

Idaho Association of Weed Control Superintendents STRATEGIC PLAN Updated Spring 2013

- **MISSION STATEMENT** *Empowering our professional county weed superintendents with the best available resources to enhance statewide collaboration for invasive plant management.*

GOALS AND OBJECTIVES

Goal 1 - Each county has a dedicated noxious weed control department and a dedicated full-time weed superintendent that reports directly to the board of County Commissioners.

Objective 1.1: Further develop, sponsor and promote the duties, needs and responsibilities of County Commissioners and County clerk in regards to the weed law. ,

Strategies

1.1a Develop educational opportunities for delivery at Idaho Association of County meetings.

Objective 1.2: Further develop, sponsor, and promote the duties and need for full-time dedicated weed superintendents in each county.

Strategies

1.2a Build partnerships with other organizations (including, but not limited to, Idaho Cattlemen's Association, Idaho Counties' Risk Management Program, Idaho Weed Control Association, Idaho Weed Coordinating Committee, Idaho Water Users, Soil Conservation Districts, Farm Services, Resource Conservation and Development, and Natural Resources Conservation Service), as well as NGO's to promote the need for full-time, dedicated weed superintendents for every county.

Get on annual conference agendas, targeting one or two per year. Participate in annual joint meeting of statewide weed organizations

1.2b Monitor open positions and address by letter or direct contact with county commissioners of that county to promote a full-time weed superintendent position. Develop a standard letter that can be sent out by the appropriate regional representative when weed superintendent positions come open.

1.2c IAWCS to be available to help weed superintendents develop their own full-time, dedicated county weed department.

Goal 2 - Enhance collaboration and participation among all land stewards.

Objective 2.1: Maintain relations with CWMA's.

Strategies

2.1a Encourage strong participation of weed superintendents

2.1b Encourage promotion and idea sharing at IWC (e.g., more presentations on CWMA projects)

Objective 2.2: Be an active partner with other associates and share resources.

Strategies

2.2a Maintain a master list of associations

Objective 2.3: Help promote weed meetings throughout the state.

Strategies

2.3a Weed superintendents will send meeting information to IAWCS Secretary/Treasurer or designated person, who will send it to IAWCS webmaster for posting.

Goal 3 - Develop and improve tools and resource to assist in building expertise among the IAWCS and its members.

Objective 3.1: Enhance communications between the officers and the executive board.

Strategies

3.1a Attend quarterly meetings and send emails in between.

Objective 3.2 Enhance communications between the regional representative and their members.

3.2a Regional Representatives will consult with their constituency. Make sure Regional Representatives are able and willing to contribute additional time (and travel expenses etc.) to keep members informed as well as complete their duties as a representative of the general membership.

3.2b Promote regional meetings to improve networking.

Objective 3.3 Enhance the communication between IAWCS and the IAWCS member that is appointed by the Executive Board to represent the association.

Strategies

3.3a Provide summary of meetings and activities attended.

Objective 3.4: Encourage weed superintendents to use each other as a resource.

Strategies

3.4a. Encourage camaraderie and foster relationships among our peers.

3.4b Host Region Meetings for Weed Superintendents and encourage regions to gather and meet on a regular basis.

3.4c Develop a folder of past legal actions which counties have dealt with for reference. (use this as a tool for all county weed superintendents). Water issues would be an important part of this folder.

3.4d List of weed superintendents and their gifts and talents

3.4e Use emails, websites, etc to share ideas.

Objective 3.5: Further build the relationship with ISDA & the University systems.

Strategies

3.5 a Members shall funnel questions and concerns related to CWS duties to the Executive Board to ISDA & Universities.

3.5 c The Chair and Vice Chair will meet with the Director of ISDA annual.

Objective 3.6: Stay active in current, pertinent, and national weed issues.

Objective 3.7: Provide the Superintendent's Handbook to all members.

Strategies

3.7a Each new chair reviews and updates handbook.

3.7b Each regional representative will take responsibility to discuss with new Superintendants

3.7c. Updated version of the weed superintendants handbook will be provided on the IAWCS website.

Goal 4 - Enhance professionalism of members

Objective 4.1 Regional Representatives will make contact with new superintendants to provide assistance as needed.

Strategies

4.1a Provide and discuss the Weed Super Handbook.

Objective 4.2: Financially support members to attend LIA.

Strategies

4.2a One member per year with preference given to Executive Board member.

Objective 4.3: Stay current with new technologies and trends.

Strategies

4.3a Annual IAWCS meeting

4.3b By supporting workshops, courses and meetings.

4.3c Help Support E. Idaho Weed Control Association and Western Idaho Weed Control Association.

Objective 4.4: Provide standards of performance for professional certification.

Strategies

4.4a Offer a system of checks and balances.

4.4b Review NAWMA suggestions for weed superintendents

4.4c Review NAWMA's Certified Manager of Invasive Plants Program for Job requirements and endorsement.

Goal 5 - Increase awareness about the need for invasive plant management.

Objective 5.1: Enhance education on the diversity and need of integrated weed management.

Strategies

5.1a Use the IAWCS website and social media networks.

5.1b Maintain IAWCS website.

Objective 5.2: Emphasize the urgency for invasive plant management.

Strategies

5.2a Use website and social media

5.2b Reach out to other associations.

Objective 5.3 Support the Idaho Weed Awareness Campaign.

Strategies

5.3a Be an active member in the Idaho Weed Awareness Campaign

5.3b Designate an IAWCS member to the IWAC Board.

Goal 6 - Play an active role in policy and legislative activities related to invasive species.

Objective 6.1: Cooperate with IWCA and the Idaho Association of Counties on any issue related to invasive terrestrial and aquatic plants.

Strategies

6.1a Membership and board members should be willing to testify in legislative and other government policy hearings. Refer to superintendent gifts and talents list for potential resources.

6.1b Communicate testimony to IAWCS membership

Objective 6.2: Monitor legislation or policies concerning non-plant invasive species.

Strategies

6.2a Monitor through Food Producers/IWCA/ISDA or other organizations.

6.2b Select IAWCS member(s) as appointed by the Executive Board to attend Invasive Species meetings.

Objective 6.3: Facilitate superintendent involvement with local government

Strategies

6.3a Encourage the use of other superintendents who have experience with this as a resource. This should be a presentation focus at IAC.

6.3b Create a superintendent knowledge list to be updated at the annual meeting and placed on the website.

6.3c Facilitate superintendent involvement with local planning and zoning and ordinance development pertaining to weed control.

6.3d Facilitate superintendent involvement with the Idaho Realtors Association to solicit support in awareness and disclosure in land exchange.

Objective 6.4: Create regional cohesion on specific weed control issues and develop mechanisms for moving ideas/strategies developed by regions through the Executive Board and out to the membership as well as over to other weed management groups (IWCA and IWAC) as is appropriate.

Strategies

6.4a Executive Board member will take leadership in developing proposals and issue papers.

6.4b Keep current with new technological advances to improve networking of the IAWCS membership.

Objective 6.5: Encourage weed superintendents to interact with State and Federal government.

Strategies

6.5a Provide access to the Legislative directory annually, to current membership as soon as available.

6.5b Provide an updated contact list for congressional delegation and staffers annually to current membership as soon as available.

Goal 7 - Adopt procedures for implementing, evaluating and revising the IAWCS strategic plan.

Objective 7.1: Have a procedure for the executive board to follow.

Strategies

7.1a Use annual Feb. meeting to feel pulse of organization; a time to brainstorm and troubleshoot.

Objective 7.2: Strategic plan will be included in Superintendent's Handbook and Website with directions for commenting and providing input.

Strategies

7.2a Input form, and who and where to send ideas.

Objective 7.3: The Strategic plan shall be reviewed by the Vice Chair ever two years.