

Chapter 4

Pacific Southwest Regional Directors’ Integrated Action Plan

Purpose

The Director team will work together to move the Region towards the goals outlined in the Ecological Restoration Intent statement. The team will utilize the following components of this action plan to create a common focus, a transparent and integrated decision process, and clear communication among employees so all understand their role is assisting the region in enhancing the ecological conditions of our landscapes.

Success will be based on reaching our goals as a Region.

In support of this, the RO Directors will:

- 1. Instill team dynamics and performance measures.**
 - a. Will work across administrative boundaries and utilize skills wherever they reside.
 - b. Assist and provide guidance to forests to effectively develop their 5-year action plans in an interdisciplinary manner. The Directors will establish out-year planning processes and emphasize criteria that:
 1. Are outcome based, integrated, and focused on priority landscapes;
 2. Integrate ecological, economic, and social objectives;
 3. Increase resilience in ecological processes and demonstrate measurable watershed improvement, while assisting while addressing local and regional social and economic needs.
- 2. Establish a budget strategy that aligns with ecological restoration.**
 - a. The overall concept is to see how we contribute to Ecological Restoration. Our overall goal should be to ensure our regional allocation is prioritized consistent with the Leader’s Intent of Ecological Restoration.
 - b. Management responsibilities include sustaining ecological health and resiliency to avoid ecological degradation.
- 3. Establish clear expectations that projects will improve or sustain ecosystem function. Our task is to move from single resource/staff focus to a regional focus on ecological restoration**
- 4. Some ongoing/next steps:**
 - a. Facilitate and support region-wide partnerships and raise the visibility of ecological restoration partnership opportunities through showcasing of successful partnership projects;
 - b. Provide key messaging for internals and capture communication opportunities to highlight/showcase examples of restoration work with internals and externals;
 - c. Provide forests with the best available science and current integrated data to develop plans;
 - d. Develop regional programs of work to support this action plan.