through stream, riparian, and upslope surveys.

Target: 2,500 stream, riparian and upslope miles will be assessed.

Target Value: 2500

Instruments: Daily Project Logs - to collect data on the number of miles assessed through habitat, riparian, and upslope surveys

PM Statement: 2,500 stream, riparian and upslope areas will be assessed to determine salmonid and watershed health.

Prev. Yrs. Data

**Result: Intermediate Outcome**

California coastal watershed conditions will be improved by watershed

recovery actions.

Indicator: The percent of streams that show at least a significant improvement in

Target: Year 2: 60% of streams will show at least a 70% average

**Result: Intermediate Outcome**

watershed health based on recovery actions taken within the watershed.  
completion of recovery actions that directly contribute to watershed  
health.

Target Value: 20

Instruments: WSP Watershed Recovery Evaluation to collect data on the  
completion of watershed recovery actions on watersheds

PM Statement: Natural resource professionals will state that 60% of streams that members work on will show that at  
least a 70% of recovery actions have been completed to directly contribute to watershed health.

Prev. Yrs. Data

**Watershed Education and Outreach**

**Service Category:** Environmental Awareness-building and Education

**Measure Category:** Not Applicable

**Strategy to Achieve Results**

**Briefly describe how you will achieve this result (Max 4,000 chars.)**

All members will serve in local schools to educate the next generation of landowners by instructing K-12 students in watershed and salmonid science utilizing the WSP Real Science curriculum, recently aligned with California State Education Standards. The Real Science curriculum consists of a minimum of six lessons pertaining to: watersheds, the water cycle, the salmonid life cycle, habitats, and anatomy. Additional educational activities will include the implementation of service-learning projects which allow students to apply knowledge gained in the classroom to hands-on watershed restoration. Members will also provide outreach presentations and educational opportunities such as: episodic classroom visits, environmental education fairs, field trips, community service projects, and presentations to community members, natural resource professionals, and students relating to conserving, restoring, and sustaining local watersheds. Members will participate in a minimum of four National Service Day events throughout their term of service. WSP involvement in community outreach and National Service Days will build cooperative relationships among teachers, students, resource professionals, community members, and private landowners throughout the communities in which they serve. In addition to completing the above mentioned requirements, Team Leaders will be responsible for assisting with the coordination and support for all other member's education and outreach opportunities. Team leaders will research and secure community education and outreach

**Briefly describe how you will achieve this result (Max 4,000 chars.)**

opportunities and will assist in training WSP members and the community on watershed related issues.

**Results**

**Result: Output**

Community members, natural resource professionals, and students will be provided with educational opportunities and outreach presentations relating to conserving, restoring, and enhancing local watersheds.

Indicator: The number of students who receive education about salmonid life cycles and

Target: (A) 1,375 students will receive a series of Real Science watershed and salmonid education presentations. (B) Outreach and educational opportunities will be provided to 10,000 community members.

Target Value: 11375

Instruments: Daily Project Logs - to collect data on (A) students taught, (B) hours and the number of community members to which presentations and educational opportunities were provided.

PM Statement: 11,375 community members, natural resource professionals, and students will be provided with educational opportunities and outreach presentations relating to conserving, restoring, and enhancing local watersheds.

Prev. Yrs. Data

**Result: Output**

watershed processes. The number of community members, natural resource

**Result: Output**

professionals, and students provided with educational opportunities and outreach

**Result: Output**

presentations relating

**Result: Intermediate Outcome**

K-12 students will increase their knowledge of salmonid life cycles and watershed processes.

Indicator: Members use pre- and post-tests to assess how students that have received the full

Target: 70% students who receive 6 hours of education will increase their knowledge of watershed

processes by at least 20%

Target Value: 11375

Instruments: Pre-and Post Tests - to collect data on improved watershed knowledge.

PM Statement: 70% of K-12 students will increase their knowledge of salmonid life cycles and watershed processes by at least 20%.

Prev. Yrs. Data

**Result: Intermediate Outcome**

series of Real Science Education have improved their watershed knowledge.

## Required Documents

<u>Document Name</u>	<u>Status</u>
Evaluation	Sent
Labor Union Concurrence	Sent