

All specific dates and deliverables will be contingent on available funding (dates highlighted in yellow are for discussion purposes only).

Goal 1:

WATER TEMPERATURE AND FLOWS

Performance targets

- Determine baseline conditions for water temperature and flows by _____.
- Design and establish monitoring protocols to track changes for water temperature and flows at the watershed scale and project level scale by ____.

Performance measures

- Peak flows decrease and base flows increase.
- Summer-time base flow water temperature decreases.

WATER: SEDIMENT AND FISH BARRIERS CONTRIBUTED BY ROADS, TRAILS, AND INFRASTRUCTURE

Performance targets

- Conduct a road survey by February 2016 to evaluate forest roads and assess whether they meet forest practice rule standards.
- Conduct an analysis of the Teaway road and trail network to determine the amount of sediment delivery to streams using the Washington Roads Sediment Model (WARSEM) by February 2016.
- Develop an assessment tool to identify priority projects by April 2016. Update and re-run the assessment tool as projects are completed and new information becomes available.
- Develop a work plan to implement the highest priority projects by May 2016.
 - Complete identified fish passage barrier removals by September 2021
 - Complete identified sediment delivery projects by September 2021

Performance measures

- Number of fish passage barriers removed
- Linear feet of stream opened to fish movement
- Number of improvements applied (surfacing, crossings, traffic controls, drainage, vegetation, road decommission/abandonment, etc)
- Number of culverts removed, replaced, newly installed
- Fish passage is un-obstructed in streams and rivers within the TCF
- Decrease in modeled sediment delivered to streams from the baseline

INTERRUPTION OF NATURAL STREAM MIGRATION (FLOODPLAINS) AND WETLANDS BY ROADS, TRAILS, AND INFRASTRUCTURE

Performance Targets

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- Determine where stream channel migration is inhibited by roads, trails, and infrastructure by **February 2016**.
- Determine where roads, trails, and infrastructure have reduced the wetlands ability to hold, filter, and release water by **February 2016**.
- Develop a work plan to implement the highest priority road/trail realignment and abandonment projects by **May 2016**.

Performance Measures

- Number of sections of roads or trails abandoned or realigned out of floodplains or wetlands.
- Natural stream migration and wetland function is unimpeded by the road, trail and infrastructure network.

Goal 2

FOREST HABITAT IMPROVEMENT

Performance Targets

- Develop a short -term forest management activity schedule by **May 2016**. Identify immediate restoration needs based upon the current inventory of forest habitat.
- Develop a long-term forest management activity schedule **by May 2018**.
 - Conduct a forest inventory to determine the current condition of forest habitat.
 - Identify potential distribution of future forest habitats.
 - Develop a restoration schedule to improve forest conditions.

Performance measures

- Number of acres of forest treated to enhance watershed protection, forest health, fish and wildlife habitat.
- Improvement in percent of forest habitat meeting its ecological potential
- Net revenue generated by the sale of timber and wood products to improve stewardship of TCF.

FOREST FIRE RISK REDUCTION

Performance Targets

- Assess current fire risk by **May 2016**.
 - Evaluate ignition probability, fuel loads, and location of valued resources.
 - Identify priority projects to reduce the risk of damage to valued resources.
- Develop a work plan of management actions to implement priority projects by **June 2016**. Continue to re-assess and re-evaluate as projects are completed and new data becomes available.

Performance measures

- Number of acres of forest treated to enhance watershed protection and forest health.
- Reduction in risk of high-severity fires that could damage valued resources.

LIVESTOCK GRAZING

Performance Targets

- Develop a schedule for domestic livestock grazing by **March 2016** that incorporates a sustainable stocking rate, livestock distribution strategies, minimizes wildlife conflicts, assists with forest management and weed management objectives, and is compatible with TCF water quality objectives.
- Utilize an interagency and interdisciplinary team to develop a rangeland and riparian adaptive management program that includes steps on monitoring for impacts and making changes to practices by **March 2016**. The program will aim to monitor both Teanaway-wide and site-specific conditions including priority streams, restoration sites, and release and pick-up sites.
 - Conduct annual surveys on stream bank alteration, riparian vegetation, and upland and meadow condition within select areas and along priority streams.
 - Inventory livestock stream crossings and determine if these are proximate to historic salmonid spawning grounds or suitable spawning habitat by **October 2016**.
 - Inventory existing range improvements and determine the need for additional improvements in order to protect watershed health by **October 2016**.
 - Survey existing fences and assess their suitability and need for current management by **October 2016**.
- Implement range improvement projects to protect watershed health and fish and wildlife habitat by **May 2016**. Continue to monitor to determine if additional actions are needed.
- Site appropriate stream crossings locations by **March 2017**. Continue to monitor to determine if inappropriate crossings are being used and restore those areas.

Performance Measures

- Number of stream crossings relocated, removed, or improved
- Number of range infrastructure improvements added (off-channel watering sites, low-moisture molasses blocks, exclusion zones, etc.).
- Linear feet of fencing (and other infrastructure) removed or added.
- Number and type of projects to protect aquatic, riparian, and wetland habitat
- Improvement in riparian or meadows conditions in areas identified as being impacted by domestic livestock grazing.

Goal 3

RECREATION PLANNING

Performance Targets

- Develop the recreation plan by December 2016.

Performance Measures

- Completion of the seven Phases of Recreation Planning:
 - Pre-planning: develop project scope, identify data collection need, etc.
 - Identify Issues and Concerns: Establish Recreation Planning Committee, Conduct User survey, Hold public meetings
 - Recreation Land Suitability: Identify and map areas with long-term limiting factors, Conduct field trips
 - Assessment: evaluate and discuss suitability maps, develop concepts for recreation management
 - Alternatives: Refine recreation concepts into one recommended plan, develop objectives and strategies for the plan, develop an implementation approach
 - Conduct SEPA review
 - Adopt Plan
- Completed deliverables from the Recreation Plan: Concept map with facilities and primary use areas over layered on the suitability maps; prioritized deliverables project list broken out by phases; Objectives with strategies to complete them.
- Determine appropriate limits to commercial recreation use of the TCF, campground size, and large-event size.

EDUCATION and ENFORCEMENT

Performance Targets

- Develop materials (maps, handouts, etc.) for recreation user education by April 2016.
- Develop a network of volunteers for restoration, education, and self-policing by April 2016.

Performance Measures

- Ongoing inventory number of users. Categorize by type of users.
- Number of users educated about recreation.
- Number of rec groups involved in volunteer events and number of volunteers
- Volunteer hours in trail user education, forest watch, eyes in the woods, trail maintenance
- Increase in compliance with regulations.
- Decrease in abuse of facilities and resources (such as illegal trails, mudding areas, vandalism, etc.)

TRAIL NETWORK

Performance Targets

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- Conduct the Goal 1 target addressing sediment and fish barriers caused by trails.
- Conduct a survey of trail conditions, assess restoration needs, and develop a work plan for priority projects by **April 2016**.

Performance Measures

- Number (and linear feet) of trail sections improvements applied (bridges, drains, etc.)
- Number of trails that are incompatible with watershed protection that are abandoned and restored.

Goal 4:

AQUATIC HABITAT

In-stream, Lakes, Riparian, Wetlands, Floodplain Meadows

Performance Targets

- Organize external partners interested in habitat restoration to ensure efficiency and synergy in permitting, planning, funding, and communications by **February 2016**.
- Survey aquatic habitat in priority streams to assess baseline condition (pools, spawning gravel, bedrock exposure, LWD, riparian cover, floodplain connectivity, etc.) by **February 2016**.
- Initiate early habitat restoration project on the highest priority stream by **February 2016**.
- Develop a restoration work plan for priority streams by **April 2016**.
- Survey priority riparian, wetlands, and floodplain meadows associated with priority streams to assess baseline conditions by **December 2016**.
- Develop a restoration work plan for priority riparian, wetland, and floodplain meadow projects by **April 2017**.
- Periodically reassess priority stream designations as part of the adaptive management process.

Performance measures

- Number and linear feet of stream restoration projects
- Number and linear feet of riparian restoration projects
- Number and acres of wetland restoration projects
- Number of stream miles and acres returned to their floodplain
- Number of acres of riparian vegetation responding to restoration
- Number of new beaver dam complexes
- Number of stream miles and floodplain acres positively influenced by beavers
- Number of new pools created
- Number of linear feet of new spawning gravel established

TERRESTRIAL HABITAT

Mesic Fir Forests (Spotted Owl)

Performance Targets:

- Determine existing and potential spotted owl habitat (mature, multi-story forest) by **December 2017**.

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- Develop management actions to maintain existing habitat for interim period while producing future spotted owl habitat where ecologically appropriate by **June 2018**.
- Identify critical areas to maintain or restore habitat corridors by **December 2017**.

Performance Measures:

- Number of acres of forest treated.
- Increase in acres of habitat for the northern spotted owl.
- Change in plant community composition from baseline.

Dry Pine/Fir Forests (White-headed woodpecker)

Performance Targets:

- Determine existing and potential dry pine/Doug fir habitat of the forest by **December 2017**.
- Develop management actions to maintain existing habitat or restore where ecologically appropriate by **June 2018**.

Performance measures:

- Number of acres of forest treated.
- Increase in acres of dry pine/fir habitat (white-headed woodpecker).
- Change in plant community composition from baseline

Upland Meadows

Performance Targets:

- Survey upland meadows and assess their condition by _____.
- Identify critical areas for restoration and protection and activities that will achieve that condition by ____.

Performance measures:

- Acres of meadow restored (seeding, planting, etc.)
- Acres of meadow protected
- Change in plant community composition from baseline

Fish and Wildlife Concentration Areas

Performance Targets

- Identify the locations of fish spawning areas, wintering concentrations of big game, and den and nest sites of threatened or endangered species by **September 2016**.
- Develop measures to protect these areas from human and livestock disturbance by **December 2016**.
- Monitor locations and re-assess protection measures as part of adaptive management.

Goal 5

Performance Measures

- Track the number and types of partnerships and collaborative management efforts.
- Track cost, revenues, and staff hours by amount and type.

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- Amount of recreation funds requested, acquired, received, and spent and percent of need that was met. Split out by category: education, enforcement, restoration, etc.
- Track FTEs by number requested to manage the forest, and number received.
- Track volunteer hours, in-kind services, and leveraged funding used to achieve TCF Goals.
- Leverage the resources available from multiple partners and a large landscape to gain funding to improve landscape-scale habitat connectivity and forest health.