# Adaptation Workbook Step 1: Management Goals and Objectives

**Use this worksheet and supplemental questions to articulate the conservation and management goals and objectives for your grassland sub-region**. We’re asking each team to complete this worksheet. During the grassland climate training, you will consider how climate change could affect your grassland sub-region and the feasibility of your conservation goals. You will also develop custom adaptation actions for your grassland. Working through this process will help provide an overarching vision for subsequent adaptation planning for individual projects.

**Questions** – Contact Emma Kuster ([ekuster@usgs.gov](mailto:ekuster@usgs.gov)) or Courtney Peterson ([courtney.peterson@colostate.edu](mailto:courtney.peterson@colostate.edu)) with any questions as you complete this worksheet.

**Grassland Subregion –** Specify which grassland sub-region in which you work (tallgrass prairie, central mixed grassland, sagebrush-grassland ecotone, etc.).

**Management Topics –** List the major management topics for your grassland sub-region which could include species of conservation concern, conservation topics, or other relevant categories. This is an optional way to organize your goals and objectives according to place or topic. If that’s not helpful, you can ignore this column.

**Conservation and Management Goals –** List the goals for the grassland sub-region. Goals are broad, general statements, usually not quantifiable, that express a desired state or process to be achieved. These could include desired future ecosystem conditions, habitat characteristics, or other services. Goals are often not attainable in the short-term and they provide the context for more specific objectives.

**Conservation and Management Objectives –** List the objectives for the grassland sub-region. Objectives are concise statements of measurable, planned results that correspond to the management goals and help to achieve a desired outcome. Objectives define the actions to be taken to achieve the identified goals. There may be multiple objectives for a single management goal.

**Time Frames** – List approximate time frames for implementing conservation and management actions and for achieving goals and objectives.

### Examples of Management Goals, Objectives, and Time Frames:

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| Management Goals | | Management Objectives | | | Time Frame | |
| Increase proportion of native grassland cover | | Restore 1000 acres of marginal cropland to mixed-grass and tallgrass prairie. | | | 30 years | |
| Increase stream connectivity along the Lazy River | | Remove 10 highest-priority structures that impede natural flows or create barriers to aquatic organisms. | | | 15 years | |
| Connect existing grasslands to enable wildlife movement | | Acquire 1,000 acres of conservation easements between Midland and Trap Hills.  Enroll 2,000 acres of farmland in cover crop pilot program. | | | 10 years | |
| Project Worksheet. Feel free to expand the worksheet if you need more room. | | | | | | |
| Grassland Sub-Region: | | | | | | |
| Management Topics or Themes | | **Conservation and Management Goals** | | **Conservation and Management Objectives** | **Time Frames** | |
|  | |  | | *Please be descriptive and clarify the directionality of your objectives. Feel free to use the questions below to help with this thinking (answer IF applicable to your landscape).*   * *What are you hoping to* ***increase****?* * *What are you hoping to* ***maintain****?* * *What are you hoping to* ***reduce****?* |  | |
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# Supplemental Questions

This information will help us organize our discussions at the grassland climate training. Thank you for sharing!

1. Do you already have some understanding of the climate change impacts and vulnerabilities that are most concerning in your conservation landscape? Can you briefly share those?
2. Do you have particular questions about climate change impacts that we can help address?
3. Have you already considered or implemented any climate change adaptation actions in this landscape? Can you briefly share those?
4. What is your work load like (SSAs, CCPs, field activities)?

Thank you!