



Strategic Plan Update

U.S. Fish & Wildlife Service, Migratory Bird Program



March 20, 2019

How We Got Here

The Leadership Team of the Migratory Bird Program began a process in October 2016 to update the Program's 2004 strategic plan. The Goal - Produce a living document that can be updated and modified as needed.

- Highly participatory process that included Staff, Stakeholders, NGOs, States, Tribes and Federal Partners
- Staff Survey: 134 responses
- Stakeholder Survey: 440 responses
- Stakeholder Interviews: 70
- 10 on-site meetings with 136 Migratory Bird Program staff and 93 Stakeholders

Strategic Planning Process

Stakeholders Told US...

- Convening and working with our priority partnerships to achieve conservation outcomes
- Efficient and appropriate use of legal authorities for hunting and bird conservation
- Focusing and coordinating investment in migratory bird conservation
- Identifying national-level strategies and mobilizing action
- Acquiring and validating migratory bird data used for decision-making
- Create and manage the decision framework that supports migratory bird conservation

Stakeholders Think OUR Strengths are:

- Create Decision Support Models to address Birds of Management Concern
- Replicate adaptive harvest management model for Birds of Management Concern
- Include habitat factors
- Life-cycle management
- Multi-species emphasis

Coordinate Data Acquisition and Management

(for mutually identified priorities and needs)

- Define priority data needs
- Determine management risk
- Identify data sources and purveyors
- Provide data to partners

Streamline Permitting and Regulatory Functions

(for mutually identified priorities and needs)

- Consistency of approach
- Outsource where possible
- Streamline and automate permitting process
- Develop Best Management Practices for conservation actions
- Reduce compliance burden and cost

From Strategy to Implementation - Steps to Implementation

- Internal Draft approved by Migratory Bird Leadership Team (MBLT) June 2017
- Finalized August 2017
- Began building the project-level Plan view in August of 2017
- Mapped the Migratory Bird Strategy to the Secretary's Priorities 2018
- Used the Plan to prioritize FY 18 National investments



Overview of the Draft Strategic Plan

Our Vision:

Healthy bird populations valued by the American public

Our Mission:

Leadership in migratory bird conservation and management through effective partnerships, applied science, and innovative strategies

Core Values: What We Hold Dear

- Passion and excellence of our employees
- Socio-economic benefits that result from healthy bird populations and habitats
- Contributions of and collaborations with all people and organizations that benefit migratory birds
- Transparent, informed decisions based on the best available information

Guiding Principles: What Frames Our Work

- We support engaging in effective partnerships to conserve and manage migratory birds
- We evaluate the effectiveness of our work and our partnerships
- We focus on benefits to multiple species and their habitats
- We work with migratory birds at the scales appropriate to their management
- We use our strategic priorities to focus our efforts and resources
- We leverage partner resources and avoid duplication of effort
- We coordinate data collection and analysis that supports management decisions

4 Priority Goals - These focus all our strategies and objectives

- 1. Provide Leadership in Migratory Bird Conservation**
- 2. Conserve and Manage Sustainable Populations of Birds of Management Concern**
- 3. Conserve Habitat for Migratory Birds of Management Concern**
- 4. Manage Bird Data and Information for Use in Decision Making**



Easy to Use and Accessible

The Plan is proving to be a valuable governance tool for the Program

2. Conserve and Manage Sustainable Populations of Birds of Management Concern

2.1 Provide for recreational hunting and subsistence use of migratory birds

2.1.1 Work with States to refine how we structure hunting seasons to maximize hunting opportunities commensurate with maintaining sustainable populations of harvested species. Working cooperatively with the Flyway Councils, evaluate new technologies and approaches to enhance hunting opportunities

Team Charter

Issue Team: 2.1.1

Goals:

1. Work with States to refine how we structure hunting seasons to maximize hunting opportunities commensurate with maintaining sustainable populations of harvested species.
2. Evaluate new technologies and approaches to migratory game bird management cooperatively with the Flyway Councils
3. Team Members: DMBM, Flyway Representatives, Branch of Assessment and Decision Support, Branch of Monitoring and Data Management; Regional Migratory Bird Biologists; State waterfowl and webless bird biologists

Where We Are - Internal Implementation of National Objectives

- Focus partnership funding and actions on Birds of Management Concern
- Modernize to improve the efficiency and effectiveness of Migratory Bird Program operating model
- Review and modernize all operations and guidelines to align with DOI priorities and customer responsiveness
- Focus on innovative solutions for resolving human-bird conflicts, e.g., black vultures



Alignment With Secretary's Priorities

	Striking a Regulatory Balance	Strengthening Endangered Species Act Implementation	Accelerating Species Recovery and Delisting	Restoring the Refuges - Addressing Our Maintenance Crisis	Improving Public Access to Hunting, Fishing and Outdoor Recreation	Protecting People and Wildlife Along the Border	Strengthening State and Tribal Partnerships	Developing and Expanding Partnerships with the Private Sector	Reorganizing for the Next 100 Years
1. Provide Leadership in Migratory Bird Conservation	Fully Supports	Fully Supports	Fully Supports	Supports	Supports	Doesn't Address	Fully Supports	Supports	Supports
2. Conserve and Manage Sustainable Populations of Birds of Management Concern	Strongly Supports	Strongly Supports	Strongly Supports	Doesn't Address	Fully Supports	Doesn't Address	Fully Supports	Fully Supports	Supports
3. Conserve Habitat for Migratory Birds of Management Concern	Strongly Supports	Fully Supports	Fully Supports	Doesn't Address	Doesn't Address	Supports	Strongly Supports	Supports	Supports
4. Manage Bird Data and Information for Use in Decision Making	Supports	Strongly Supports	Strongly Supports	Doesn't Address	Fully Supports	Doesn't Address	Fully Supports	Strongly Supports	Strongly Supports

What's Ahead - 2019 and Beyond

- Internal implementation of the plan - continue to prioritize and charter projects
- Engage partners - share the approved Plan
- Build accountability - measures and metrics
- Focus on communication with partners and future accomplishments
- Focus on Staff and the Federal family early 2019
- Begin a new decade of migratory bird program engagement and collaboration