



NFHP Partnership Committee Priorities - 2019

- Develop an approach for future MultiState Conservation Grant Program submissions (in collaboration with the Budget and Finance Committee)
- Review the FHP Evaluation process and identify measures that can be further refined for 2021 FHP evaluation



NFHP Partnership Committee Priorities continued...

- Review and propose revisions or changes (if needed) to the NFHP Document of Interdependence
- Work with staff to develop purpose and agenda and implement a 2020 Fish Habitat Partnership Workshop



2018 FHP Performance Evaluation Completion

FHP Performance Evaluation Review Team

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FHP Performance Evaluation Update

- Purpose/Intent
- Process
- Findings
- Next Steps

Purpose/Intent of the FHP Performance Evaluation

- We are not interested in comparing/grading FHP overall performance.
- Younger FHPs can benefit from the experience of older ones and the direct interaction with the Review Team.
- Common strengths and weaknesses can be identified to make all the FHPs more effective.
- All FHPs are different and while a single evaluation process does not allow for effective comparisons, the Board is less interested in comparisons and instead is looking for how different approaches are being used and to what ends.
- This information is important to the Board – to better support your work.

Purpose/Intent of the FHP Performance Evaluation continued...

- The results provide highlights of achievements that help Board understanding and ability to better support all FHPs (e.g. Examples of where we are making progress in fish habitat conservation).



Evaluation Process

- Received completed evaluation materials from FHPs
 - All 20 FHP's completed the evaluation
- Team met via webinar in August for practice evaluation then multiple times afterwards by phone
 - Estimated completion by each Team member between 15-20 hours (conservative)
- Initial scores provided to FHPs in early September 2018



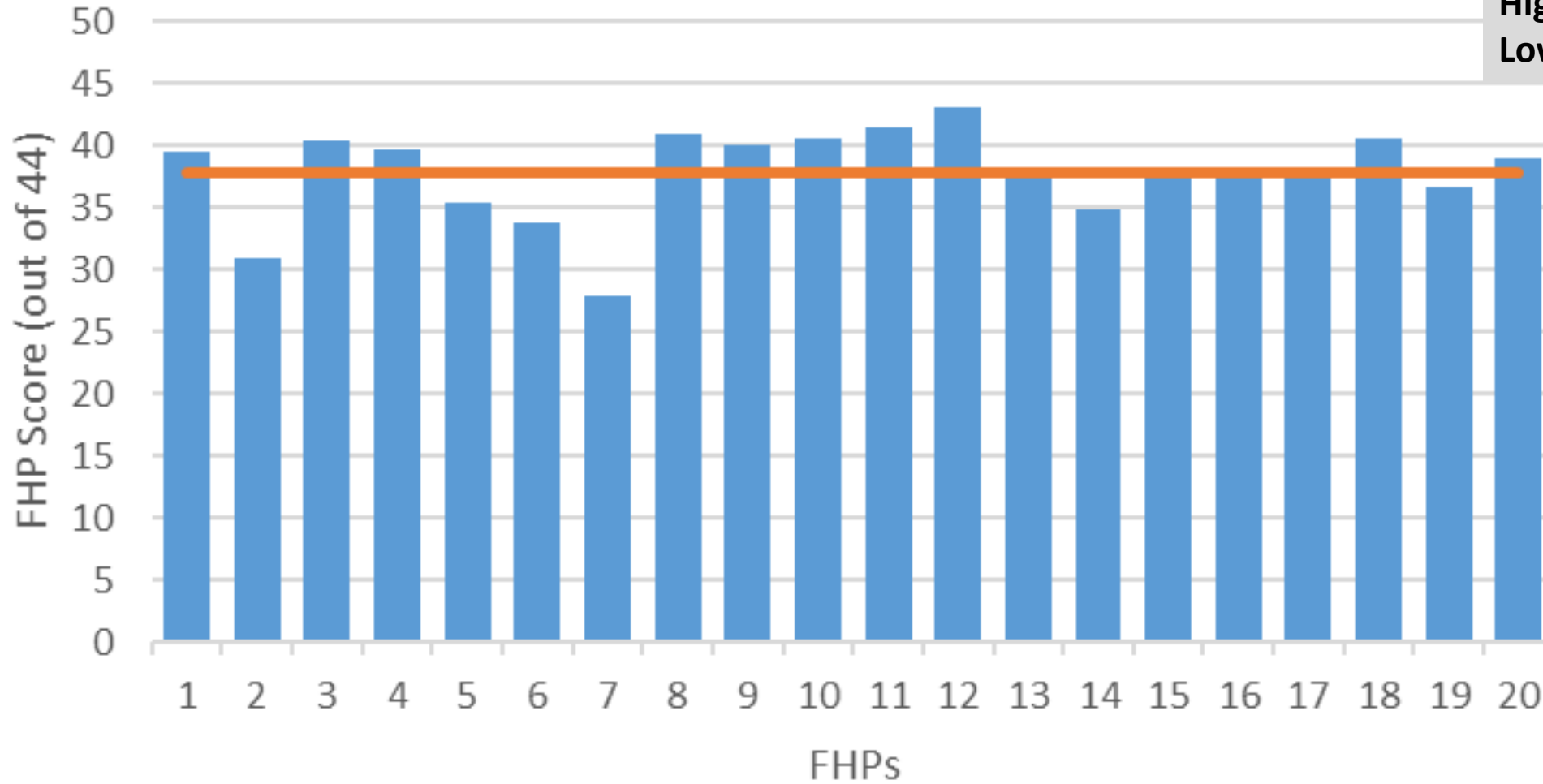
Evaluation Process continued...

- Review Team feedback calls with FHPs completed September – November 2018
- Some initial FHP scores changed by Review Team based on additional information provided or clarification
- Final scores provided to FHPs and Review Team February 2019
- Draft Final Report Completed March 2019

Final Findings

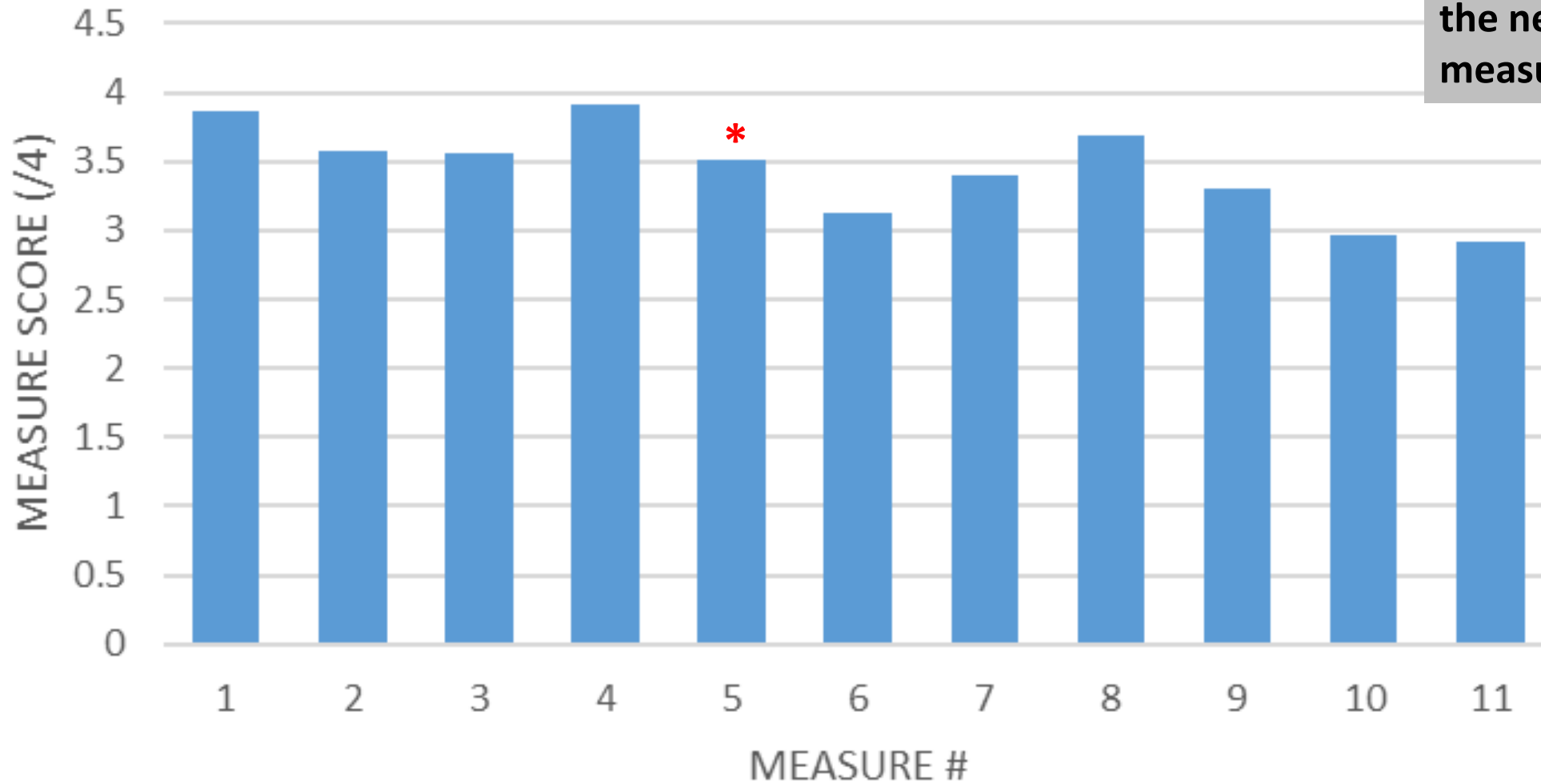
Total Scores across FHPs

Total Possible Score: 44
Mean: 37.9
High: 43
Low: 28



Final Findings

Average Measure Scores for all FHPs



* Measure 5 was the new pilot measure



Next Steps

- Results finalized and final report submitted to Board at March 2019 Board meeting (Washington DC)
- In 2019 – Partnership Committee will review the 2018 FHP evaluation process and identify measures that can be further refined for 2021 FHP evaluation process



Closing Comments

- All 20 FHPs completed the process
- Overall scores and measure scores were higher than previous evaluation
- FHPs that requested follow-up discussion with the review team all said they found that part of the process extremely valuable. Review team members said the same.
- Great job to all of the FHPs and Review Team!!!



Just to show Gary that I have fish pictures as well...

