

SOUTH DAKOTA GAME, FISH AND PARKS

2016 - 2020 STRATEGIC PLAN

WHO DO WE STRIVE TO BE?

VISION

We will conserve our state's outdoor heritage to enhance the quality of life for current and future generations.

WHAT DO WE DO?

MISSION

We provide sustainable outdoor recreational opportunities through responsible management of our state's parks, fisheries and wildlife by fostering partnerships, cultivating stewardship and safely connecting people with the outdoors.

WHAT ARE OUR BELIEFS?

VALUES

EXCELLENCE

We believe in a culture of professionalism and accountability to meet the expectations of our customers and empower staff to succeed.

STEWARDSHIP

We believe in applying biological and social sciences to conserve and respectfully manage our state's outdoor resources for current and future generations.

INTEGRITY

We believe in being transparent and honest by promoting high ethical standards.

COMPASSION

We believe in the dignity of each person and genuinely care for the people we serve.

EXCELLENCE · STEWARDSHIP · INTEGRITY · COMPASSION



HOW DO WE GET THERE?

OPPORTUNITIES

PROVIDE OUTDOOR RECREATIONAL OPPORTUNITIES

Optimize the quantity and quality of sustainable hunting, fishing, camping, trapping and other outdoor recreational opportunities.

RESOURCES

SERVE AS STEWARDS OF OUR STATE'S OUTDOOR RESOURCES

Maintain and improve our outdoor resources to ensure sustainability.

CONFIDENCE

INSPIRE CONFIDENCE

Instill trust from the people we serve through transparency and accountability.

EXCELLENCE

FOSTER PROFESSIONAL EXCELLENCE

Develop and empower highly engaged and well-trained staff.



PROVIDE OUTDOOR RECREATIONAL OPPORTUNITIES

OPPORTUNITIES

EXAMPLE Enhance fishing opportunities.

- Increase fishing education participation (urban/rural) by 10% over the next five years.
- Improve existing fishing access sites or facilities by 10 per year.
- Create 10 new fishing access sites per year (include parks and shoreline).
- Develop one community/urban opportunity per year.
- Elevate efficiencies and sustain funding by integrating the existing fisheries plan with the strategic plan.

EXAMPLE Enhance the activities and experiences within the state park system.

- Increase the number of trail opportunities per year.
- At least 25% of the parks will consistently receive an "A" in visitor experience.
- 40% of our customers rate their visit in state parks on an annual basis.
- Develop a day use plan.
- Develop a visitor's service plan.
- Development of a viable business models for park concessions.

SERVE AS STEWARDS OF OUR STATE'S OUTDOOR RESOURCES

RESOURCES

EXAMPLE Manage park lands and facilities to optimize outdoor opportunities within social, fiscal and biological constraints.

- Implement all existing management plans.
- Identify and prioritize technical capabilities to conduct data/information collection and analysis by 2016.
- By 2018, develop a priority list of park and park systems requiring management plans.
- Take inventory of land cover and land use of 75% of the state parks system in five years.

EXAMPLE Manage wildlife within social, fiscal and biological constraints

- Implementation of all existing management plans.
- Identify and prioritize technical capabilities to conduct data/information collection and analysis by 2016.
- By 2017, develop a priority list of species requiring management plans.
- Conduct a review the state's T & E species every 2 years. Prioritize species and habitat related needs as correctly identified in the Wildlife Action Plan by 2017.
- Identify and prioritize the top 3-5 violations and increase compliance by 5% annually.



INSPIRE CONFIDENCE

CONFIDENCE

EXAMPLE Maintain open and transparent fiscal processes that align expenditures with priorities.

- Increasing from a 1-year plan to a 5-Year Capital Development Improvement Project Plan to align funding with priorities and sustain assets, by 2017.
- Secure formal budget support from Commission, Government, Legislature, etc.
- Increase how financial data is shared through agency communications channels.
- Increase access to financial information through GFP specific platforms.
- Sustain wildlife & parks working capital at 25% of GFP's budget.
- Duplicate publication of state standardized budget, financial, revenue and performance indicator on GFP specific communications.
- Once developed and standardized, facilitate the dissemination of Legislative Planning Committee information within GFP communications.

EXAMPLE Maintain and improve customer service by remaining responsive to customer needs.

- Ensure customer security and personally identifiable information (PIN) is at 100%.
- Identify baseline to increase customer satisfaction by 20%.
- Improve streamlined customer service processes.
- Increase methods to decrease language barriers (i.e. 2-3 pilot offices, publications, etc.).
- Consolidate cross division/program surveys to develop a baseline to customer service.
- Pilot 10% of field offices with translation materials.

FOSTER PROFESSIONAL EXCELLENCE

EXCELLENCE

EXAMPLE Facilitate staff development.

- Affirm staff's value by increasing the professional development budget/ investment by 30% over the next five years.
- Increase individual professional development by 10% over the next five years.
- Increase staff performance and productivity.
- Ensure optimal utilization of human resource capacity.
- Increase training opportunities to enhance:
 - Facilities maintenance competencies
 - Technical skills
 - Critical thinking and innovation skills
 - Communication skills
 - Team leadership and collaboration skills
 - Staff engagement

EXAMPLE Facilitate supervisor development.

- Obtain an 80% or a 10% increase overall approval rating of supervisors by employees.
- Increase team/employee productivity by 20%.
- Increase staff interaction.
- Improve supervisor skills (leadership, communication, operations, conflict management).