



FOUNDATION FOR OUR WORK:

Our Mission

To conserve natural resources on all lands in Washington State, in collaboration with conservation districts and other partners.

Our Vision

Our state shall have healthy soils, water, air, and ecosystems, and sustainable human interaction with these resources, including viable agriculture and forestry.
The State Conservation Commission and conservation districts are recognized as trusted partners who incite voluntary stewardship and accomplish natural resource goals.

Our Values:



SUSTAINABILITY We envision a future with healthy, diverse landscapes—including viable working lands—voluntarily supported by informed resource stewards.



RELATIONSHIPS We foster strong partnerships with a diversity of stakeholders and maintain open communication and transparency to create trust.



KNOWLEDGE We value local knowledge, diverse cultures and ideas. We strive to offer voluntary, collaborative solutions that reflect state, local, and community priorities.



ACCOUNTABILITY We employ clear policies, procedures, and performance measures that ensure effective, efficient use of public resources.



RESPECT We exhibit personal and institutional integrity for agency members and staff, conservation districts, and our partners.

STRATEGIC AREAS AND GOALS:

Commission Operations

With leadership from an engaged board, we hire and empower talented staff, support strategic decision-making, and employ clear procedures.

- Develop a clear, effective process for capturing feedback and evaluating our work.
- Create and follow a strategy that helps us demonstrate trust internally and with partners.
- Empower our leaders and staff with the appropriate skills and capacity to perform their work.

Resource Conditions

We demonstrate that voluntary conservation programs and services lead to natural resource improvements.

- Develop and employ a transparent process that helps us prioritize funding needs based on highest return.
- Develop and implement a natural resources conditions data plan.
- Explore creating an agency science program.

Resource Issue Facilitation

We're uniquely positioned to coordinate local, state, federal, and tribal entities to identify and resolve natural resource issues.

- Provide resources and training to conservation district personnel and supervisors that improves skills in conflict resolution, mediation, and collaborative negotiation.
- Increase awareness of our leadership in coordinating multi-agency discussions.

Public Outreach and Marketing

A diversity of citizens, stakeholders, and leaders recognize our agency and districts for their achievements and collaborative approach.

- Develop a marketing plan / strategy and explore effective communication outlets.
- Support the Communications, Partnership Building, and Outreach Committee.
- Engage landowners and partners in support for natural resource funding.
- Support district outreach and education efforts.

Sustainable Funding

Our agency and districts have secure funding that allows us to retain talented staff and confidently launch long-term, strategic work plans.

- Promote our story and accomplishments to partners and decision makers.
- Develop partnerships and build support among a diversity of partners.
- Document how we leverage funding and work with partners to promote each other's services.

District Operations

We enhance conservation districts' ability to deliver quality technical, financial, and educational services that meet local and natural resource needs.

- Use Good Governance rules to ensure money is spent wisely.
- Develop process to assess funding allocation to build district capacity," define roles and expectations for staff and supervisors, define process for dealing with detrimental behavior.

Statewide Program Delivery

Our programs meet local and state resource priorities. With districts, we maximize community-based models to deliver effective solutions.

- Promote the community-based nature of our work and effectiveness of voluntary approach.
- Demonstrate program effectiveness by providing solid, meaningful data.
- Continue effectiveness monitoring; evaluate and report the impacts of our programs.

Policy Leadership

We lead in the development and implementation of policies related to natural resource conservation and viable land use.

- Get district input on the natural resource policy areas where they want our leadership.
- Support districts' engagement with county-level resource planning and implementation.
- Acquire necessary capacity to engage in key policy discussions.

Partnering

We are a "go-to" partner that unites natural resources and agricultural stakeholders and implements collaborative, effective conservation solutions.

- Define, respect, and support our agency role and the roles of our partners.
- Maintain relationships and foster new partnerships.
- Provide a clear picture to our partners of the role of voluntary conservation programs.

Technical Capacity

Conservation districts have premier technical capability and capacity to create and implement conservation systems and programs.

- Support and fund the Center for Technical Development; identify training needs; provide expertise and certification.
- Engage landowners and partners in support for natural resource funding.
- Urge districts to pool resources and expertise.
- Co-host trainings with our partners.