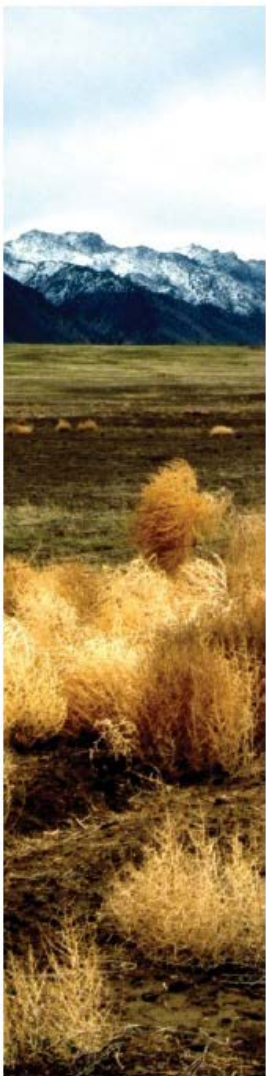




**Department of Interior
Strategic Plan Measure Definition Templates
FY 2014 - 2018**

FWS Contributing GPRA Measures Only



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INTRODUCTION

This guide is designed to provide the reader with an accessible way to see all the DOI Strategic Measure definition templates in one place. It is paginated to allow the reader to print a single measure template and identify only the pages that relate to that measure. (When electing to print one template, identify the correct pages for the specific measure).

You will also notice a three to four digit number that precedes the FWS PTrac Measures number and statement. This number refers to the measure number in the DOI Performance Management Information System (currently called PMIS and formerly known as ABC/M). You only need this number

DOI's SystemNumber	
FWS' PTrac Number	
1614	DOI 1 - Percent of DOI riparian (stream/shoreline) miles that have achieved desired conditions where condition is known and as specified in management plans (GPRA)
1	PMIS Measure ID: 1614 <small>Generated from PMIS</small>
2	Measure Display Code: <small>Generated from PMIS</small>
3	Mission Area: Provide Natural and Cultural Resource Protection and Experiences
4	Goal: Protect America's Landscapes
5	Strategy: Improve land and water health
6	Short Measure DOI riparian miles in desired condition

if you are working on a special team with the Department and your team is tasked with recommending changes or updates to one or more of the strategic plan measures. The FWS PTrac number will always be used as the primary method for identifying GPRA measures internally. The Division of Conservation Business Management is the primary liaison to the Department of Interior for organizational performance related issues and therefore would be your primary contact for updates and changes requested to any Strategic Plan (GPRA) measures.

Additional History on the development of the DOI Strategic Plan: When the Government Performance and Results Act (GPRA) was passed in 1993, the Service programs largely offered up already existing measures to be included in the Department of the Interior's Strategic Plan that became the original list of the official, legally-required "GPRA measures." New measures were not created to meet the GPRA requirements as it was easier and more efficient to identify measures that were already in use and had established protocols for collecting and reporting the data.

This new plan includes a few new measures that have been created and added to address new Secretarial priorities such as Youth Engagement and Landscape-Level Strategic Capabilities and Mitigation Actions.

MISSION AREA 1: CELEBRATING AND ENHANCING AMERICA'S GREAT OUTDOORS

GOAL #1: Protect America's Landscapes

STRATEGY #1: Improve land and water health by managing the wetlands, uplands, and riparian areas that comprise our national parks, wildlife refuges, and BLM lands.



Long Lake is one of several lakes and ponds in this mountainous, forested refuge in northeastern Washington. Credit: Friends of Little Pend Oreille Refuge

1614 DOI 1 - Percent of DOI riparian (stream/shoreline) miles that have achieved desired conditions where condition is known and as specified in management plans (GPRA)

1	PMIS Measure ID: <i>Generated from PMIS</i>	1614
2	Measure Display Code: <i>Generated from PMIS</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <i>The name of the measure that appears in PMIS.</i>	DOI riparian miles in desired condition
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of DOI riparian (stream/shoreline) miles that have achieved desired conditions where condition is known and as specified in management plans
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	The measure reports on all of the linear miles of streams and shorelines that are managed by DOI and have a known condition. This is a "cumulative" measure.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Performance is expressed as the ratio of the number of DOI stream/shoreline miles known to be in desired condition to the number of DOI stream/shoreline miles with known condition. Percent equals 100 times the number of riparian miles in desired condition at the end of the reporting period, divided by the number of riparian miles with known condition at the beginning of the reporting period.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

		The reporting period is the DOI fiscal year.
12	Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.	BLM - Performance Management Data System FWS - Enterprise Planning Operational Plan Module NPS - Performance Data Management System
13	Data Type: Is this measure a ratio or cardinal number, etc.	Ratio
14	Data Aggregation: Is this measure cumulative or annual?	Cumulative
14	Display Precision: How many decimal points will the display have?	1
15	Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?	Annually
16	Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.	Actual is greater than target
17	Data Point A (Numerator when applicable)	
18	Short Name: Short description that appears in PMIS	DOI stream/shoreline miles in desired condition
19	Definition: Define the data point using clear language and no acronyms	The number of DOI riparian miles that meet all the criteria for desired condition
20	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Mile
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	Short Name: Short description that appears in PMIS	DOI stream/shoreline miles with known condition

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

23	<p>Definition: Define the data point using clear language and no acronyms</p>	The number of DOI riparian miles that have a current condition assessment
24	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Mile
25	<p>Key Terms: Define any unusual or complex terms used in the template</p>	<p>Definition:</p>
	DOI	Those land areas and waterways that are under the direct management jurisdiction of DOI.
	Stream/shoreline mile	For a stream, a mile as measured along the centerline of the stream channel, including all perennial, intermittent, and ephemeral channels with associated riparian areas. For a shoreline, a mile as measured along the line marking the edge of the associated body of water.
	Riparian	The transition zone between permanently saturated wetlands and uplands. These areas exhibit vegetation or physical characteristics reflective of permanent surface or subsurface water influence. Lands along, adjacent to, or contiguous with perennially and intermittently flowing rivers and streams, glacial potholes, and the shores of lakes and reservoirs with stable water levels are typical riparian areas. Excluded are such sites as ephemeral streams or washes that do not exhibit the presence of vegetation dependent upon free water in the soil.
	Desired condition	The set of physical, chemical, and biological characteristics of an in-stream or shoreline site that is consistent with the management goals described in local DOI stream/shoreline planning documents. These goals may include returning the stream or shoreline to a condition that represents full function or historical condition. Example: Returning meanders and sustainable profile to a channelized stream.
	Known condition	Having an understanding of the current natural attributes of the stream or shoreline that is sufficient to determine whether the stream or shoreline is in the desired condition.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Management plan	A land use plan as defined by a Bureau's law, regulation, or policy. For example, BLM's Federal Land Policy and Management Act, FWS's National Wildlife Refuge Improvement Act of 1997. The plan generally designates in a written document land areas and resource uses, condition goals and objectives, program constraints, and management practices. The plan may identify the need for additional detailed step-down plans, support action, implementation sequences, and monitoring standards.
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26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		BLM	FWS	NPS		

27	Finalized Date: Date the template was first completed					
28	Last Updated Date: Overwrite the date with the most current date of change					

1465 DOI 2 - Percent of DOI acres that have achieved desired conditions where condition is known and as specified in management plans (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	1465
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	DOI acres in desired condition
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of DOI acres that have achieved desired conditions where condition is known and as specified in management plans
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	The measure reports on all of the acres of wetland, upland, coastal, and marine areas that are managed by DOI and have a known condition. This is a "cumulative" measure.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	<p>Performance is expressed as the ratio of the number of DOI acres known to be in desired condition to the number of DOI acres with known condition.</p> <p>Percent equals 100 times the number of DOI acres in desired condition at the end of the reporting period, divided by the total number of DOI acres with known condition at the beginning of the reporting period.</p> <p>The reporting period is the DOI fiscal year.</p>

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

12	Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.	BLM - Performance Management Data System FWS - Enterprise Planning Operational Plan Module NPS - Performance Management Data System
13	Data Type: Is this measure a ratio or cardinal number, etc.	Ratio
14	Data Aggregation: Is this measure cumulative or annual?	Cumulative
14	Display Precision: How many decimal points will the display have?	1
15	Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?	Annually
16	Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.	Actual greater than target
Data Point A (Numerator when applicable)		
17		
18	Short Name: Short description that appears in ABC/M	DOI acres in desired condition
19	Definition: Define the data point using clear language and no acronyms	The number of DOI acres that meet the standard for desired condition.
20	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Acre
Data Point B (Denominator when applicable) Only applies to ratio measures		
21		
22	Short Name: Short description that appears in ABC/M	DOI acres with known condition
23	Definition: Define the data point using clear language and no acronyms	The number of DOI acres that have the condition information needed to make a desired condition determination.
24	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Acre
25	Key Terms: Define any unusual or complex terms used in the template	Definition:

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Acre	A unit of area that covers 43,560 square feet. Includes wetland, upland and coastal and marine land types.
Upland	Land areas that are not inundated or saturated by surface or ground water and support vegetation dependent on aerobic soil conditions.
Wetland	Generally, wetlands are lands where saturation with water is the dominant factor determining the nature of soil development and the types of plant and animal communities living in the soil and on its surface. For the purposes of reporting under this performance measure, the classification of wetlands as defined in the "Classification of Wetlands and Deepwater Habitats of the United States", Cowardin, et al, 1979, will be followed. This publication can be found at the following URL: http://wetlands.fws.gov/Pubs_Reports/Class_Manual/class_titlepg.html . For regulatory purposes, the Environmental Protection Agency (EPA regulations at 40 CFR 230.3(t)), defined wetlands as "those areas that are inundated or saturated by surface or ground water at a frequency and duration sufficient to support, and that under normal circumstances do support, a prevalence of vegetation typically adapted for life in saturated soil conditions. Wetlands generally include swamps, marshes, bogs, and similar areas."
Marine and coastal	Marine - The connecting waters, harbors, roadsteads, and other estuary-type areas including, but not limited to, bays, shallows, lagoons, bayous, ponds, and marshes in a) the waters within the territorial jurisdiction of the United States for the Great Lakes area, and b) those waters, adjacent to shorelines, which contain a measurable quantity or percentage of sea water. Coastal - Coastal waters (including the lands therein and there under) and the adjacent shore lands (including the waters therein and there under), strongly influenced by each other and in proximity to the shorelines of the several coastal states, and includes islands, transitional and intertidal areas, salt marshes, wetlands, and beaches. The zone extends, in Great Lakes waters, to the international boundary between the United States and Canada, and in other areas, seaward to the outer limit of State title and ownership under the Submerged Lands Act (43 U.S.C. 1301 et seq.).

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Desired condition	The qualitative or quantitative natural resource attributes of the area that is identified through the planning process as the desired outcome of management. The description of desired condition includes measurable objectives for the identified attributes, including physical, chemical, hydrologic, and biologic attributes. The desired condition for a particular area may or may not be the attributes that represent natural conditions or indicate that natural processes predominate in the area.
Known condition	Having an understanding of the current natural attributes of the area that is sufficient to determine whether the area is in the desired condition.
Management plan	A land use plan as defined by a Bureau's law, regulation, or policy. For example, BLM's Federal Land Policy and Management Act or FWS' National Wildlife Refuge Improvement Act of 1997. The plan generally designates in a written document land areas and resource uses, condition goals and objectives, program constraints, and management practices. The plan may identify the need for additional detailed step-down plans, support action, implementation sequences, and monitoring standards.

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		BLM	FWS	NPS		
27	Finalized Date: Date the template was first completed					
28	Last Updated Date: Overwrite the date with the most current date of change					

1475 CSF 3.1 - Number of non-DOI riparian (stream/shoreline) miles restored, including through partnerships, as specified in plans or agreements that involve DOI (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	1475
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Celebrating and Enhancing America's Great Outdoors
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Non-DOI riparian miles restored
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Number of non-DOI riparian (stream/shoreline) miles restored, including through partnerships, as specified in plans or agreements that involve DOI
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2018
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	The scope of this measure includes all of the non-DOI miles of the streams/shorelines that are influenced by DOI.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	The result is the sum of all of the non-DOI, DOI-influenced riparian miles that are restored during the reporting period. The reporting period is the DOI fiscal year.
12	Data Source(s) <i>Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</i>	FWS - Performance Tracking and Reporting System (PTrac)

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

13	Data Type: <i>Is this measure a ratio or cardinal number, etc.</i>	Cardinal
14	Data Aggregation: <i>Is this measure cumulative or annual?</i>	Annual
14	Display Precision: <i>How many decimal points will the display have?</i>	1
15	Reporting Frequency: <i>How often will the measure be reported (e.g. annually, quarterly, or monthly)?</i>	Annually
16	Exceeding Target Defined By: <i>Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</i>	Actual is greater than target
Data Point A (Numerator when applicable)		
17	Data Point A (Numerator when applicable)	
18	Short Name: <i>Short description that appears in ABC/M</i>	Non-DOI riparian miles restored
19	Definition: <i>Define the data point using clear language and no acronyms</i>	Number of non-DOI stream/shoreline miles restored during the reporting period
20	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Mile
Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>		
21	Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>	
22	Short Name: <i>Short description that appears in ABC/M</i>	
23	Definition: <i>Define the data point using clear language and no acronyms</i>	
24	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	
Key Terms:		
25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:
	non-DOI	Those land areas and waterways not under the direct management jurisdiction of DOI.

Riparian (stream and shoreline) mile	A riparian zone or riparian area is the interface between land and a river or stream, the transition zone between permanently saturated wetlands and uplands. These areas exhibit hydrophilic vegetation or physical characteristics reflective of permanent surface or subsurface water influence. Lands along, adjacent to, or contiguous with perennially and intermittently flowing rivers and streams, glacial potholes, and the shores of lakes and reservoirs with stable water levels are typical riparian areas. Excluded are such sites as ephemeral streams or washes that do not exhibit the presence of vegetation dependent upon free water in the soil.
Restoration	The manipulation of the physical, chemical, or biological characteristics of a shoreline site with the goal of retuning full functions to a former or degraded wetland system. Example: Returning meanders and sustainable profile to a channelized stream.
Partnership	A written agreement with one or more non-DOI public or private entities that establishes individual responsibilities and expectations related to wetland restoration activities included within the scope of this measure.
Management plan	A land use plan as defined by a Bureau's law, regulation, or policy, e.g., the FWS National Wildlife Refuge Improvement Act of 1997. The plan generally designates in a written document land areas and resource uses, condition goals and objectives, program constraints, and management practices. The plan may identify the need for additional detailed step-down plans, support action, implementation sequences, and monitoring standards. Under this measure, the term management plan includes plans developed through partnerships (e.g., plans developed in partnership with other Federal, State, and local government entities, and private entities).

26

Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
	FWS				

1486 CSF 3.2 - Number of non-DOI riparian (stream/shoreline) miles managed or protected to achieve desired condition, including through partnerships, as specified in plans or agreements that involve DOI (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	1486
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Non-DOI riparian miles protected
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Number of non-DOI riparian (stream/shoreline) miles managed or protected to achieve desired condition, including through partnerships, as specified in plans or agreements that involve DOI
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	The scope of this measure includes all of the miles of non-DOI streams/shorelines that are directly influenced by the Fish and Wildlife Service.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Non-DOI riparian miles managed or protected equals the total number of miles of non-DOI riparian area influenced by FWS that are maintained in the desired condition as a result of management actions taken during the reporting period.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	FWS - Habitat Information Tracking System
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	Cardinal
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	Annual
14	<p>Display Precision: How many decimal points will the display have?</p>	1
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	Annually
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	Actual is greater than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: Short description that appears in ABC/M</p>	Non-DOI riparian miles protected
19	<p>Definition: Define the data point using clear language and no acronyms</p>	Total number of non-DOI stream/shoreline miles managed or protected at the end of the reporting period as a result of FWS management actions taken during the reporting period
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Mile
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	<p>Short Name: Short description that appears in ABC/M</p>	
23	<p>Definition: Define the data point using clear language and no acronyms</p>	

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

24	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	
25	<p>Key Terms: Define any unusual or complex terms used in the template</p>	<p>Definition:</p> <p>non-DOI Those land areas and waterways that are not under the direct management jurisdiction of DOI but are directly influenced by DOI management actions.</p> <p>Riparian The transition zone between permanently saturated wetlands and uplands. These areas exhibit vegetation or physical characteristics reflective of permanent surface or subsurface water influence. Lands along, adjacent to, or contiguous with perennially and intermittently flowing rivers and streams, glacial potholes, and the shores of lakes and reservoirs with stable water levels are typical riparian areas. Excluded are such sites as ephemeral streams or washes that do not exhibit the presence of vegetation dependent upon free water in the soil.</p> <p>Stream/shoreline mile For a stream, a mile as measured along the centerline of the stream channel, including all perennial, intermittent, and ephemeral channels with associated riparian areas. For a shoreline, a mile as measured along the line marking the edge of the associated body of water.</p> <p>Management plan A land use plan as defined by a Bureau's law, regulation, or policy. For example, BLM's Federal Land Policy and Management Act or the FWS' National Wildlife Refuge Improvement Act of 1997. The plan generally designates in a written document land areas and resource uses, condition goals and objectives, program constraints, and management practices. The plan may identify the need for additional detailed step-down plans, support action, implementation sequences, and monitoring standards. Under this measure, the term management plan includes plans developed through partnerships (e.g., plans developed in partnership with other federal, state, and local government entities, and private entities).</p>

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Managed or protected	Maintain the ecological condition of a riparian area by planning for and conducting activities that prevent the spatial loss, degradation, or conversion of existing physical, chemical, and biological processes.
Desired condition	The manipulation of the physical, chemical, or biological characteristics of an in-stream or shoreline site with the goal of retuning full functions to former or degraded aquatic system. Example: returning meanders and sustainable profile to a channelized stream.
Partnership	A written agreement between DOI and one or more non-DOI public or private entities that establishes individual responsibilities and expectations related to the riparian area management or protection activities included within the scope of this measure.

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		FWS				

27	Finalized Date: Date the template was first completed	
28	Last Updated Date: Overwrite the date with the most current date of change	

2025 4.0.1 - Number of non-DOI acres restored, including through partnerships, as specified in plans or agreements that involve DOI (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	2025
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Celebrating and Enhancing America's Great Outdoors
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Non-DOI acres restored
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Number of non-DOI acres restored, including through partnerships, as specified in plans or agreements that involve DOI
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2018
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	The scope of this measure includes all of the non-DOI wetland, upland, and marine and coastal acres that are influenced by DOI through management plans or agreements and that need restoration.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	The result is the sum of all of the DOI-influenced, non-DOI acres that are restored during the reporting period. The reporting period is the DOI fiscal year.
12	Data Source(s) <i>Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</i>	FWS - Performance Tracking and Reporting System (PTrac) Reclamation - Plans and reports
13	Data Type: <i>Is this measure a ratio or cardinal number, etc.</i>	Cardinal

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

14	Data Aggregation: <i>Is this measure cumulative or annual?</i>	Annual
14	Display Precision: <i>How many decimal points will the display have?</i>	0
15	Reporting Frequency: <i>How often will the measure be reported (e.g. annually, quarterly, or monthly)?</i>	Annually
16	Exceeding Target Defined By: <i>Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</i>	Actual is greater than target
Data Point A (Numerator when applicable)		
18	Short Name: <i>Short description that appears in ABC/M</i>	non-DOI acres restored
19	Definition: <i>Define the data point using clear language and no acronyms</i>	Number of non-DOI acres restored during the reporting period
20	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Acre
Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>		
22	Short Name: <i>Short description that appears in ABC/M</i>	
23	Definition: <i>Define the data point using clear language and no acronyms</i>	
24	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	
25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:
	non-DOI	Those land areas and waterways not under the direct management jurisdiction of DOI.
	Upland	Land areas that are not inundated or saturated by surface or ground water and support vegetation dependent on aerobic soil conditions.

Wetland	<p>Generally, wetlands are lands where saturation with water is the dominant factor determining the nature of soil development and the types of plant and animal communities living in the soil and on its surface. For the purposes of reporting under this performance measure, the classification of wetlands as defined in the "Classification of Wetlands and Deepwater Habitats of the United States", Cowardin, et al, 1979, will be followed. This publication can be found at the following URL: http://wetlands.fws.gov/Pubs_Reports/Class_Manual/class_titlepg.html. For regulatory purposes, the Environmental Protection Agency (EPA regulations at 40 CFR 230.3(t)), defined wetlands as "those areas that are inundated or saturated by surface or ground water at a frequency and duration sufficient to support, and that under normal circumstances do support, a prevalence of vegetation typically adapted for life in saturated soil conditions. Wetlands generally include swamps, marshes, bogs, and similar areas."</p>
Marine and coastal	<p>Marine - The connecting waters, harbors, roadsteads, and other estuary-type areas including, but not limited to, bays, shallows, lagoons, bayous, ponds, and marshes in a) the waters within the territorial jurisdiction of the United States for the Great Lakes area, and b) those waters, adjacent to shorelines, which contain a measurable quantity or percentage of sea water.</p> <p>Coastal - Coastal waters (including the lands therein and there under) and the adjacent shore lands (including the waters therein and there under), strongly influenced by each other and in proximity to the shorelines of the several coastal states, and includes islands, transitional and intertidal areas, salt marshes, wetlands, and beaches. The zone extends, in Great Lakes waters, to the international boundary between the United States and Canada, and in other areas, seaward to the outer limit of State title and ownership under the Submerged Lands Act (43 U.S.C. 1301 et seq.).</p>
Restored	<p>Returned the quality and quantity of a watershed or landscape to some previous condition, often to some desirable historic baseline.</p>
Partnership	<p>A written agreement with one or more non-DOI public or private entities that establishes individual responsibilities and expectations related to wetland restoration activities included within the scope of this measure.</p>

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Management plan	A land use plan as defined by a Bureau's law, regulation, or policy, e.g., BLM's Federal Land Policy and Management Act or the FWS National Wildlife Refuge Improvement Act of 1997. The plan generally designates in a written document land areas and resource uses, condition goals and objectives, program constraints, and management practices. The plan may identify the need for additional detailed step-down plans, support action, implementation sequences, and monitoring standards. Under this measure, the term management plan includes plans developed through partnerships (e.g., plans developed in partnership with other federal, state, and local government entities, and private entities).

26 Bureaus Reporting: <i>Identify which bureaus report to this measure</i>	1	2	3	4	5
	FWS	BOR			

27 Finalized Date: <i>Date the template was first completed</i>	
28 Last Updated Date: <i>Overwrite the date with the most current date of change</i>	3/22/2011

2026 4.0.2 - Number of non-DOI acres managed or protected to achieve desired condition, including through partnerships, as specified in plans or agreements that involve DOI (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	2026
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Non-DOI acres protected
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Number of non-DOI acres managed or protected to maintain desired condition, including acres restored through partnerships, as specified in management plans or agreements that involve DOI
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	The scope of this measure includes all of the non-DOI wetland, upland, and marine and coastal acres that are influenced by DOI through management plans or agreements.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	The result is the sum of all of the DOI-influenced, non-DOI acres that are managed or protected to maintain desired condition during the reporting period. The reporting period is the DOI fiscal year.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

12	Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.	FWS - Enterprise Planning Operational Plan Module
13	Data Type: Is this measure a ratio or cardinal number, etc.	Cardinal
14	Data Aggregation: Is this measure cumulative or annual?	Annual
14	Display Precision: How many decimal points will the display have?	0
15	Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?	Annually
16	Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.	Actual is greater than target
Data Point A (Numerator when applicable)		
18	Short Name: Short description that appears in ABC/M	non-DOI acres protected
19	Definition: Define the data point using clear language and no acronyms	Number of non-DOI acres managed or protected to maintain desired condition during the reporting period
20	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Acre
Data Point B (Denominator when applicable) Only applies to ratio measures		
22	Short Name: Short description that appears in ABC/M	
23	Definition: Define the data point using clear language and no acronyms	
24	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	

25

Key Terms: Define any unusual or complex terms used in the template	Definition:
non-DOI	Those land areas and waterways not under the direct management jurisdiction of DOI.
Upland	Land areas that are not inundated or saturated by surface or ground water and support vegetation dependent on aerobic soil conditions.
Wetland	Generally, wetlands are lands where saturation with water is the dominant factor determining the nature of soil development and the types of plant and animal communities living in the soil and on its surface. For the purposes of reporting under this performance measure, the classification of wetlands as defined in the "Classification of Wetlands and Deepwater Habitats of the United States", Cowardin, et al, 1979, will be followed. This publication can be found at the following URL: http://wetlands.fws.gov/Pubs_Reports/Class_Manual/class_title_pg.html . For regulatory purposes, the Environmental Protection Agency (EPA regulations at 40 CFR 230.3(t)), defined wetlands as "those areas that are inundated or saturated by surface or ground water at a frequency and duration sufficient to support, and that under normal circumstances do support, a prevalence of vegetation typically adapted for life in saturated soil conditions. Wetlands generally include swamps, marshes, bogs, and similar areas."

<p>Marine and coastal</p>	<p>Marine - The connecting waters, harbors, roadsteads, and other estuary-type areas including, but not limited to, bays, shallows, lagoons, bayous, ponds, and marshes in a) the waters within the territorial jurisdiction of the United States for the Great Lakes area, and b) those waters, adjacent to shorelines, which contain a measurable quantity or percentage of sea water. Coastal - Coastal waters (including the lands therein and there under) and the adjacent shore lands (including the waters therein and there under), strongly influenced by each other and in proximity to the shorelines of the several coastal states, and includes islands, transitional and intertidal areas, salt marshes, wetlands, and beaches. The zone extends, in Great Lakes waters, to the international boundary between the United States and Canada, and in other areas, seaward to the outer limit of State title and ownership under the Submerged Lands Act (43 U.S.C. 1301 et seq.).</p>
<p>Desired Condition</p>	<p>The qualitative or quantitative natural resource attributes of the area that is identified through the planning process as the desired outcome of management. The description of desired condition includes measurable objectives for the identified attributes, including physical, chemical, hydrologic, and biologic attributes. The desired condition for a particular area may or may not be the attributes that represent natural conditions or indicate that natural processes predominate in the area.</p>
<p>Management plan</p>	<p>A land use plan as defined by a Bureau's law, regulation, or policy. For example, BLM's Federal Land Policy and Management Act or the FWS National Wildlife Refuge Improvement Act of 1997. The plan generally designates in a written document land areas and resource uses, condition goals and objectives, program constraints, and management practices. The plan may identify the need for additional detailed step-down plans, support action, implementation sequences, and monitoring standards. Under this measure, the term management plan includes plans developed through partnerships (e.g., plans developed in partnership with other federal, state, and local government entities, and private entities).</p>

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Partnership	A written agreement with one or more non-DOI public or private entities that establishes individual responsibilities and expectations related to wetland restoration activities included within the scope of this measure.
Managed or protected	Maintain the ecological condition of a coastal and marine area by planning for and conducting activities that prevent the spatial loss, degradation, or conversion of existing physical, chemical, and biological processes.

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		FWS				

27	Finalized Date: Date the template was first completed	
28	Last Updated Date: Overwrite the date with the most current date of change	3/22/2011

444 DOI 11 - Percent of baseline acres infested with invasive plant species that are controlled (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	444
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Celebrating and Enhancing America's Great Outdoors
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Invasive plant acres controlled
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of baseline acres infested with invasive plant species that are controlled
8	Beginning Year: <i>What year did the measure first come into use?</i>	2004
9	End Year: <i>What year will the measure run through?</i>	2018
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	This measure includes all of the acres under DOI management that are currently known to be infested with invasive plant species.

11	<p>Measurement Process Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</p>	<p>Percent equals 100 times the number of DOI-managed acres infested with invasive plants that are under active management at the end of the reporting period, divided by the total number of DOI-managed baseline-acres infested with invasive plants. $[(\text{DOI acres under active management} / \text{DOI baseline acres}) \times 100]$.</p> <p>To encourage consistency across the Department, the DOI Invasive Species Task Force recommends the use of the following 5-step method wherever possible for determining the number of baseline acres infested with invasive plants. Step 1 - identify all non-native species in the management unit. Step 2 - for each species, identify the number of acres containing that species (X). Step 3 - for each species, identify the average percent cover of that species throughout the acres identified in Step 2 (Y). Step 4 - for each species, calculate the number of baseline infested acres by multiplying the number of acres infested by the average percent of cover (X x Y). Step 5 - sum up the number of baseline infested acres for all species.</p> <p>If there is insufficient or inadequate data to calculate the baseline using the 5-step process, simply estimate the baseline for all invasive species combined using the best available information, including personal observations.</p> <p>For aquatic habitats where invasive plant species may affect the delivery of water and/or production of hydroelectric power: Assess the successful active management of invasive plant species based on the number of designated acres with known presence of targeted invasive plant species managed. The acres planned for management at the beginning of the reporting period are compared with the number of acres managed. The actual managed acreage is divided by the planned managed acreage at the end of that reporting period.</p>
12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>BLM - Performance Management Data System BOR - Plans and Reports. Audits, on-the-ground surveys, GIS mapping, and aerial photographs. FWS - Performance Tracking and Reporting System (Ptrac) NPS - Performance Management Data System</p>
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	<p>Ratio</p>

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

14	Data Aggregation: <i>Is this measure cumulative or annual?</i>	Cumulative
14	Display Precision: <i>How many decimal points will the display have?</i>	1
15	Reporting Frequency: <i>How often will the measure be reported (e.g. annually, quarterly, or monthly)?</i>	Annually
16	Exceeding Target Defined By: <i>Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</i>	Actual is greater than target
Data Point A (Numerator when applicable)		
17	Data Point A (Numerator when applicable)	
18	Short Name: <i>Short description that appears in ABC/M</i>	Acres under active management
19	Definition: <i>Define the data point using clear language and no acronyms</i>	Number of acres known to have been infested with invasive plants that are under active management at the end of the reporting period.
20	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Acre
Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>		
21	Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>	
22	Short Name: <i>Short description that appears in ABC/M</i>	Total acres infested with invasive plants
23	Definition: <i>Define the data point using clear language and no acronyms</i>	Number of baseline acres with known presence of invasive plant species at the beginning of the reporting period
24	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Acre
Key Terms:		
25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:
	Baseline	The entire inventory of acres administered by the bureau that are known to be infested with invasive plants at the beginning of the current fiscal year of reporting.

<p>Infested acre</p>	<p>An infested acre is defined as an area of land containing a single invasive species. The extent of the infestation is delineated by drawing a line around the area actually occupied by an invasive species, excluding any significant areas not infested. Acres containing a single or very scattered invasive plants do not equal an acre infested. This definition conforms to the North American Invasive Species Management Association (NAISMA) data standards. These standards have been adopted by Federal (that are part of NISC & ISAC), State, and other organizations to bring consistency to inventory, mapping, and reporting of invasive plants. When multiple invasive plant species are present, the individual area for each species should be computed using the above criteria.</p>					
<p>Treatment</p>	<p>An acceptable method (chemical, biological, mechanical, manual or Integrated Pest Management) for the specific objective of controlling the spread and/or reducing the density of invasive plants. To determine the area treated, use the same definition as an infested area.</p>					
<p>Under active management</p>	<p>An acre under active management is an infested area that has been reduced to a maintenance level through treatment activities that will reduce further infestation or prevent the spread of invasive plants from infested areas, mitigate effects/impacts, and/or prevent additional introduction and spread of invasive plants. The status of acres under active management is assessed annually, and therefore, can only be reported as "under active management" once during the reporting period.</p>					
<p>26</p>	<p>Bureaus Reporting: Identify which bureaus report to this measure</p>	<p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5</p>
<p>27</p>	<p>Finalized Date: Date the template was first completed</p>	<p>7/24/2013</p>				
<p>28</p>	<p>Last Updated Date: Overwrite the date with the most current date of change</p>	<p>6/3/2014</p>				

541 DOI 12 - Percent of invasive animal species populations that are controlled (GPRA)

1	ABC/M Measure ID: <small>Generated from ABC/M</small>	541
2	Measure Display Code: <small>Generated from ABC/M</small>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Improve land and water health
6	Short Measure Name: <small>The name of the measure that appears in ABC/M.</small>	Invasive animal populations controlled
7	Full Measure Name: <small>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</small>	Percent of invasive animal species populations that are controlled
8	Beginning Year: <small>What year did the measure first come into use?</small>	2004
9	End Year: <small>What year will the measure run through?</small>	2016
10	Measure Scope <small>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</small>	This measure includes all the populations of invasive animal species that occur on DOI lands and for which population control and management plans have been developed and documented.
11	Measurement Process <small>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</small>	Percent equals 100 times the number of populations of invasive animal species that are controlled at the end of the reporting period, divided by the number of populations of invasive animal species.
12	Data Source(s) <small>Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</small>	BLM - Performance Management Data System FWS - Enterprise Planning Operational Plan Module NPS - Species Database; National Park records

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

13	Data Type: <i>Is this measure a ratio or cardinal number, etc.</i>	Ratio
14	Data Aggregation: <i>Is this measure cumulative or annual?</i>	Cumulative
14	Display Precision: <i>How many decimal points will the display have?</i>	1
15	Reporting Frequency: <i>How often will the measure be reported (e.g. annually, quarterly, or monthly)?</i>	Annually
16	Exceeding Target Defined By: <i>Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</i>	Actual is greater than target
Data Point A (Numerator when applicable)		
17		
18	Short Name: <i>Short description that appears in ABC/M</i>	Invasive animal populations controlled
19	Definition: <i>Define the data point using clear language and no acronyms</i>	The number of populations of invasive animal species that are known to be under control at the end of the reporting period
20	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Population
Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>		
21		
22	Short Name: <i>Short description that appears in ABC/M</i>	Invasive animal populations
23	Definition: <i>Define the data point using clear language and no acronyms</i>	The cumulative number of invasive animal species populations known to occur at the beginning of the reporting period.
24	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Population
25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:
	Invasive animal	As defined in EO 13112, an animal that is 1) non-native (or alien) to the ecosystem under management, and 2) whose introduction causes or is likely to cause economic or environmental harm or harm to human health.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Population	A discrete group of individual animals that does not interact with other groups of the same species. For example, a land unit could report separately on two populations of rainbow trout located in two disconnected waters.
Controlled	Eradicated or reduced to a maintenance level.
Eradicate	Eliminate from a localized area all of the individuals in an invasive animal population, as verified using monitoring and inventories.
Reduce to maintenance level	A maintenance level has been achieved or periodic control will have to be done less frequently than annually.
Control and management	To plan for and conduct eradication, suppression, or other activities that: 1) Reduce the number of individual invasive animals; 2) Prevent the spread of invasive animals beyond the infested area; or 3) Mitigate the effects/impacts of invasive animal presence.

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		BLM	FWS	NPS		

27	Finalized Date: Date the template was first completed	
28	Last Updated Date: Overwrite the date with the most current date of change	

STRATEGY #2: Sustain fish, wildlife, and plant species by protecting and recovering the Nation’s fish and wildlife populations in cooperation with partners, including states.



Aquatic plant life at Yukon Flats National Wildlife Refuge

1490 DOI 5 - Percent of fish species of management concern that are managed to self-sustaining levels, in cooperation with affected States, tribes, and others, as defined in approved management documents (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	1490
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Sustain species health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Fish species self-sustaining
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of fish species of management concern that are managed to self-sustaining levels, in cooperation with affected States, Tribes, and others, as defined in approved management documents
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	This measure includes all fish species under DOI management jurisdiction, except those species with status under the ESA or that have been designated as invasive.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Percent equals 100 times the number of fish species of management concern that are at self-sustaining levels at the end of the reporting period, divided by the number of fish species of management concern.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	FWS - Performance Tracking Module (PTrac)
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	Ratio
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	Cumulative
14	<p>Display Precision: How many decimal points will the display have?</p>	1
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	Annually
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	Actual is greater than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: Short description that appears in ABC/M</p>	Number of fish species self-sustaining
19	<p>Definition: Define the data point using clear language and no acronyms</p>	The number of fish species of management concern that are self-sustaining at the end of the reporting period.
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Species
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	<p>Short Name: Short description that appears in ABC/M</p>	Number of fish species of concern
23	<p>Definition: Define the data point using clear language and no acronyms</p>	The number of fish species of management concern at the beginning of the reporting period.
24	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Species

25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:				
	Fish species	Those non-ESA, non-invasive fish species (including molluscs) that DOI determines are in need of concentrated conservation actions.				
	Self-sustaining	Capable of maintaining itself independently.				
	Conservation action	Such conservation actions vary depending on the health of the populations and degree and types of threats. At one extreme, there may only need to be periodic monitoring of populations and threats to the fish species and its habitat. At the other extreme, a species may need to be listed as a Federal threatened or endangered species. Fish species of management concern receive no legal protection, and the use of the term does not necessarily mean that the species will eventually be proposed for listing as a threatened or endangered species.				

26	Bureaus Reporting: <i>Identify which bureaus report to this measure</i>	1	2	3	4	5
		FWS				

27	Finalized Date: <i>Date the template was first completed</i>	
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28	Last Updated Date: <i>Overwrite the date with the most current date of change</i>	
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1491 DOI 6 - Percent of migratory bird species that are at healthy and sustainable levels (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	1491
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Sustain species health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Bird species healthy and sustainable
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of migratory bird species that are at healthy and sustainable population levels
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	This measure includes all migratory bird species under DOI management jurisdiction, except those species with status under the ESA or that have been designated as invasive
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Percent equals 100 times the number of migratory bird species that are at healthy and sustainable population levels at the end of the reporting period, divided by the number of migratory bird species.

12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	FWS - Enterprise Planning Operational Plan Module; List of Migratory Birds (50 CFR 10.13)
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	Ratio
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	Cumulative
14	<p>Display Precision: How many decimal points will the display have?</p>	1
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	Annually
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	Actual is greater than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: Short description that appears in ABC/M</p>	Migratory birds healthy and sustainable
19	<p>Definition: Define the data point using clear language and no acronyms</p>	The total number of migratory bird species that are at healthy and sustainable population levels
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Species
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	<p>Short Name: Short description that appears in ABC/M</p>	Migratory bird species
23	<p>Definition: Define the data point using clear language and no acronyms</p>	Total number of species on the FWS List of Migratory Birds
24	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Species

25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:				
	Migratory bird species	Any of the species included on the List of Migratory Birds protected by the Migratory Bird Treaty Act (50 CFR 10.13) that is maintained by the Fish and Wildlife Service.				
	Healthy and sustainable population	The individual population of each of the migratory bird species is defined as "healthy and sustainable" if the best available scientific evidence indicates that their population is not at risk of decline, is currently assessed at stable, or is increasing in population size.				

26	Bureaus Reporting: <i>Identify which bureaus report to this measure</i>	1	2	3	4	5
		FWS				

27	Finalized Date: <i>Date the template was first completed</i>	
28	Last Updated Date: <i>Overwrite the date with the most current date of change</i>	

2107 7.0.1 - Percent of threatened and endangered species that have improved based on the latest 5-year review recommendation (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	2107
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Sustain species health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	T&E species improved
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of Threatened & Endangered listed species that have improved per the latest 5-year status review recommendation
8	Beginning Year: <i>What year did the measure first come into use?</i>	2011
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	This measure includes all of the U.S. listed species within the jurisdiction of DOI that are either Endangered or Threatened, as defined by the Endangered Species Act (ESA) that have been listed for five years or longer.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Percent equals 100 times the number of U.S. listed species that are improved at the end of the reporting period, divided by the number of species that has been listed for five years or longer at the beginning of the reporting period. The reporting period is the DOI fiscal year.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	FWS Threatened and Endangered Species System
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	Ratio
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	Cumulative
14	<p>Display Precision: How many decimal points will the display have?</p>	1
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	Annually
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	Actual is higher than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: Short description that appears in ABC/M</p>	Number of T&E species improved
19	<p>Definition: Define the data point using clear language and no acronyms</p>	The number of Threatened and Endangered species whose latest 5-year status review shows improved status (per the definition of improved).
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Species
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	<p>Short Name: Short description that appears in ABC/M</p>	Number of T&E species listed 5 years or more
23	<p>Definition: Define the data point using clear language and no acronyms</p>	The number of species under DOI jurisdiction that have been listed as either Endangered or Threatened for 5 years or longer.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

24	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Species				
25	Key Terms: Define any unusual or complex terms used in the template	Definition:				
	Endangered species	An animal or plant species in danger of extinction throughout all or a significant portion of its range.				
	Threatened species	An animal or plant species likely to become endangered within the foreseeable future throughout all or a significant portion of its range.				
	Listed	A species on the U.S. listing established under the Endangered Species Act as either Endangered or Threatened.				
	Improved	The species is recommended in the latest 5-year review for a change in ESA status from "Endangered" to "Threatened"; or a change in ESA status to "Delisted due to recovery."				
26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		FWS				
27	Finalized Date: Date the template was first completed	First draft - 01 December 2010 (OS/PPP/Beittel)				
28	Last Updated Date: Overwrite the date with the most current date of change	3/22/2011				

2029 7.30.6 - Number of threatened and endangered species recovery activities implemented (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	2029
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Sustain species health
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	T&E recovery activities implemented
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Number of Threatened or Endangered species recovery implementation activities implemented
8	Beginning Year: <i>What year did the measure first come into use?</i>	2011
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	This measure includes all domestic plant and animal species under DOI jurisdiction that are listed under the Endangered Species Act as either threatened or endangered. Foreign species are not included. Recovery implementation activities include any project linked to a specific recovery action in any approved and active recovery plan in the FWS Recovery Online Activity Reporting (ROAR) system. Ongoing implementation activities (those that must be "implemented" each year, for example), may be counted in each year they are implemented.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Each contributing Bureau tabulates the recovery plan implementation activities implemented during the reporting period and reports that number.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

12	<p>Data Source(s) <small>Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</small></p>	BLM - Performance Management Data System; BOR - General reports , contracts, plans, field survey reports, etc. ; FWS - Enterprise Planning Operational Plan Module; NPS - Performance Data Management System
13	<p>Data Type: <small>Is this measure a ratio or cardinal number, etc.</small></p>	Cardinal
14	<p>Data Aggregation: <small>Is this measure cumulative or annual?</small></p>	Annual
14	<p>Display Precision: <small>How many decimal points will the display have?</small></p>	0
15	<p>Reporting Frequency: <small>How often will the measure be reported (e.g. annually, quarterly, or monthly)?</small></p>	Annually
16	<p>Exceeding Target Defined By: <small>Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</small></p>	Actual is higher than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: <small>Short description that appears in ABC/M</small></p>	Number of T&E recovery activities implemented
19	<p>Definition: <small>Define the data point using clear language and no acronyms</small></p>	Total number of Threatened & Endangered species recovery plan activities that were either completed or ongoing during the reporting period
20	<p>Unit of Measure: <small>Keep this as simple as possible (e.g. Acres, Miles, etc.)</small></p>	Activity
21	Data Point B (Denominator when applicable) <small>Only applies to ratio measures</small>	
22	<p>Short Name: <small>Short description that appears in ABC/M</small></p>	
23	<p>Definition: <small>Define the data point using clear language and no acronyms</small></p>	

24	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	
25	<p>Key Terms: Define any unusual or complex terms used in the template</p>	<p>Definition:</p>
Species	<p>For purposes of the Endangered Species Act, this term includes any species or subspecies of fish or wildlife or plants, and any distinct population segment of any species of vertebrate fish or wildlife which interbreeds when mature.</p>	
Threatened species	<p>An animal or plant species likely to become endangered within the foreseeable future throughout all or a significant portion of its range.</p>	
Endangered species	<p>An animal or plant species in danger of extinction throughout all or a significant portion of its range.</p>	
Recovery action	<p>An activity or program of any kind authorized, funded, or carried out, in whole or in part, by a Federal agency in the United States or upon the high seas, such as: (a) an action intended to conserve listed species or their habitat; (b) the promulgation of a regulation; (c) the granting of a license, contract, lease, easement, right-of-way, permit, or grant-in-aid; or (d) an action directly or indirectly causing modification to the land, water, or air; that is listed as an "action" in a recovery plan</p>	
Recovery activity	<p>A discrete project associated with a "parent" recovery action. A recovery action may have multiple implementation activities. An implementation activity itself will likely not be comprised of all of the work needed to complete the parent recovery action. For example, a recovery action could be to conduct presence/absence surveys throughout the species' range. An associated implementation activity may be that a survey was conducted in a specific portion of the species range - perhaps on a Department of Defense installation, or was conducted in FY 09.</p>	

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Approved recovery plan	A document drafted by FWS, NOAA Fisheries, or other knowledgeable individual or group contracted by FWS or NOAA Fisheries, that serves as a guide for actions to be undertaken by Federal, State, or private entities in helping to recover and conserve endangered or threatened species. Approved means that a Notice of Availability has been published in the Federal Register announcing the Recovery Plan's availability as draft, final, revised draft or revised final.
Implemented	A recovery action or implementation activity in ROAR will qualify as "implemented" if it has an action/activity status of ongoing current, ongoing not current, partially complete, or complete (if it has an associated completion date within the current fiscal year).

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		BLM	BOR	FWS	NPS	

27	Finalized Date: Date the template was first completed	
28	Last Updated Date: Overwrite the date with the most current date of change	

2030 7.30.8 - Percent of threatened and endangered species recovery actions implemented (GPRA)

1	ABC/M Measure ID: <small>Generated from ABC/M</small>	2030
2	Measure Display Code: <small>Generated from ABC/M</small>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Sustain species health
6	Short Measure Name: <small>The name of the measure that appears in ABC/M.</small>	T&E species recovery actions implemented
7	Full Measure Name: <small>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</small>	Percent of Threatened or Endangered species recovery actions implemented
8	Beginning Year: <small>What year did the measure first come into use?</small>	2011
9	End Year: <small>What year will the measure run through?</small>	2016
10	Measure Scope <small>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</small>	This measure includes all domestic plant and animal species under DOI jurisdiction that are listed under the Endangered Species Act as either threatened or endangered. Foreign species are not included. Recovery actions include any recovery action listed in any approved and active recovery plan in the FWS Recovery Online Activity Reporting (ROAR) system. Ongoing recovery actions (those that must be "implemented" each year, for example) may be counted in each year they are implemented.

11	<p>Measurement Process Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</p>	<p>FWS reports the percentage of recovery actions implemented for all domestic Threatened and Endangered species, on behalf of all DOI bureaus (and other partners). Percentage equals 100 times the total number of recovery plan actions implemented at the end of the reporting period, divided by the total number of recovery actions in recovery plans listed in the FWS ROAR system at the beginning of the reporting period.</p>
12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>FWS - Enterprise Planning Operational Plan Module; Recovery Online Activity Reporting System</p>
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	<p>Ratio</p>
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	<p>Cumulative</p>
14	<p>Display Precision: How many decimal points will the display have?</p>	<p>1</p>
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	<p>Annually</p>
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	<p>Actual is greater than target</p>
17	<p>Data Point A (Numerator when applicable)</p>	
18	<p>Short Name: Short description that appears in ABC/M</p>	<p>Number of T&E recovery actions implemented</p>
19	<p>Definition: Define the data point using clear language and no acronyms</p>	<p>The total number of Threatened and Endangered species recovery actions in recovery plans listed in the FWS ROAR system that are implemented at the end of the reporting period.</p>
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	<p>Action</p>

21	Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>	
22	Short Name: <i>Short description that appears in ABC/M</i>	Number of T&E recovery actions
23	Definition: <i>Define the data point using clear language and no acronyms</i>	Total number of recovery actions listed in approved and active recovery plans
24	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Action
25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:
	Species	For purposes of the Endangered Species Act, this term includes any species or subspecies of fish or wildlife or plants, and any distinct population segment of any species of vertebrate fish or wildlife which interbreeds when mature.
	Threatened species	An animal or plant species likely to become endangered within the foreseeable future throughout all or a significant portion of its range.
	Endangered species	An animal or plant species in danger of extinction throughout all or a significant portion of its range.
	Approved recovery plan	A document drafted by FWS, NOAA Fisheries, or other knowledgeable individual or group contracted by FWS or NOAA Fisheries, that serves as a guide for actions to be undertaken by Federal, State, or private entities in helping to recover and conserve endangered or threatened species. Approved means that a Notice of Availability has been published in the Federal Register announcing the recovery plan's availability as draft, final, revised draft or revised final.
	Active recovery plan	The recovery plan that is currently being used to guide recovery of the species. In most instances this will be the most recent plan. However, in instances where a court of law has overturned the use of a plan, an older version of the plan may be considered active for the species.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Recovery action	An activity or program of any kind authorized, funded, or carried out, in whole or in part, by a Federal agency in the United States or upon the high seas, such as: (a) an action intended to conserve listed species or their habitat; (b) the promulgation of a regulation; (c) the granting of a license, contract, lease, easement, right-of-way, permit, or grant-in-aid; or (d) an action directly or indirectly causing modification to the land, water, or air; that is listed as a "action" in a recovery plan.
Implemented	A recovery action or implementation activity in the FWS ROAR system will qualify as "implemented" if it has an action/activity status of ongoing current, ongoing not current, partially complete, or complete (if it has an associated completion date within the current fiscal year).

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		FWS (on behalf of all DOI interests)				

27	Finalized Date: Date the template was first completed	
28	Last Updated Date: Overwrite the date with the most current date of change	

1494 DOI 10 - Number of international species of management concern whose status has been improved in cooperation with affected countries (GPRA)

1	ABC/M Measure ID: <small>Generated from ABC/M</small>	1494
2	Measure Display Code: <small>Generated from ABC/M</small>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Sustain species health
6	Short Measure Name: <small>The name of the measure that appears in ABC/M.</small>	International species improved
7	Full Measure Name: <small>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</small>	Number of international species of management concern whose status has improved in cooperation with affected countries
8	Beginning Year: <small>What year did the measure first come into use?</small>	2007
9	End Year: <small>What year will the measure run through?</small>	2016
10	Measure Scope <small>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</small>	This measure includes all of the plant and animal species for which DOI has management authority or responsibility pursuant to international treaty or agreement.
11	Measurement Process <small>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</small>	The result for this measure is calculated by summing the international species of management concern that show an improved status by the end of the reporting period.

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	FWS - Service Permits Issuance and Tracking System (SPITS); International Conservation Database for Tracking Grants
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	Cardinal
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	Annual
14	<p>Display Precision: How many decimal points will the display have?</p>	0
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	Annually
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	Actual is greater than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: Short description that appears in ABC/M</p>	International species improved
19	<p>Definition: Define the data point using clear language and no acronyms</p>	The number of international species of management concern that show improved status at the end of the reporting period as a result of actions taken by DOI in cooperation with international partners.
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Species
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	<p>Short Name: Short description that appears in ABC/M</p>	
23	<p>Definition: Define the data point using clear language and no acronyms</p>	

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

24	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	
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25	Key Terms: Define any unusual or complex terms used in the template	Definition:
	International species of management concern	Any international species subject to management by the Department due to statutory or programmatic responsibility.
	Improved status	When one or more of the following circumstances exists for an international species of management concern: 1). Development or improvement of in situ management plans or programs that ensure the long-term sustainability of the species within its natural range; 2) Increase (measured either in actual increases or through trend analysis) in population numbers within a given habitat; 3) increase in public awareness of the status and/or ecology of a species through educational or outreach efforts; 4) sustainable utilization of the species that is in compliance with local, national, and international conservation regulations and guidelines; 5) increase in local capacity to manage, study, monitor, or assess species.

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		FWS				

27	Finalized Date: Date the template was first completed	
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28	Last Updated Date: Overwrite the date with the most current date of change	
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GOAL #2: Protect America’s Cultural and Heritage Resources

STRATEGY #1: Protect and maintain the Nation’s most important historic areas and structures, archaeological sites, and museum collections.



Assateague Lighthouse

1495 13.1.2 - Percent of archaeological sites in DOI inventory in good condition (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	1495
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Protect cultural and historical assets and resources
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Archaeological sites in good condition
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of archaeological sites on DOI inventory in good condition
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	This measure includes all of the documented archaeological sites occurring on DOI lands.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Percent equals 100 times the number of archaeological sites on the DOI inventory in good condition at the end of the reporting period, divided by the number of archaeological sites on the DOI inventory at the beginning of the reporting period.

12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>BIA - BIA field reports completed by professional archeologists BLM - Performance Management Data System FWS - Performance Tracking and Reporting System (PTrac) NPS - Archeological Sites Management Information System</p>
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	Ratio
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	Cumulative
14	<p>Display Precision: How many decimal points will the display have?</p>	0
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	Annually
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	Actual is greater than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: Short description that appears in ABC/M</p>	Sites in good condition
19	<p>Definition: Define the data point using clear language and no acronyms</p>	Number of archaeological sites on DOI inventory in good condition at the end of the reporting period
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Site
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	<p>Short Name: Short description that appears in ABC/M</p>	Sites on DOI inventory
23	<p>Definition: Define the data point using clear language and no acronyms</p>	Total number of documented archaeological sites at the end of the reporting period
24	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Site

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

25	Key Terms: Define any unusual or complex terms used in the template		Definition:				
	Archaeological site	A location where human activities once took place and left some form of material evidence behind. [from NPS glossary of selected archaeological terms]					
	DOI inventory	An archaeological site that occurs on land managed by DOI and that has been documented by DOI.					
	Documented	An archaeological site for which information about its location, character, integrity, stability and significance has been recorded by DOI.					
	Good condition	A site that is intact, structurally sound, stable, and maintains its character and material.					
26	Bureaus Reporting: Identify which bureaus report to this measure		1	2	3	4	5
			BIA	BLM	FWS	NPS	
27	Finalized Date: Date the template was first completed						
28	Last Updated Date: Overwrite the date with the most current date of change		Revised July 2012				

1496 13.1.3 - Percent of historic structures in DOI inventory in good condition (GPRA)

1	ABC/M Measure ID: <small>Generated from ABC/M</small>	1496
2	Measure Display Code: <small>Generated from ABC/M</small>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Protect cultural and historical assets and resources
6	Short Measure Name: <small>The name of the measure that appears in ABC/M.</small>	Historic structures in good condition
7	Full Measure Name: <small>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</small>	Percent of historic structures on DOI inventory in good condition
8	Beginning Year: <small>What year did the measure first come into use?</small>	2007
9	End Year: <small>What year will the measure run through?</small>	2016
10	Measure Scope <small>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</small>	This measure includes all of the recorded historic structures occurring on DOI lands. This a "cumulative" measure.
11	Measurement Process <small>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</small>	Percent equals 100 times the number of historic structures on the DOI inventory in good condition at the end of the reporting period, divided by the number of recorded historic structures on the DOI inventory at the beginning of the reporting period.

12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>BIA - Indian Affairs Fixed Asset System (FAS) and Indian Affairs Facilities Management System (FMIS) BLM - Performance Management Data System FWS - Performance Tracking and Reporting System (PTrac) NPS - List of Classified Structures</p>
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	Ratio
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	Cumulative
14	<p>Display Precision: How many decimal points will the display have?</p>	0
15	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	Annually
16	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	Actual greater than target
17	Data Point A (Numerator when applicable)	
18	<p>Short Name: Short description that appears in ABC/M</p>	Historic structures in good condition
19	<p>Definition: Define the data point using clear language and no acronyms</p>	Number of historic structures on DOI inventory in good condition at the end of the reporting period
20	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Structure
21	Data Point B (Denominator when applicable) Only applies to ratio measures	
22	<p>Short Name: Short description that appears in ABC/M</p>	Total number of historic structures
23	<p>Definition: Define the data point using clear language and no acronyms</p>	Total number of recorded historic structures on the DOI inventory at the beginning of the reporting period
24	<p>Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)</p>	Structure

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

25	Key Terms: Define any unusual or complex terms used in the template	Definition:				
	Historic structure	A building or other structure that is listed or eligible for listing on the National Register of Historic Places, or is located in a registered historic district and certified by the DOI as being historically significant to the district.				
	DOI inventory	An historic structure occurring in an area where DOI has land management authority.				
	Good condition	An historic structure that is intact, structurally sound, stable, and maintains its character and material.				

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		BLM	BIA	FWS	NPS	

27	Finalized Date: Date the template was first completed	
28	Last Updated Date: Overwrite the date with the most current date of change	Revised July 2012

462 CSF 13.2 - Percent of collections in DOI inventory in good condition (GPRA)

1	ABC/M Measure ID: <i>Generated from ABC/M</i>	462
2	Measure Display Code: <i>Generated from ABC/M</i>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Protect America's Landscapes
5	Strategy:	Protect cultural and historical assets and resources
6	Short Measure Name: <i>The name of the measure that appears in ABC/M.</i>	Museum Collections in good condition
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Percent of museum collections on DOI inventory in good condition
8	Beginning Year: <i>What year did the measure first come into use?</i>	2007
9	End Year: <i>What year will the measure run through?</i>	2016
10	Measure Scope <i>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</i>	This measure includes all collections in DOI inventories.
11	Measurement Process <i>Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</i>	Percent equals 100 times the number of collections in good condition at the end of the reporting period, divided by the number of collections on the DOI inventory at the beginning of the reporting period. The reporting period is the DOI fiscal year.
12	Data Source(s) <i>Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</i>	BIA - 411 DM Checklist, Automated National Catalog System (ANCS database) BOR - 411 DM Checklist BLM - Performance Management Data System FWS - Performance Tracking and Reporting System (PTrac) NPS - Automated National Catalog System (ANCS database), Collections Management Report

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

13	Data Type: <i>Is this measure a ratio or cardinal number, etc.</i>	Ratio
14	Data Aggregation: <i>Is this measure cumulative or annual?</i>	Cumulative
14	Display Precision: <i>How many decimal points will the display have?</i>	0
15	Reporting Frequency: <i>How often will the measure be reported (e.g. annually, quarterly, or monthly)?</i>	Annually
16	Exceeding Target Defined By: <i>Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</i>	Actual is greater than target
Data Point A (Numerator when applicable)		
17		
18	Short Name: <i>Short description that appears in ABC/M</i>	Number of collections in good condition
19	Definition: <i>Define the data point using clear language and no acronyms</i>	The number of DOI collections (as defined in the DM) that meet the minimum standards for good condition (as defined in the DM) at the end of the reporting period
20	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Museum Collection
Data Point B (Denominator when applicable) <i>Only applies to ratio measures</i>		
21		
22	Short Name: <i>Short description that appears in ABC/M</i>	Total number of museum collections
23	Definition: <i>Define the data point using clear language and no acronyms</i>	The number of museum collections in the DOI inventory at the beginning of the reporting period
24	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Museum Collection
25	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

Collections	A museum collection is an assemblage of objects, works of art, and/or archives, representing archaeology, art, biology, ethnography, geology, history, and/or paleontology, retained for long-term preservation, study, and interpretation consistent with statutory requirements, its relationship to the mission of the respective bureau/office, or other appropriate factors. A museum collection consists of all accessioned, unaccessioned, cataloged, and/or uncatalogued objects; and all museum property under the control of a facility, unit, or bureau/office. [From 411DM1]
DOI inventory for collections	All museum property identified as owned or controlled by DOI bureaus. This includes museum property that is accessioned and/or unaccessioned, cataloged and/or uncatalogued, and may be managed in bureau or non-bureau facilities.
Good condition	Museum collections are assumed to be in good (or better) condition when the spaces (museum storage and exhibit spaces and administrative office spaces) housing those collections collectively meet more than 70% of applicable departmental standards for such spaces. Standards are identified in DOI Museum Property Directive 4 "Required Standards for Managing and Preserving Museum Property."
Accessioned	The process by which the DOI formally accepts and establishes permanent legal title (ownership) and/or custody for a museum object or group of museum objects. A single accession transaction occurs when one or more objects are acquired in the same manner from one source at one time for the museum property collection.

26	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		BIA	BLM	BOR	FWS	NPS
27	Finalized Date: Date the template was first completed					
28	Last Updated Date: Overwrite the date with the most current date of change	Dec. 2012				

GOAL #3: Enhance Recreation and Visitor Experience

STRATEGY #: Enhance the enjoyment and appreciation of our natural and cultural heritage by creating opportunities for play, enlightenment, and inspiration.



Visitors touring by canoe at the Bayou Sauvage National Wildlife Refuge

554 15.2.20 - Percent of visitors satisfied with the quality of their experience (GPRA)

1	ABC/M Measure ID: <small>Generated from ABC/M</small>	554
2	Measure Display Code: <small>Generated from ABC/M</small>	
3	Mission Area:	Provide Natural and Cultural Resource Protection and Experiences
4	Goal:	Improve the Quality and Diversity of Recreation Experiences and Visitor Enjoyment on DOI Lands
5	Strategy:	Enhance the enjoyment and appreciation of our natural and cultural heritage by creating opportunities for play, enlightenment, and inspiration.
6	Short Measure Name: <small>The name of the measure that appears in ABC/M.</small>	Visitor Satisfaction
7	Full Measure Name: <small>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</small>	Percent of visitors satisfied with the quality of experience
8	Beginning Year: <small>What year did the measure first come into use?</small>	2007
9	End Year: <small>What year will the measure run through?</small>	2016
10	Measure Scope <small>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</small>	The data reported is based on results of a survey of the adult American public (18 years old or older and residing in the U.S.). Survey may be conducted to have regional foci or stratification that varies year to year to ensure complete national coverage. Questionnaire asks the public about their experiences at DOI recreation areas.

11	<p>Measurement Process Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</p>	<p>For BLM and NPS, the recreation survey is conducted annually by Federal government employees, contractors, volunteers, or university students (or some combination thereof). BLM and NPS use an annual on-site visitor survey at selected developed recreation sites. Similarly, FWS uses a refuge-specific written or on-line survey. The most recent FWS data is from a survey of about 50 refuges that was conducted and analyzed in 2005. FWS is in the midst of completing a national level survey, but the results will not be available until the end of FY 2011. The survey has been approved by OMB for use through 2012, however there are no current plans to conduct another round of surveys due to anticipated funding limitations.</p>
12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>NPS - Visitor Survey Card (survey conducted under contract with Univ of Idaho); FWS - Visitor Service Survey (stored in Service's Operational Plan) BLM – System-wide Visitor Survey (survey conducted under contract with Univ of Idaho)</p>
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	<p>Ratio</p>
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	<p>Annual</p>
15	<p>Display Precision: How many decimal points will the display have?</p>	<p>0</p>
16	<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	<p>Annual</p>
17	<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	<p>Value Higher than Target</p>
18	<p>Data Point A (Numerator when applicable)</p>	
19	<p>Short Name: Short description that appears in ABC/M</p>	<p>Number of visitors satisfied</p>

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

20	Definition: Define the data point using clear language and no acronyms	Total number of visitors surveyed who are satisfied with the quality of the recreation experience (numerator is the sum of surveys collected through Sept 30 of that fiscal year with a response of "satisfied").
21	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Visitors
22	Data Point B (Denominator when applicable) Only applies to ratio measures	
23	Short Name: Short description that appears in ABC/M	Visitors Surveyed
24	Definition: Define the data point using clear language and no acronyms	Total number of visitors surveyed (denominator is the sum of surveys responses collected through Sept 30 of that fiscal year).
25	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Visitors
26	Key Terms: Define any unusual or complex terms used in the template	Definition:
	Surveys	Self-administered written survey distributed on site to adult visitors, using an approved sampling plan; responses collected anonymously on site using mail-back questionnaires with confidentiality assurances.
	DOI recreation area	Includes only lands DOI directly manages/controls that are open to the general public and defined as administrative and legislated units of a DOI bureau, e.g., National Park, National Monument, National Wildlife Refuge, and BLM Special Recreation Management Area.
	Recreation experience	Visitor's perception of his/her experience at the recreation area surveyed relating to sporting/physical, natural, educational (includes cultural/historical), informational, facilities, wait-time, and value for fees paid – sum total of all these experiences.
	Satisfaction	Visitors reporting they are satisfied (versus dissatisfied).

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

27	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		BLM	FWS	NPS		
28	Finalized Date: Date the template was first completed					
29	Last Updated Date: Overwrite the date with the most current date of change	3/22/2011				

MISSION AREA 4 ENGAGING THE NEXT GENERATION

GOAL #1 – Play: Develop or enhance outdoor recreation partnerships in a total of 50 cities over the next 4 years to create new, systemic opportunities for outdoor play for over 10 million young people.



A lucky angler lets Jenessa, Taurean, and Zach see his catch up-close. Credit: Sydney West/Boys and Girls Club

Children playing at Campbell Creek, Anchorage, Alaska



Play Number of young people in 50 cities that participate in an outdoor plan activity on public lands

Measure template under development

GOAL #2 – Learn: In 4 years, provide educational opportunities to at least 10 million of the Nation’s K-12 student population annually.



Students test the water in a tank where tagged salmon are readied for release into the wild. Credit: Meghan Kearney / USFWS

The Coastal Program works with schools to connect youth with nature



Schoolyard Habitat Project, Children learn how to remove young trees from buckets for planting in their schoolyard

Learn Number of K-12 students who participate or access educational materials or opportunities provided by the Department of the Interior

Measure template under development

GOAL #3 – Serve: In 4 years, attain 1,000,000 volunteers annually on public lands.



Volunteer teaches backyard habitat techniques to students at Sasabe, AZ school: Buenos Aires National Wildlife Refuge

Volunteers planting marsh grass



Turtle nest excavation and relocation

Serve Number of people volunteering on DOI managed lands

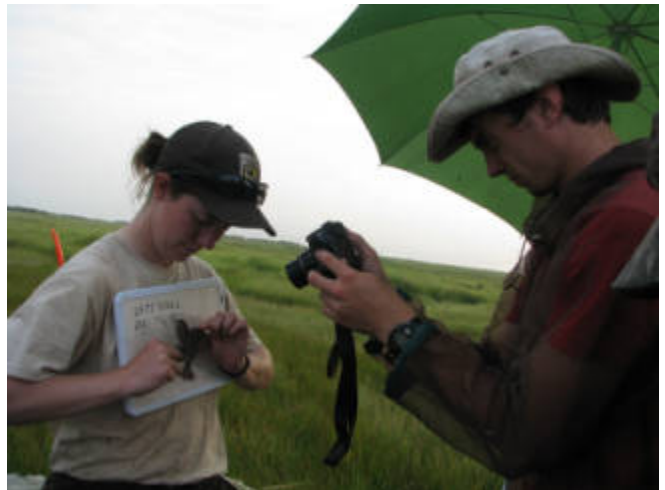
Measure template under development

GOAL #4 – Work: Provide 100,000 work and training opportunities to young people over the next 4 years.

Student Climate and Conservation Congress youth gathered along the Potomac River



Forsythe intern and SCEP student conducting telemetry on Saltmarsh Sparrow



Youth Conservation Corps student clearing a trail

2220 – Work YO 1.1.2 Number of work and training opportunities provided to young people (Agency Priority Goal)

1	<i>Measure Display Code</i>	2220
2	<i>Mission Area</i>	Engaging the Next Generation
5	<i>Full Measure Name</i>	Number of work and training opportunities provided to young people at DOI and through DOI Partners
6	<i>Short Measure Name</i>	Youth Employment and Training
8	<i>Beginning Year</i>	2009
9	<i>End Year</i>	current
10	<i>Measure Scope</i>	<p>DOI Youth Employment: All employees in DOI personnel system (FPPS) age 15 to 25 during the reporting period specified regardless of when hired in any job series or subject matter area (not just natural resources).</p> <p>PARTNERSHIPS Youth Employment: Temporary and permanent employees age 15 to 25 at partnership organizations working with DOI or its bureaus. Number of unique individuals working 80 hours or more. (See definition of Partnership Employment below for more information.).</p>
11	<i>Measurement Process: DOI Employment</i>	<p>DOI Employment 1)Query run using FPPS Combined History file (updated Thursday after pay period ends) to get youth employment 2) individuals age 15 to 25 3) Active employees only working greater than 0 hours 4) Subtotals by State within each bureau and by Bureau for permanent or temporary by Intern, Presidential Management Fellow (PMF), Recent Graduate, and “All Other” for each fiscal year quarter (cumulative quarters). 5) Data is cumulative so each quarter starts at the beginning of fiscal year. 6) An individual who works more than one job in different states within the same bureau over the course of the year is counted only once and in the last state. An individual who works for more than one bureau within the course of a year is counted in each bureau.</p> <p>7) Employee Status History Type filter uses a “Equal” operator to pull only active employees (those with a code = A, C, F, I, L, or M). 8) Youth data is broken down into the following categories a) Pathways Internship Program (current appt auth YEA, YEF, YEG) b) Pathways Recent Graduates Program (current appt auth YEB) c) Pathways Presidential Mgmt Fellows Program (current appt auth YEC, YEH) d) Former Pathways (current appt auth LAE, LAG, LAH, LAK, LAL, LAP, LAR, MAB, MAC, MAF) and e) all other. 9) The quarterly data is reported using the following payperiod: Q1=Payperiod 21 - payperiod 26; Q2= Payperiod 21 - payperiod 7; Q3=payperiod 21 - payperiod 13; Q4=payperiod 21- payperiod 20.</p>

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

	<i>Measurement Process: DOI YCC</i>	DOI YCC: 1) Query run using FPPS Combined History File (updated Thursday after pay period ends) (YCC identified by "Employee Status field" where Y is active YCC Enrollee and Z is Separated YCC Enrollee; use both Y and Z for this query/data report 2) YCC is restricted to ages 15 to 18 3) Subtotals by State within each Bureau for each fiscal year quarter (cumulative quarters) 4) Data is cumulative so each quarter starts at the beginning of the fiscal year. 5) The report is run using the pay period ranges but in the results, the "Effective Date Noa" field used to specify the exact time period. So for Q4, Oct 1 to Sept 30 would be specified in the results.
	<i>Measurement Process: DOI Partnerships</i>	DOI Partnerships: the following data fields are reported on a quarterly basis within 30 days of end of quarter to Bureau Youth Task Force member: <ul style="list-style-type: none"> • Project Site Location • Project Name (if relevant) • Numbers of Youth Employed • Dates of Employment e.g. July and August 2010 • Age Range of Youth Employed e.g. 18 – 22 yrs old • Demographic information for the group e.g. 49% female, 51% male; 25% Latino, 50% African-American, 10% Asian Pacific Islander, 15% Caucasian
13	<i>Data Source</i>	DOI Youth Employment: FPPS; Partnerships Youth Employment: Partner reports
14	<i>Measure Type</i>	Key
15	<i>Data Type</i>	Cardinal
16	<i>Display Type</i>	Decimal.
17	<i>Display Precision</i>	0
17	<i>Reporting Frequency</i>	Quarterly reporting
19	<i>Reporting Data</i>	Cumulative
20	<i>Exceeding Target Defined</i>	Value higher than target
21	<i>Comments</i>	
22	<i>Finalized Date</i>	
23	<i>Last Updated Date</i>	4/2/2014
24	<i>Data Point</i>	Employees age 15 to 25 in during the reporting period
25	Definitions	
	<i>FPPS</i>	Federal Payroll Personnel System

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

YCC	Youth Conservation Corps Program: summer employment program for 15-18 year olds from all segments of society, who work, learn, and earn together through conservation projects. These young people are hired directly into the Department of the Interior for payroll purposes.
<i>Pathways Program</i>	Three paid Civil Service internship programs: Internship Program; Recent Graduates Program; and the Presidential Management Fellows Program
<i>Internship Program</i>	Pathways program for current students. It replaces the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP). The Internship Program provides students in high schools, colleges, trade schools and other qualifying educational institutions with paid opportunities to work in agencies and explore Federal careers while completing their education. Upon successful completion of an internship, including 640 hours of work, participants will be eligible for conversion to full-time federal employment. Agencies may waive up to 320 hours of the work experience requirement for outstanding performers.
<i>Recent Graduates Program</i>	Pathways one year program that provides developmental experiences in the Federal Government. It is intended to promote possible careers in the civil service to individuals who, within the previous two years, graduated from qualifying educational institutions with an associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate from qualifying educational institutions. To be eligible, applicants must apply within the previous two years of degree or certificate completion except for veterans precluded from doing so due to their military service obligation, who have up to six years after degree or certificate completion to apply. Participants in the Recent Graduates Program receive a minimum of 40 hours of training and professional development, complete an individual development plan and are assigned a mentor. Additionally, upon successful completion of the program, they will be eligible for conversion to full-time federal employment.
<i>Presidential Management Fellows (PMF) Program</i>	Pathways program is a paid, two-year leadership development program for individuals who have received a qualifying advanced degree within the preceding two years. The Program attracts and selects the best candidates possible and is designed to develop a cadre of potential government leaders.
<i>All Other</i>	Includes all youth (other than those in the 3 Pathways Programs) age 15 to 25 in DOI personnel system (FPPS).

DOI STRATEGIC PLAN MEASURE DEFINITION TEMPLATES: FY 2014 – FY 2018 FWS CONTRIBUTING MEASURES ONLY

<i>Partnership Employment</i>	<p>Includes youth (age 15 to 25) employment through financial assistance DOI/bureaus provide to non-profit youth service provider organizations using a cooperative agreement or contract, or programs that others fund in cooperation with DOI. Examples include the Student Conservation Association (SCA), Southwest Conservation Corps (SCC), Job Corps, AmeriCorps, and educational institutions. These organizations receive funding from a number of government and other sources and operate under a variety of legal authorities such as the Public Lands Corps Act (as amended). This should account for interns paid from non-government sources. Programs can take place on or off DOI lands or facilities. Include participants where the youth are paid employees of a partner organization working in cooperation with DOI. Also include participants where the youth are in an organized internship or similar training program where they receive some reimbursement for their costs, a small living allowance (e.g. Job Corps) from a partner organization, or academic credit. Educational / work programs where participants receive food and lodging only (if a partner organization is involved) or academic credit should be included in this category.</p>	
26	<i>Bureaus Reporting</i>	<p>NPS, FWS, BLM, USGS, BOR, BIA, BOEM, OSM, BSEE</p>
27	<i>Bureau Contact</i>	<p>Youth Task Force members: NPS: George McDonald, NPS Youth Programs Manager, George_McDonald@nps.gov, 202-513-7146; FWS: Kevin Kilcullen, FWS Chief, Division of Visitor Services, Kevin_Kilcullen@fws.gov, 703-358-2382 and Jay Fritz; BLM: Betsy Wooster, Env Educ & Volunteer Specialist, elizabeth_wooster@blm.gov, (202) 912-7454; BIA: Fredericka Joseph, Youth Programs Coordinator, fredericka.joseph@bia.gov, (202) 208-3587; OSM: Alan Comp, tcomp@osmre.gov, 202-208-2836; BOEM: Keith Good; BSEE: ???; BOR: Becky Fulkerson, Policy Analyst, rfulkerson@usbr.gov (202) 513-0638; USGS: melinda gaber, msgaber@usgs.gov</p>
28	<i>Data Contact</i>	<p>Beverly Sandoval, NBC in Colorado (2 hours time difference with DC), Beverly_A_Sandoval@nbc.gov, 303-969-6632 wrote the queries and runs the quarterly reports.</p>
29	<i>Responsible Manager</i>	<p>Mary Pletcher, mary_pletcher@ios.doi.gov</p>

MISSION AREA 6 BUILDING A LANDSCAPE-LEVEL UNDERSTANDING OF OUR RESOURCES

GOAL #1: Provide Shared Landscape-level Management and Planning Tools

STRATEGY #1 Ensure the use of landscape-level capabilities and mitigation actions.



Cover Photo: USFWS Strategic Habitat Conservation Handbook
Report from the National Technical Assistance Team, February 11.2008

2226 4.8.6 Number of landscape level mitigation strategies and actions that provide for the conservation of natural resources occurring before, during, or after development activities.

PMIS Measure ID: <small>Generated from PMIS</small>	2226
Measure Display Code: <small>Generated from PMIS</small>	
Mission Area:	Building a Landscape Level Understanding of our Resources
Goal:	Provide Shared Landscape Level Management and Planning Tools
Strategy:	Ensure the use of landscape-level capabilities and mitigation actions
Full Measure Name <small>The name of the measure in terms that can be easily understood by the public</small>	Number of landscape-level mitigation strategies and actions that provide for the conservation of resources occurring before, during, or after development activities.
Short Measure Name: <small>The name of the measure that appears in ABC/M.</small>	Development related mitigation strategies and actions
Beginning Year: <small>What year did the measure first come into use?</small>	2014
End Year: <small>What year will the measure run through?</small>	2018
Measure Scope <small>Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</small>	DOI bureaus develop landscape level mitigation strategies or undertake mitigation actions for development projects within their jurisdiction/authorities. To assess how well DOI is performing mitigation, this measure counts two things: (1) the number of new landscape-level mitigation strategies and (2) the number of projects approved or initiated that contain mitigation actions. Bureaus may report either strategies or actions or both, at their discretion in keeping with their program activities.

<p>Measurement Process Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</p>	<p>(1) Strategies: landscape level mitigation strategies associated with development will be counted in the year the strategy documents are completed. (2) Project: development projects with associated mitigation actions and mitigation projects associated with development will be counted in the year the project either is approved or initiated by a DOI bureau. Individual mitigation actions within a project are too numerous and will not be counted individually.</p>
<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>FWS - Performance Tracking and Reporting System (PTrac) BLM (data call), BOEM (TBD), OSMRE (data call), BIA (data call)</p>
<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	<p>Cardinal</p>
<p>Data Aggregation: Is this measure cumulative or annual?</p>	<p>Annually</p>
<p>Display Precision: How many decimal points will the display have?</p>	<p>0</p>
<p>Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?</p>	<p>Annually</p>
<p>Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</p>	<p>Value Higher than Target</p>
<p>Data Point A (Strategies)</p>	
<p>Short Name: Short description that appears in PMIS</p>	<p>Number of landscape-level mitigation strategies</p>
<p>Definition: Define the data point using clear language and no acronyms</p>	<p>Number of landscape-level mitigation strategies that provide for the conservation of resources occurring before, during, or after development activities.</p>

Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Landscape level mitigation strategy document
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Data Point B (Actions)

Short Name: Short description that appears in PMIS	Number of approved or initiated projects containing mitigation actions
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Definition: Define the data point using clear language and no acronyms	Number of projects containing mitigation actions that provide for the conservation of resources occurring before, during, or after development activities.
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Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Projects
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Key Terms: Define any unusual or complex terms used in the template	Definition:
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landscape	<p>A subjective spatial area of interest that is considered a single unit for development planning, design, and delivery. Consequently, bureaus may define landscapes differently. For example, for BLM a landscape might be the resource of concern or area being developed, such as a solar energy zone, a large oil field, or a large expanse where timber is harvested, and includes the full extent of that resource. For FWS, an implicit characteristic of a landscape is that it is large enough to encompass ecological process(es) such as a watershed, thus landscapes are a connected mosaic of lands and waters with similar characteristics that form the geographic basis for biological planning and conservation design. For example, the landscape for the greater sage-grouse might be the entire extent of the biologically-defined population, or the landscape for ecological processes might be the ecoregion. The term "landscape," as used in this document, may encompass waterscapes and seascapes.</p>
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<p>mitigation</p>	<p>The President's Council on Environmental Quality defined the term "mitigation" in the National Environmental Policy Act regulations to include: "(a) avoiding the impact altogether by not taking a certain action or parts of an action; (b) minimizing impacts by limiting the degree or magnitude of the action and its implementation; (c) rectifying the impact by repairing, rehabilitating, or restoring the affected environment; (d) reducing or eliminating the impact over time by preservation and maintenance operations during the life of the action; and (e) compensating for the impact by replacing or providing substitute resources or environments." (40 CFR Part 1508.20(a-e)).</p>
<p>landscape-level mitigation strategy</p>	<p>A regional, i.e., landscape-level, approach to identifying potential mitigation opportunities (including sites and compensatory mitigation projects) to promote conservation of natural and cultural resources in conjunction with development. Mitigation strategies identify potential development impacts and associated mitigation opportunities. A mitigation strategy includes avoidance, minimization, and/or compensation, which may include alternative sites, projects, and compensatory mitigation projects (for example, the areas/locations where compensatory mitigation funds will be focused to conduct restoration work). This approach will enhance and streamline an agency's consideration of land-use authorizations and compensatory mitigation projects such as land treatments and infrastructure removal. Mitigation strategies may include a decision document created under the National Environmental Policy Act (NEPA) outlining proposed mitigation actions. Where appropriate, mitigation strategies are developed in conjunction with other Federal agencies; State, local, and Tribal governments; non-profit organizations; and other stakeholders. Since the mitigation strategy is at a landscape-level, it is possible for multiple development projects to fall within its scope.</p>

<p>mitigation action</p>	<p>Mitigation actions may include any of a variety of activities that seek to avoid, minimize, repair, rehabilitate, restore, reduce or eliminate over time, or compensate for adverse impacts of development. The Department's mitigation policies are not prescriptive in terms of the activities that may generate these results, and instead recommend that activities be consistent with the value of the resource(s) being affected and the severity of the individual and cumulative impacts of the development. The following are provided as possible examples, but the range of options is open-ended. Avoidance may include such activities as relocating the development, reducing the size of its footprint, reducing the scope of its activities, or not permitting the development at all. Minimizing actions may include water purification, air filtering, improved waste management, use of ecologically sound construction materials, use of non-reflective glass, and other actions that leave as much of the existing habitat and fish and wildlife in as pristine a condition as possible. Repair, restore, rehabilitate, and reduce or eliminate over time may include such actions as reseeding native vegetation, restocking native fish species, supporting species repropagation efforts, eliminating invasive species, restoring fire regimes, restoring wetlands functionality, removal of infrastructure following cessation of operations, and other actions that seek to restore the original ecosystem functions that existed prior to the development. Compensatory mitigation includes actions to establish replacement habitat and/or other populations of species in lieu of the impacted habitats and/or species, preferably within the same immediate location or landscape. Compensatory mitigation may allow the use of conservation easements, mitigation banks, conservation banks, mitigation credits, wildlife take limits, and other offsetting mechanisms to provide alternative preservation of habitats and species in lieu of those adversely impacted by the development.</p>
<p>development activities</p>	<p>Infrastructure projects/undertakings that require authorization, such as a review, permit, lease or similar action, by DOI in order to proceed.</p>

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NEPA	<p>The National Environmental Policy Act of 1969 (NEPA) sets up requirements for all Federal Agencies in the Executive Branch to ensure that environmental factors are weighted equally when compared to other factors in the decision making process undertaken by federal agencies. The NEPA process consists of an evaluation of relevant environmental effects of a federal project or action undertaking, including a series of pertinent alternatives. There are three levels of analysis that a federal agency may undertake to comply with the law. These three levels include: preparation of a Categorical Exclusion (CE), preparation of an Environmental Assessment (EA) and Finding of No Significant Impact (FONSI); or preparation and drafting of an Environmental Impact Statement (EIS).</p>				
Bureaus Reporting: <small>Identify which bureaus report to this measure</small>	1	2	3	4	5
	<i>FWS</i>	<i>BLM</i>	<i>BIA</i>	<i>BOEM</i>	<i>OSMRE</i>
Finalized Date: <small>Date the template was first completed</small>	TBD				
Last Updated Date: <small>Overwrite the date with the most current date of change</small>	5/22/2014				

2224 4.8.7 the number of Landscape Conservation Designs available to inform management decisions

1	PMIS Measure ID: <small>Generated from PMIS</small>	2224
2	Measure Display Code: <small>Generated from PMIS</small>	
3	Mission Area:	Building a Landscape Level Understanding of our Resources
4	Goal:	Provide Shared Landscape-Level Management and Planning Tools
5	Strategy:	Ensure the use of landscape-level capabilities and mitigation actions
6	Short Measure Name: <small>The name of the measure that appears in ABC/M.</small>	Number of Landscape Conservation Designs
7	Full Measure Name: <small>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</small>	The number of Landscape Conservation Designs available to inform management decisions.
8	Beginning Year: <small>What year did the measure first come into use?</small>	2014
9	End Year: <small>What year will the measure run through?</small>	2018

10	<p>Measure Scope Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</p>	<p>A Landscape Conservation Design (LCD) consists of three main components: (1) an assessment of current conditions of a landscape, including biological, physical, and socio-economic metrics; (2) a spatially explicit assessment of the desired future condition of the landscape using quantifiable biological, physical, and socio-economic objectives; and (3) a high-level plan with recommendations on how to move the landscape from the current to the future condition. In collaboration with interested stakeholders (non-DOI entities), DOI bureaus develop LCDs for landscapes under the jurisdiction of, or of interest to, DOI for implementation by both DOI and non-DOI entities.</p> <p>An LCD can include the following: (1) conservation targets (such as wildlife population or ecological process objectives or habitat conditions) within that landscape, (2) factors (i.e., threats and stressors such as climate change) limiting the ability to achieve LCD recommendations, (3) gap and population analyses for the landscape, (4) modeling of future resource relationships for the landscape, and (5) coordinated management, mitigation, and monitoring strategies designed to achieve stated resource objectives.</p>
11	<p>Measurement Process Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</p>	<p>This measure counts the landscape conservation designs that are used to support multi-scale (including site-specific) management strategies and decisions tied to landscape-level objectives identified in landscape conservation designs. Each bureau will identify and design landscapes in response to their respective mission responsibilities. Landscape conservation designs will be established over time for each identified landscape. Each bureau will count the number of landscapes with a Landscape Conservation Design in place by the end of each reporting period. A reporting period is a fiscal year.</p>
12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>FWS - Performance Tracking and Reporting System (PTrac) NPS - Annual Servicewide natural resource-related performance data call</p>
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	<p>Cardinal</p>

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14	Data Aggregation: <i>Is this measure cumulative or annual?</i>	Cumulative
15	Display Precision: <i>How many decimal points will the display have?</i>	0
16	Reporting Frequency: <i>How often will the measure be reported (e.g. annually, quarterly, or monthly)?</i>	Annually
17	Exceeding Target Defined By: <i>Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.</i>	Value Higher than Target
18	Data Point A (Numerator when applicable)	
19	Short Name: <i>Short description that appears in PMIS</i>	Number of landscape conservation designs completed and available to inform DOI management decisions
20	Definition: <i>Define the data point using clear language and no acronyms</i>	Number of landscape conservation designs completed for landscapes under the jurisdiction of, or of interest, to the Department and available to inform DOI management decisions
21	Unit of Measure: <i>Keep this as simple as possible (e.g. Acres, Miles, etc.)</i>	Landscape conservation design
26	Key Terms: <i>Define any unusual or complex terms used in the template</i>	Definition:

<p>landscape conservation designs</p>	<p>Landscape Conservation Designs (LCDs) describe shared, cross-jurisdictional visions for meeting conservation objectives. LCDs evaluate drivers that have created the current patterns on the landscape and that affect potential future landscape patterns. LCDs use a partnership-driven, science-based planning process that (1) assesses the current and projected landscape condition; (2) identifies desired landscape characteristics through the integration of quantifiable biological, cultural, social, and physical resource objectives; (3) analyzes the landscape's ability to achieve desired resource objectives under a variety of scenarios and/or limiting factors; and (4) provides landscape-scale management, mitigation, and monitoring strategies to achieve resource objectives. This information will inform a description of a desired future condition for identified landscape features, processes, or resources and a suite of management strategies developed with partners to achieve the desired future condition. Understanding historic and current environmental drivers will inform and guide management plans to achieve conservation goals for targeted features or resources or for a specific area under a bureau's jurisdiction. LCDs inform the development of each partner's site-specific management plans (and NEPA documents) and actions within the landscape of the LCD to deliver conservation activities, attain desired resource objectives, sustain ecosystem function/processes, and achieve the missions, mandates, and goals of partner agencies/organizations.</p>
<p>landscape condition</p>	<p>The landscape's ability to achieve desired objectives for features or resources under a variety of temporal scenarios and/or limiting factors</p>
<p>landscape condition criteria</p>	<p>Landscape condition consists of the biological, physical, cultural, and socio-economic characteristics for the defined geographical area of the identified landscape. LCDs employ models to describe potential future conditions under various scenarios.</p>
<p>site-specific management plans</p>	<p>Plans consistent with the policies, guidelines, and mission objectives of a bureau of DOI for the management of lands, waters, wildlife, cultural resources, visitor services, and other aspects of a specific unit of national public lands under the jurisdiction of that bureau.</p>

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management decisions	Decisions regarding the execution of program responsibilities, including, but not limited to, establishment of priorities, allocation of resources, assignment of roles and responsibilities, workload management, and such other decisions as are necessary to perform the functions of the program. Management decisions will include environmental use decisions commonly carried out by DOI land and resource management bureaus and others, often weighing the relative values of development and conservation.
conservation delivery activities	Specific actions undertaken to manage, restore, and/or protect landscape resources consist with the future condition described in the Landscape Conservation Design.

27	Bureaus Reporting: <small>Identify which bureaus report to this measure</small>	1	2	3	4	5
		FWS	NPS			

28	Finalized Date: <small>Date the template was first completed</small>	5/7/2014
29	Last Updated Date: <small>Overwrite the date with the most current date of change</small>	

2225 4.8.8 Number of landscapes with surrogate species identified to support conservation actions

1	PMIS Measure ID: <i>Generated from PMIS</i>	2225
2	Measure Display Code: <i>Generated from PMIS</i>	
3	Mission Area:	Building a Landscape Level Understanding of our Resources
4	Goal:	Provide Shared Landscape Level Management and Planning Tools
5	Strategy:	Ensure the use of landscape-level capabilities and mitigation actions
6	Short Measure Name: <i>The name of the measure that appears in PMIS.</i>	Number of landscapes with surrogate species
7	Full Measure Name: <i>List the name of measure in terms that can be easily understood by the public (spell out all acronyms).</i>	Number of landscapes with surrogate species, including population objectives, identified to support conservation actions
8	Beginning Year: <i>What year did the measure first come into use?</i>	2014
9	End Year: <i>What year will the measure run through?</i>	2018

10	<p>Measure Scope Describe the measure in a manner that the general public who is not familiar with your program could understand. Spell out all acronyms. Clearly describe in quantifiable terms what exactly will be measured by defining the parameter of the measure. Baseline/target data should be included. If baseline is not established, indicate the anticipated baseline availability.</p>	<p>This measure will include all those landscapes, as defined by the Fish and Wildlife Service and its partners, which meet the following criteria. Landscapes must be geographically defined so as to be distinct from other nearby landscapes. Landscapes must have surrogate species identified that represent other species of conservation interest and/or the ecological attributes that describe or contribute to the overall composition, structure, and/or function of the landscape that makes that landscape suitable for sustaining fish, wildlife, and plant species. Some of the possible landscape attributes may include spatial aspects of landscape patterns; dominance of vegetative cover and fragmentation within a landscape; type, number and range of land units; number and proportion of land use types; number and types of corridors; characterization of habitats or communities; cycling of flows and exchanges of water, nutrients, and energy within and among ecosystems; pattern and tempo of water and nutrient movements; ecological disturbance regimes; level of anthropogenic transformation of a landscape; and number and importance of biological invasions.</p>
11	<p>Measurement Process Describe the method step-by-step and the formula that will be used to measure the data. Include how data gathered for the measure.</p>	<p>The Fish and Wildlife Service will annually evaluate each landscape in its area of responsibility and report those that meet the measure scope criteria above-as of the end of the reporting period. The reporting period is a fiscal year.</p>
12	<p>Data Source(s) Describe the source of the data/information, to include identification of external sources if relevant. This might be a description of a survey of customers conducted each quarter, or a review of a certain percent of cases by senior examiners for quality.</p>	<p>FWS - Performance Tracking and Reporting System (PTrac)</p>
13	<p>Data Type: Is this measure a ratio or cardinal number, etc.</p>	<p>Cardinal</p>
14	<p>Data Aggregation: Is this measure cumulative or annual?</p>	<p>Cumulative</p>
15	<p>Display Precision: How many decimal points will the display have?</p>	<p>0</p>

16	Reporting Frequency: How often will the measure be reported (e.g. annually, quarterly, or monthly)?	Annually
17	Exceeding Target Defined By: Is an actual lower or higher than the target better? Most measures should be written where higher than a target is better.	Value Higher than Target
18	Data Point A (Numerator when applicable)	
19	Short Name: Short description that appears in PMIS	Number of landscapes with surrogate species
20	Definition: Define the data point using clear language and no acronyms	The measure includes only those landscapes that have been appropriately defined spatially; with surrogate species identified; where population objectives are established (even if those are interim population objectives.)
21	Unit of Measure: Keep this as simple as possible (e.g. Acres, Miles, etc.)	Number of landscapes with surrogate species, including population objectives
26	Key Terms: Define any unusual or complex terms used in the template	Definition:
	landscape	A subjective spatial area of interest that is considered a single unit for conservation planning, design, and delivery. An implicit characteristic of a landscape is that it is large enough to encompass ecological process(es) such as a watershed, thus landscapes are a connected mosaic of lands and waters with similar characteristics that form the geographic basis for biological planning and conservation design. The term landscape, as used here, encompasses waterscapes/seascapes. For purposes of this measure for the Fish and Wildlife Service, the landscape must be tied intimately to the surrogate species or species of conservation interest (SCI) that the FWS is working on, since the objective is to improve the status of the surrogate species or SCIs by working with partners to develop functional landscapes that include the lands and waters with the ecological conditions required to support self-sustaining populations of plants, fish and wildlife (surrogates and/or SCIs) while also providing human societal needs. Note: The term functional landscape is a subjective term that will need to be further defined by the involved

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	partners/stakeholders depending on the characteristics of a particular landscape.
surrogate species	A generic term used to refer to species that represent aspects of other species (e.g., habitat needs) or the environment. There are a variety of surrogate species approaches, such as umbrella, indicator, and flagship species, etc. Note: FWS employees can refer to the Species Conservation at Landscape Scales Quick Reference Guide (QRG) for a more detailed definition for the many types of surrogate species approaches.
population objectives	Population objectives represent landscape-scale objectives, performance goals, and indicators. Population objectives are a concise measurable statement describing the desired state of species conservation targets, at a given point in time and specific place (temporal and spatial scale) -- what and how much we want to achieve and when and where we want to achieve it. Characteristics of FWS biological outcomes will be SMART (specific, measurable, achievable, results-oriented, and time-relevant). They may be expressed as demographics, abundance, trend, vital rates, or other measurable indices of population status, based on the best biological information. They are used to assess the performance of our conservation actions and are scale dependent.
conservation action	An action that is part of an overall conservation strategy that helps meet biological objectives through abatement of stressors impacting the conservation target. An example of this could be using fire or grazing to re-establish early successional habitat necessary for breeding habitat for a species; or removing a dam to increase access to spawning habitat for a fish species.

27	Bureaus Reporting: Identify which bureaus report to this measure	1	2	3	4	5
		FWS				

28	Finalized Date: Date the template was first completed	3/28/2014
29	Last Updated Date: Overwrite the date with the most current date of change	