



Idaho District Employees Association

2020 Annual Work Plan

January 1, 2020 – December 31, 2020

For More Information Contact:

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<http://idahodea.org/>

IDEA Board of Directors

Division I	Cassie Olson, Vice-President	Alternate	
Division II	Karol Holthaus	Alternate	
Division III	Stephanie Kazyaka, Historian	Alternate	Vicki Lukehart
Division IV	Chris Simons, Treasurer	Alternate	Barbara Messick
Division V	Kerry Christiansen	Alternate	Chris Hatch
Division VI	Robbie Taylor, President	Alternate	Joyce Smith, Secretary

Idaho District Employees Association

VISION

A statewide network of professional conservation district employees readily sharing and organizing information and strategies intended to strengthen each other and our respective conservation districts.

MISSION

Increase the effectiveness of conservation districts by increasing the effectiveness of conservation district employees.

GOALS

Conservation District Effectiveness

Recognize conservation districts as the primary local entities to lead non-regulatory conservation efforts; identify and support staff roles integral to fulfilling the leadership capacity of districts.

Partnership Enhancement

Recognize and support effective collaboration with partners and other conservation entities as an inherent component of successfully implementing conservation practices.

Communication

View and utilize communication as a tool readily accessible to all district employees as they strive to efficiently acquire information and discover solutions to questions whether administrative, technical, or otherwise.

Professional Development

Promote professional development as an incentive to retain highly skilled and effective conservation district employees.

Information and Education

Support conservation outreach efforts for youth, program participants, and the general public.

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OBJECTIVES

Objectives are listed in support of the five primary goals. Strategies identified in subsequent tables specify how objectives will be accomplished during the current fiscal year.

Conservation District Effectiveness

- Facilitate a comprehensive understanding of 1) conservation districts' leadership role, 2) the voluntary, non-regulatory approach to addressing natural resource conservation issues, and 3) project development and implementation
- Assist staff to support Districts to Strengthen relationships with local legislators
- Improve staff ability to obtain additional funding sources for districts

Partnership Enhancement

- Strengthen mutually beneficial relationships between IDEA and conservation partners
- Offer input and/or assistance where needed, whether contractual or in-kind

Communication

- Encourage and facilitate communication within the IDEA membership

Professional Development

- Advocate professional standards on behalf of district employees
- Coordinate training opportunities for district employees
- Maintain funding source(s) for division workshops and Professional Growth scholarships

Information and Education

- Promote local, regional and state educational outreach programs
- Provide assistance to staff to identify conservation education events and activities
- Provide financial contributions in support of identified conservation education events and activities

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Conservation District Effectiveness

Objective	CY 2020 Strategies	When	Who
Facilitate Comprehensive Understanding of Conservation Districts	Increase familiarity with Soil Conservation District Law (Idaho Statutes, Title 22, Chapter 27)	Ongoing	Membership
	Increase familiarity of Idaho Open Meeting Law	Ongoing	Membership
	Increase familiarity with Public Records Request	Ongoing	Membership
	Offer outreach/orientation for new district employees	Ongoing	Directors
	Seek training opportunities related to project development and implementation	Ongoing	Directors
	Maintain current website	Ongoing	Directors
Encourage staff support of their Districts to Strengthen Relationships with Local Legislators	Encourage staff to support their Districts by including legislators to meetings, tours, etc.	Ongoing	Membership
	Encourage staff to assist host districts to distribute annual Report of Accomplishments to local legislators	Annually	Membership
Additional Funding Sources	Promote opportunities to improve grant writing skills Emphasize the benefits of the non-regulatory approach to conservation Assist staff support to their districts to voice and/or publicize accomplishments/success stories Participate in and encourage membership participation in all partnership conference calls Attend partnership meetings and encourage membership participation in partnership meetings whenever possible as directed by their districts.	Ongoing	Membership

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Partnership Enhancement

Objective	CY 2020 Strategies	When	Who
Strengthen Relationships with Partners	Invite conservation partners to participate in and present reports at IDEA meetings	Quarterly	President
	Attend and/or present IDEA reports at conservation partner meetings <ul style="list-style-type: none"> ■ IASCD ■ SWC ■ NRCS 	As scheduled	Directors Directors Directors Directors
	Identify useful collaborative techniques	Ongoing	Membership
	Maintain current website	Ongoing	Directors
Provide Assistance as Needed	Provide administrative support for the IASCD annual conference	Annually	Directors

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Communication

Objective	CY 2020 Strategies	When	Who
Encourage and Facilitate Communication within the Membership	Prepare Annual Report	October	Directors
	Review Bylaws	January	Directors
	Review and update Annual Plan	January	Directors
	Present IDEA reports at division meetings	Biannually	Directors
	Distribute written reports to membership	Biannually	Directors
	Maintain IDEA website	Ongoing	Directors
	Attend and participate in partner meetings	Ongoing	Directors

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Professional Development

Objective	CY 2020 Strategies	When	Who
Advocate Professional Standards	Publicize and encourage participation in professional workshops Sponsor IDEA Professional Growth Scholarship Research and provide information to staff on employee benefits package	Ongoing Biannually Ongoing	Membership Membership Directors
Coordinate Training Opportunities	Coordinate division workshops Sponsor employee attendance at division workshops Coordinate statewide workshop	Annually Annually Annually	Directors Directors Directors
Maintain Funding Source(s) for Workshops and Professional Growth Scholarships	Coordinate IDEA raffle Obtain professional development grants Seek additional funding sources	Annually Annually Annually	Directors Directors Directors and Membership

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Information and Education

Objective	CY 2020 Strategies	When	Who
Promote Educational Outreach	Encourage district level conservation education programs	Ongoing	Membership
	Share information/suggestions regarding successful conservation education programs	Ongoing	Membership
	Publicize conservation education opportunities on IDEA website	Ongoing	Membership
Provide Staff Assistance	Volunteer and encourage staff assistance at: <ul style="list-style-type: none"> ■ IASCD Envirothon ■ Idaho State Forestry Contest ■ Land and Soil Evaluation Event ■ Natural Resources Camp ■ State speech and poster contests ■ Other local and regional contests as opportunities occur 	Annually	Directors and Membership
Provide Financial Contributions	Support the following events: <ul style="list-style-type: none"> ■ IASCD Envirothon ■ Idaho Forestry Contest ■ Land and Soil Evaluation Event 	Annually	Directors
	Organize raffle to raise funds in support of educational outreach	Annually	Directors
	Sell raffle tickets	Annually	Membership
	Determine items/services to be raffled	Annually	Membership