

**AGENCY PERFORMANCE PLAN TEMPLATE
FY 2007**

Name of Agency: Department of Natural Resources

Agency Mission: Conserve and enhance our natural resources in cooperation with individuals and organizations to improve the quality of life for Iowans and ensure a legacy for future generations.

Core Function/Desired Outcome	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goal(s)
Core Function: Conservation, Preservation and Stewardship			
Desired Outcome(s):			
1. Maintain or improve Iowa’s water, air and land, as well as plant and animal communities, promote the protection, management and sustainable wise use of resources that can help make Iowa a desirable place to live and work.	Number of impaired waters in Iowa Percentage of lakes with ‘Good’ water quality.	235 16.9	Goal 1: Iowans will value, engage, participate and lead in Iowa’s natural resources. Goal 2: Iowa will have a healthy and safe environment. Goal 3: There will be abundant, high-quality opportunities for responsible use and enjoyment of natural resources.
2. Promote greater awareness by individuals, resource users, and the wider community of their respective roles in the conservation and protection of Iowa’s lands and waters.	Number of cities designated as Tree City USA in Iowa.	135	Goal 1: Iowans will value, engage, participate and lead in Iowa’s natural resources. Goal 3: There will be abundant, high-quality opportunities for responsible

			use and enjoyment of natural resources.
Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Watershed Protection and Restoration			<ol style="list-style-type: none"> 1. Establish priorities. 2. Attempt to coordinate programs across all of DNR. 3. Focus resources on problem areas and watersheds; coordinate resources throughout all DNR programs. 4. Increase efforts to involve local communities in watershed improvements. 5. Utilize USDA programs fully. 6. Measure results. 7. Utilize continuous improvement techniques to improve administrative processes. 8. Improve enforcement actions. 9. Improve the utilization of the Clean Water State Revolving Fund through continuous improvement processes, agreement with the State Finance Authority, and active marketing of benefits.

	Water quality index for Iowa streams.	50	
	Number of streams with sustainable trout reproduction.	30	
	Acres of forest land plus the acres enrolled in the USDA programs of CRP (Conservation Reserve Program) and WRP (Wetland Reserve Program).	4,743,140	
	Percentage of available clean water SRF funds allocated.	93	

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Core Function/Desired Outcome	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goal(s)
Core Function: Enforcement and Investigation			
Desired Outcome(s):			
1. Compliance with regulations by hunters, anglers, boaters, fur-harvesters, snowmobile and ATV operators, other special license holders and park visitors in order to protect our natural resources, facilities and the public.	Rate of compliance with hunting regulations among hunters checked.	90%	Goal #3: There will be abundant, high-quality opportunities for responsible use and enjoyment of natural resources.
2. Safe outdoor recreation in order to ensure and enhance the safety and well being of the public and to protect our natural resources and facilities.	Number of hunter incidents including fatalities. Number of boating incidents including fatalities.	29 57	Goal #3: There will be abundant, high-quality opportunities for responsible use and enjoyment of natural resources.

Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
<p>Safe Outdoor Recreation and Conservation Enforcement</p>			<ol style="list-style-type: none"> 1. Maintain a high level of field contacts through routine patrol and special enforcement activity to ensure compliance with regulations. 2. Continue to provide classroom, home-study and on-line safety course options. 3. Continue to develop partnerships with various conservation organizations. 4. Continue to work closely with media to promote the department and programs. 5. Continue to develop department website to provide current and accurate information about the department, mission and programs. 6. Continue to develop and utilize volunteer safety instructors for recreational activities.
	<p>Average number of conservation officer contacts for compliance per week.</p>	<p>25</p>	

	Number of hunter safety students certified.	13,075	
	Number of boating safety students certified.	480	

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Core Function/Desired Outcome	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goal(s)
Core Function: Recreation			
Desired Outcome(s):			
To provide high quality state parks and recreation areas that support a variety of nature-based recreational pursuits	Annual deer harvest that will promote a healthy population Average park usage per capita per year. Percent State Parks with Adequate Utility Infrastructure	200,000 4.6 22%	2. Iowa will have a healthy and safe environment. 3. There will be abundant, high quality opportunities for responsible use and enjoyment of natural resources.
Provide innovative partnerships with cities, counties, and the private sector to provide resource protection and outdoor recreation			3. There will be abundant, high-quality opportunities for responsible use and enjoyment of natural resources.
Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Public Lands and Outdoor			1. Reinvigorate REAP

Recreation			<p>Assemblies at the local and state levels.</p> <p>2. Evaluate all existing ecosystem management plans, determine status of plan implementation and update plans as needed.</p> <p>3. Begin planning for parks of the future.</p> <p>4. Work with the department to evaluate infrastructure needs and focus on implementing needed environmental improvements.</p> <p>5. Continue to encourage volunteers and work with park friends groups.</p> <p>6. Identify and promote more private-public partnerships; continue efforts at Honey Creek, Storm Lake and Van Buren Co.</p>
	Number of State Park camper nights	665,000	
	Hours of work donated by DNR population.	100,000	
	Acres of state natural areas	337,000	

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Core Function/Desired Outcome	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goal(s)
Core Function: Regulation and Compliance			
Desired Outcome(s):			
Protect human health and the environment.	Violations of the national ambient air quality standards	0 (zero)	Goal 2: Iowa will have a healthy and safe environment.
	Percent of population drinking water in compliance with all health-based standards in the Safe Drinking Water Act.	85%	
	Compliance rate for Underground Storage Tanks to meet environmental guidelines.	89%	
Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Health and the Environment			1. Continue continuous

			<p>improvement processes and the implementation of procedures.</p> <p>2. Work with regulated public and private agencies to improve understanding and awareness.</p> <p>3. Improve usage of SRF funds.</p> <p>4. Actively support sourcewater protection plans and Brownfield programs with communities.</p>
	NPDES inspections documenting compliance with applicable rules	90%	
	Percentage of Drinking Water State Revolving Fund moneys allocated.	80%	
	Number of contaminated sites with reduced health and environmental risks	245	
	Number of communities with sourcewater protection plans	132	

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Core Function: Resource Management			
Desired Outcome(s):			
External customers have information and services regarding Natural Resources.	Average number of DNR website inquiries per month.	120,000	Goal 1: Iowans will value, engage, participate and lead in Iowa’s natural resources. Goal 2: Iowa will have a healthy and safe environment. Goal 3: There will be abundant, high-quality opportunities for responsible use and enjoyment of natural resources. Goal 4: DNR employees will be our greatest strength.
DNR Staff have information and services to do job to meet agency mission.	Average score on employee survey.	3.60	Goal 4: DNR employees will be our greatest strength.

Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Department Support Services			<ol style="list-style-type: none"> 1. Enter into dialogue with all stakeholders: meet with stakeholders; listen to their concerns, and discuss issues with them. 2. Provide accurate, timely information to the public on all natural resources issues through the media. 3. Coordinate with Conservation and Recreation Division and the Environmental Services Division to ensure that staff is aware of current events, issues and agency initiatives. 4. Continue Iowa Excellence program to understand current needs of staff and implement priority improvements. 5. Utilize and encourage process improvement efforts throughout DNR.
	Percentage of public telephone inquiries answered by Phone Center without requiring a referral to other staff.	75%	
	Percentage of time DNR	98%	

	computer network is available.		
	Percentage of proposed property acquisitions negotiated successfully.	70%	