

Natural Resources  
Conservation Service

Washington

May 2020

# Soil Health Strategy

## Washington



*Helping People Help the Land*

# NRCS-WA STATE SOIL HEALTH STRATEGY (2020-2025)

## NRCS Soil Health Initiative Mission

**Roylene Comes-at-Night, State Conservationist      Date: 5/26/2020**

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### **MISSION**

***To support the NRCS mission by providing the best available soil health science, training, guidance, and technical resources to the agency's internal and external customers to improve soil health and functioning of WA State's working lands.***

### **VISION**

***To make soil health management systems commonplace on our state's working lands.***

### **GOALS**

***• Provide Soil Health Leadership • Enhance Technical Excellence • Increase Soil Health Management Systems Implementation • Build Partnerships • Expand Education and Outreach • Evaluate and Quantify and Share Benefits and Outcomes***

**OBJECTIVE 1: PROVIDE SOIL HEALTH LEADERSHIP**

Element	Item	Strategy and Action Items	Status	Who is Responsible	Timeline; Reoccurring	Comments	Results Achieved	Actions Initiated
<b>A1</b>	<b>Increase all staff expertise on soil health for Washington State to provide training and high level of customer service.</b>							
	A1a	Provide state level soil health leadership to support soil health training on soil health management systems.	Current	WA State Leadership (SLT)/State Soil Health Team	Ongoing	State Soil Health Team (Ecological Science State Specialists: NRCS technical discipline leads (Plant Material Program Manager, State Agronomist, State Forester, State rangeland/pasture/Pasture Specialist, and State Soil Scientist), and Area Specialists (including ARCs). 1. State annual Training Needs Inventory (TNI) 2. On-The-Job (OJT) training throughout fiscal year	80%	2020-2024
	A1b	Collaborate on cross training for soil health management systems across all landuses.	Current	State Soil Health Team/Soil Health Cadre	Quarterly teleconferences. Annual summit.	Creating and utilizing a WA NRCS Soil Health Cadre (NRCS WA Team Point of Contacts (POC)). Expand awareness and knowledge of soil health management systems in forestry and grazing lands (range and pasture) and cross-training of the landuses. 1. Quarterly teleconferences 2. Annual summit.	50%	2020-2024
	A1c	Strengthen interaction with National NRCS Soil Health Division.	Current	SRC/PM Program Manager	Quarterly	1. Pullman Plant Material (PM) Program Manager will attend quarterly teleconferences. 2. WA NRCS Liaison to WA State Soil Health Advisory Committee 3. State Resource Conservationist (SRC) send invitation to National/Regional Soil Health Division to attend WA Soil Health courses 4. SRC will encourage ECS staff to invite National/Regional Soil Health Team to present at Consortium meetings	25%	2020-2024

	A1d	Promote the exchange of soil health technology.	Current	SRC/ PM Program Manager/ State ECS Specialists	Annual; Dec 30	1. State annual TNI invites to Conservation Partner conservation planners 2. Support Conservation Partners soil health activities and assist in the implementation of the State of WA Soil Health Initiative 3. Support attendance at the WA Soil and Water Conservation Society Chapters' (SWCS) field days and conferences by TNI 4. Support WA Agricultural Conferences 5. Encourage collaboration with Conservation Partners to provide continuity of message across agricultural sectors	60%	2021-2024
	A1e	Utilize producer feedback and input to continually incorporate technology advancements.	New	SRC/ PM Program Manager/ State of WA Soil Health Advisory Committee liaison/State ECS Specialists/WA Soil Health Cadre	On going	Collaborate to continually incorporate technology advancements at the farm level and request inclusion in conservation practices with the National Soil Health Division support. 1. WA NRCS Soil Health Cadre quarterly meetings will encourage transfer of technical advancements from the farm level 2. Collaboration with State of WA Soil Health Advisory Committee to provide updates of technical advancements at the farm level and present an annual report on WA NRCS Soil Health Strategic Plan accomplishments and barriers 3. Distribute survey for producers to garner feedback 4. Collaboration with researchers, scientists on field trials	0%	2021-2024
<b>A2</b>	<b>II. State Soil Health Team and WA Soil Health Committee (Team Points of Contact) will be established and fully supported.</b>							
	A2a	Soil Health Team will elevate Cadre skill level.	New	PM Program Manager/State ECS Specialists/Area Specialists	Annual; Dec 30	Soil Health Team will receive advance training skills to elevate Team and Cadre skill level to transfer quality soil health technical assistance with producer clarity. 1. TNI annually 2. Conferences annually 3. OJT ongoing	0%	2021-2024

A2b	Soil Health Team will utilize the Soil Health Cadre to recommend prioritized soil health activities.	New	SRC/State Soil Health Team	Annual; Dec 30	Soil Health Team will utilize a Soil Health Cadre to prioritize soil health activities (including on barriers/gaps) for recommendations with justification to SLT. 1. Annual summit will collaborate on prioritization for resources, training, demonstrations to focus on soil health priority areas.	0%	2021-2024
A2c	Soil Health Team will be given support to garner high level training.	Current	SRC/AC/EDC Chair	Annual.	Soil Health Team will be given support to garner enhanced opportunities to attend high level outside training, conferences or workshops and are expected to followup with a trip report to provide the opportunity for knowledge transfer. 1. State annual TNI and Aglearn 182 approval.	75%	2021-2024
A2d	Promote the exchange of soil health technology.	Current	SLT, State Soil Health Team/Cadre	On going	Promote the exchange of soil health technology between staff at all levels and key partners and stakeholders to provide continuity of message across agricultural sectors. 1. Support staff time at budget for Annual TNI and Conferences (includes Conservation Partner conservation planners). 2. Monthly Ecological Science webinars. 3. Soil Health Cadre within their respective areas, are the point a contact to facilitate assistance.	75%	2020-2024

A3		Leadership establishes soil health management performance measures in employee performance plans.						
	A3a	Performance measures to support state soil health strategic plan.	New	Quality Leadership Team (QLT); SLT plus District Conservationists	Annual; Dec 30	Supervisors includes performance measures to support state soil health strategic plan and has staff included in their Individual Development Plan (IDP). ie: Optional Measures: <ol style="list-style-type: none"> <li>1. Receive CEU credits from attending an annual conference focusing on soil health.</li> <li>2. Complete soil health trainings as assigned in TNI. Save the calendar date as a priority.</li> <li>3. Follow-up with a producer on soil health conservation practices after implemented for three or more years and work with Team Cadre to submit a report to SRC.</li> <li>4. Provide producer feedback to the State Soil Health Team to capture technology advancements at the farm level.</li> <li>5. Achieve a Job Approval Authority (JAA) or elevate JAA for the identified soil health conservation practice(s) relevant to the landuses in their Area.</li> <li>6. Achieve JAA for the identified cross training on soil health conservation practices relevant to the landuses in their Area.</li> </ol>	0%	2021-2024
	A3b	Assist Conservation Partner conservation planners to become soil health resources in their county.	Current	State Soil Health Team; Cadre	Ongoing.	State Soil Health Team and Cadre will enable opportunities for Conservation Partner certified conservation planners to engage meaningfully with clients on soil health so that field staff becomes the first call soil health resource in their county. <ol style="list-style-type: none"> <li>1. Annual TNI</li> <li>2. OJT training opportunities</li> <li>3. Ecological Science monthly webinars</li> <li>4. Encourage elevated JAA on soil health conservation practices</li> <li>5. Quality Assurance Reviews on conservation planning</li> </ol>	75%	2021-2024

**OBJECTIVE 2: ENHANCE TECHNICAL EXCELLENCE**

Element	Strategy and Action Items	Status	Who is Responsible	Timeline	Comments	Results Achieved	Future Action Recommended
<b>B1</b>	<b>Training: Leadership Team will make soil health a priority in training/travel decisions.</b>						
B1a	Leadership Team ensures their employees have acquired soil health knowledge, skills and abilities.	Current	QLT	Ongoing	Leadership Team members prioritize soil health courses in TNI and Conferences for staff to elevate the Certified Planner's knowledge base with advanced soil health or cross training of soil health on multi-landuses.	25%	2020-24
B1b	Conduct state-level skills assessment for State specialists and planners to better target knowledge gaps.	Current	State Soil Health Team/Regional Soil Health Division/WNTSC Specialists	Every 3 years.	Conducted state-level skills assessment to target knowledge gaps to evaluate soil health skills. Request Regional Soil Health Team or West Region National Technical Center (WNTSC) Specialists to assist in the evaluation of WA State Specialist's knowledge, skills, and abilities. 1. Quality Assurance Reviews (QARs). 2. OJT opportunities 3. Post TNI training 4. DC request for JAA review	50%	2022-2024
B1c	Elevate Soil Health Management Systems knowledge across all agency planning staff.	Current	QLT	Annual; Dec 30	Elevate basic/fundamental soil, agronomy, and grazing knowledge across all agency planning staff by offering basic trainings and advanced trainings. 1. Annual TNI 2. Ecological Science monthly webinars	25%	2021-2024
<b>B2</b>	<b>Increase soil health training availability and quality across agency staff to build true expertise.</b>						
B2a	Soil Health Team will recruit for volunteers for Soil Health Cadre to be soil health management systems train-the-trainers.	New	QLT, Soil Health Team	Annual; Dec 30	Soil Health Team will support a Soil Health Cadre to be train-the-trainers to provide effective presentations, media and acquire educational skills training. 1. Requests to supervisors for staff to serve on the Soil Health Cadre. 2. Define roles and responsibilities of Soil Health Team members.	0%	2021-2024

	B2b	Explore/create Memorandum of Understandings (MOUs) and Contribution agreements with key Conservation Partners for soil health advancement.	New	QLT	Ongoing	Explore/create Memorandum of Understandings (MOUs) and Contribution agreements with key Conservation Partners to help host and/or deliver introductory and advanced soil health events and training. 1. Expand existing MOUs/Contribution agreements for soil health conservation planning 2. Collaborate and create MOUs/Contribution agreements with Conservation Partners	0%	2021-2024
<b>B3 Advance knowledge and understanding of soil health management systems through mastery-level, specialized continuing education opportunities</b>								
	B3a	TNI catalog will be updated annually to offer advanced soil health courses.	Current	State Soil Health Team	Annual; Dec 30	TNI catalog will be updated annually to establish advanced soil health curriculum in advanced soil health courses.	100%	2020-2024
	B3b	Elevate knowledge of soil health systems by submitting posters to Society meetings.	New	State Soil Health Team	Annual; Dec 30	Encourage Ecological Science State Specialists to develop agronomic conservation, rangeland/pasture management, and forestry soil health posters for their respective discipline (e.g. ASA-CCA-SPP or Certified Professional Agronomist; Certified Professional in Range Management; Society of American Foresters).	0%	2022-2024
	B3c	Encourage state and area specialist to garner a professional certification and maintain continued education credits units (CEUs) to garner the advanced and up-to-date knowledge of soil health management systems.	New	QLT, EDC	Annual; Dec 30	Encourage American Society of Agronomy Certified Crop Advisor: Sustainability Specialty (ASA-CCA-SPP), Certified Professional in Rangeland Management (CPRM); Society of American Foresters (AFS) certifications. 1. Quality Leadership Team support staff time and/or travel for TNI conferences; nationally, regionally, state, and local conferences/workshops to maintain certification (per authorized meeting package).	0%	2021-2024

	B3d	WA Plant Material Program Manager will facilitate regular technology exchanges.	Current	PM Program Manager	Ongoing	WA Plant Material Program Manager will facilitate regular technology exchange with leading research institutions, scientists, producer innovators and other relevant State Plant Material Managers.	50%	2020-2024
<b>OBJECTIVE 3: INCREASE SOIL HEALTH MANAGEMENT SYSTEMS IMPLEMENTATION</b>								
Element		Strategy and Action Items	Status	Who is Responsible	Timeline	Comments	Results Achieved	Future Action Recommended
C1	<b>Science and Technology Development &amp; Integration: Soil Health Science &amp; Technology used by agency is up to date and relevant for our clients.</b>							
	C1a	Review and update USDA Farm bill program implementation guidelines.	Current	SRC/ASTP	Annual; Dec 30	SRC and ASTP will collaborate to review and streamline USDA Farm bill program implementation to address current agency Soil Health priorities. 1. Request WA STAC for recommendations on WA NRCS State Soil Health Strategy accomplishment report to address prioritization areas, barriers and gaps. 2. Request National/Regional assistance on CART implementation with assessments and ranking.	50%	2020-2024
	C1b	Facilitate regular technology exchange with leading research institutions and scientists, and innovative producers.	Current	PM Program Manager	Ongoing	PM Program Manager will utilize input from National NRCS Soil Health Division/WA Soil Health Initiative Advisory Committee, and facilitate technology exchange with research institutions and scientists, top farmers to analyze soil health information, research, and technologies related to soil health management systems. New technologies will be reviewed. Relevant information will be incorporated into State guidance to ensure conservation planning efforts address state priority resource concerns and provide a consistent message.	25%	2020-2024

	C1c	Coordinate efforts to collect/evaluate data with National Soil Health Division and Soil Science Division.	New	PM Program Manager	Annual; Dec 30	Plant Material Program Manager will coordinate efforts to collect and evaluate data with National Soil Health Division and Soil Science Division collaboration on the soil health database and soil health management systems documentation in the Ecosystem Dynamics Interpretive Tool (EDIT).	0%	2021-2024
	C1d	Submit an accomplishment report to the WA Soil Health Initiative Advisory Committee.	New	Liasion to State WA Soil Health Advisory Committee	Annual; Dec 30	Submit an annual outcome report to the WA Soil Health Initiative Advisory Committee to communicate WA NRCS State Soil Health Strategy accomplishments.	0%	2020-2024
	C1e	Evaluate payment scenarios and programmatic efforts to include availability of the most up-to-date adoption of Soil Health Management Systems	Current	SRC/ECS State Specialists	Annual; Dec 30	Evaluate payment scenarios and programmatic efforts to include availability of the most up-to-date adoption of Soil Health Management Systems.	80%	2020-2024
	C1f	Provide asisstance on soil health documents, initiatives, projects, RCPP, and CIG proposals.	Current	SRC/PM Program Manager	Annual; Dec 30	Peer review soil health documents, initiatives, projects, RCPP, and CIG proposals, WA Soil Health Initiative Advisory Committee data request's that relate to advance soil health management systems. State Specialists may assist.	75%	2020-2024
	C1g	Evaluate Soil Health assessment tools to adopt those most relevant for the state.	Current	ECS State Specilaists	Annual; Dec 30	Ecological Science State Specialists will continue to evaluate Soil Health assessment tools to adopt those most relevant for the state.	75%	2020-2024
<b>C2</b>	<b>Planning and Program Delivery: Soil Health is an integral part of conservation planning with soil health principles integrated throughout the planning and application process</b>							
	C2a	Coordination with the National Soil Health Division to concentrate on the four national goals.	Current	SRC, PM Program Manager	Quarterly	Maintain coordination with the National Soil Health Division to concentrate on the four national goals of training, assessment, planning, and implementation.	30%	2020-2024

	C2b	Review programmatic and technical information to provide the opportunity for up-to-date soil health system implementation.	Current	SRC/ASTP	Annual; Dec 30	SRC and ASTP review recommendations from State Soil Health Team, QLT and STAC for priority areas, select practices to streamline efforts for the field offices.	15%	2020-2024
	C2c	Update conservation planning guidance for soil health management system planning and implementation.	Current	State Soil Health Team	Annual; Dec 30	Update conservation planning guidance to adequately provide for soil health management system planning and implementation.	80%	2020-2024
	C2d	Prioritize soil health management systems in all Farm bill Programs	New	QLT	Annual; Dec 30	Prioritize the successful integration and implementation of soil health management systems in all Farm bill Programs.	20%	2021-2024

**OBJECTIVE 4: BUILD PARTNERHIPS**

Element		Strategy and Action Items	Status	Who is Responsible	Timeline	Comments	Results Achieved	Future Action Recommended
<b>D1</b>	<b>Agency is recognized by partners and the public as a leader in soil health.</b>							
	D1a	Gather comments from STAC, WATCAC, State of WA Soil Health Advisory Committee, Local Work Groups.	Current	QLT	Quarterly	The effectiveness of Soil Health Management Systems will be presented to STAC, WATCAC, State of WA Soil Health Advisory Committee, Local Work Groups and in Conservation Partner Activity Report.	10%	2020-2024
	D1b	Collaborate with the State WA Soil Health Initiative to encourage new technologies and identifying barriers/gaps.	Current	QLT	Ongoing	The collaboration with State WA Soil Health Initiative to encourage adoption of new technologies and assessments; important for identifying resource concerns and quantifying the effectiveness of a practice or system of practices to improve soil health.	5%	2020-2024

	D1c	Collaborate with Conservation Partners to garner agriculture clients as contacts to provide on-the-farm mentoring.	New	QLT	Annual; Dec 30	Collaborate STAC, WATCAC, State of WA Soil Health Advisory Committee, and Conservation Partners to advanced conservation farmers/crop advisors/agency planners/conservation partners 1. Facilitate an annual Soil Health Mentoring Subcommittee meet annually 2. Provide a list of Mentors for local field offices	0%	2021-2024
	D1d	Engage local and state-level partners to ensure opportunities for a joint focus on soil health are captured for the State.	Current	QLT, State Soil Health Team	Ongoing	Collaborate with the State of WA Soil Health Advisory Committee to coordinate delivery of NRCS Soil Health Management Systems with technical and financial assistance to pursue efforts to support the WA State Soil Health Initiative. 1. Representation on State of WA Soil Health Advisory Committee a. Provide USDA Farm Bill guidance to promote conservation practices. b. Provide a consistent message of NRCS Soil Health Management Systems. 2. Build the capacity to fill gaps in scientific research, technical assistance, implementation of practices, and monitoring tools. 3. Provide an annual assessment of NRCS Soil Health Strategic Plan accomplishments. 4. Provide trainings and activities to support WA technical assistance; ie: a. Carbon sequestration – USDA NRCS Comet Planning tool b. NRCS Crop, Forest, Pasture, Range In-Field Soil Health Assessment Worksheets	25%	2020-2024
	D1e	Encourage Conservation Partner conservation planners to submit requests into NRCS annual TNI.	Current	QLT	Ongoing	Quality Leadership Team will encourage Conservation Partner conservation planners to submit requests into NRCS annual TNI for training opportunities to further their knowledge of NRCS soil health management systems.	80%	2020-2024

	D1f	Assist Conservation Partner conservation planners to become soil health resources in their county.	Current	State Soil Health Team; Cadre, EDC Chair	Ongoing.	State Soil Health Team, Cadre, and EDC Chair will enable opportunities for Conservation Partner certified conservation planners to engage meaningfully with clients on soil health so that field staff becomes the first call soil health resource in their county. 1. Annual TNI 2. OJT training opportunities 3. Ecological Science monthly webinars 4. Encourage elevated JAA on soil health conservation practices 5. Quality Assurance Reviews on conservation planning	80%	2020-2024
	D1g	Request National Soil Health Division specialists provide support to important local, state, regional, and national stakeholders.	Current	STC/SRC	Ongoing	STC/SRC will enlist the help of National Soil Health Division specialists to provide support to important local, state, regional, and national stakeholders when needed.	25%	2020-2024
	D1h	Provide relative ag industries soil health guidance to promote soil health, and sustainable agricultural production.	Current	SLT/ECS State Specialists	Annual; Dec 30	SLT/Ecological Science State Specialists will communicate with relative ag industries regarding NRCS concept of soil health, their role in promoting soil health, and sustainable agricultural production, as well as their need for technical assistance. 1. Request a booth to promote awareness of NRCS Soil Health Management Systems.	60%	2020-2024
	D1i	Address stakeholder concerns.	Current	QLT	Annual; Dec 30	Quality Leadership Team to address stakeholder concerns and engage them in soil health opportunities keeping NRCS as a first-call resource across the agricultural industry.	25%	2020-2024
	D1j	Leverage MOUs to facilitate soil health management systems.	Current	QLT	Annual; Dec 30	Quality Leadership Team will explore opportunities to leverage existing and develop new strong partnerships to facilitate training and adoption of soil health management systems through agreements (new and existing) and MOUs.	25%	2020-2024

	Dlk	Explore opportunities for outreach and awareness efforts in coordination with external affairs, partners, and the media.	Current	QLT	Ongoing	Quality Leadership Team will explore opportunities for outreach and awareness efforts in coordination with external affairs, partners, and the media, leveraging ability to co-brand products and outreach campaigns. 1. Booth with fact sheets, knowledge and links to website materials.	25%	2020-2024
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**OBJECTIVE 5: EXPAND EDUCATION AND OUTREACH**

Element		Strategy and Action Items	Status	Who is Responsible	Timeline	Comments	Results Achieved	Future Action Recommended
<b>E1</b>	<b>Leadership communicates soil health as an agency priority</b>							
	E1a	WA State Soil Health Strategy will be shared with stakeholders, boards and conservation partners.	New	QLT	Ongoing	WA State Soil Health Strategy will be shared with stakeholders, boards and conservation partners to provide a consistent message of soil health for technical and financial assistance and provide awareness.	5%	2020-2024
	E1b	Supervisors will dedicate time and resources for conservation planners to promote soil health at external events.	Current	QLT	Annual; Dec 30	Supervisors will dedicate time and resources for conservation planners to promote soil health. Ie: 1. Agricultural Conferences. 2. SWCD workshops. 3. Poster contests 4. Earth Day activities. 5. Envirothon competitions. 6. Future Farmers of America contests. 7. Agricultural fairs. 8. Field days. 9. Field trials/demonstrations, etc.	50%	2020-2024
	E1c	Plant Material Program will provide outreach and education regarding soil health principles.	Current	PM Program Manager	Ongoing	Plant Material Program will broaden outreach efforts and education regarding soil health principles with demonstrations and field trials for agricultural producers throughout State.	75%	2020-2024

	E1d	NRCS Liaison on the State Soil Health Advisory Committee to support the WA State Soil Health Initiatives.	New	STC	Ongoing	NRCS representative will be a liaison on the State Soil Health Advisory Committee to collaborate on efforts to support the WA State Soil Health Initiative.	50%	2020-2024
<b>E2 Science and Technology Development &amp; Integration: Soil Health Science &amp; Technology is up to date and relevant for our clients.</b>								
	E2a	Provide presenters and trainers for Soil Health events.	Current	State Soil Health Team	As needed	State and Area Specialists are available as presenters and trainers at Soil Health events.	50%	2020-2024
	E2b	Plant Material Program will provide events to improve use of soil health.	Current	PM Program Manager	As needed	Plant Material Program will provide events statewide to improve use of soil health demonstrations (e.g. aggregate stability, infiltration, rainfall simulators that can demonstrate soil function).	80%	2020-2024
	E2c	Collaborate to provide soil-health focused educational resources.	Current	SRC/State Soil Health Team	Ongoing	SRC/State Soil Health Team will collaborate to provide soil-health focused educational resources. 1. West Region Consortiums 2. National/Regional Soil Health Team 3. West National Regional Technical Working Group 4. National SRC teleconferences	60%	2020-2024
	E2d	NRCS Liaison on the State Soil Health Advisory Committee to support the WA State Soil Health Initiatives.	Current	Liaison to State Soil Health Advisory Committee	Annual; Dec 30	Liaison on the State Soil Health Advisory Committee to support the WA State Soil Health Initiative. 1. Develop a list of priority areas. 2. Collaborate on how to address local concerns with duplicity. 3. Gather intel on new technology and technical exchange. 4. Collaborate for the success of a Soil Health mentor subcommittee. 5. Promote vetted farm-level advancements.	50%	2020-2024

**OBJECTIVE 6: EVALUATE AND QUANTIFY SHARE BENEFITS**

Element	Strategy and Action Items	Status	Who is Responsible	Timeline	Comments	Results Achieved	Future Action Recommended
<b>F1</b>	<b>Develop mechanisms for quantifying Soil Health outcomes with agency tools - assess soil health benefits.</b>						
F1a	Evaluate Soil Health Management Systems case studies.	New	PM Program Manager	Annual; Dec 30	Plant Material Program Manager will engage the State Ecological Science Staff to evaluate case studies that provide the economics of successful Soil Health Management Systems.	0%	2020-2024
F1b	Evaluate National In-Field Assessment tools.	Current	ECS State Specialists	Annual; Dec 30	Ecological Science State will evaluate National In-Field Assessment tools for WA adoption to assist conservation planners to capture and document relevant local conditions and soil health resource concerns.	25%	2021-2024
F1c	Evaluate soil health laboratory methods.	Current	PM Program Manager	Ongoing	WA Plant Material Program Manager will evaluate soil health laboratory methods (Technical Note 450-03) to assess and track soil health outcomes.	25%	2020-2024
F1d	Evaluate USDA and NRCS Tools, and Industry models.	Current	ECS State Specialists	Ongoing	Ecological Science State Specialists will evaluate USDA and NRCS Tools, and industry models to quantify soil health outcomes both short/long term.	30%	2020-2024

	Fle	Facilitate input and feedback from clients, stakeholders and conservation partners.	New	QLT	Ongoing	Facilitate input and feedback from our clients, stakeholders and conservation partners on best methods to track progress in soil function. 1. EQIP Edge of Field Monitoring. 2. Conservation Innovation Grants. 3. Farmer roundtables. 4. State Technical Advisory Committee. 5. WA Tribal Advisory Council. 6. WA State Soil Health Initiative Advisory Committee. 7. Evaluate findings into integrate into technical notes and program guidelines. 8. Participate in statewide soil health conferences where outcomes can be shared.	20%	2020-2024
	Flf	Facilitate the sharing of outcomes of soil health activities in state-wide soil health conferences.	New	SRC/ECS State Specialists	Ongoing	SRC/Ecological State Specialists will facilitate the sharing of outcomes of soil health activities in state-wide soil health conferences. 1. Ag Conferences; Direct Seed Conference, WA Tilth etc... 2. Actively collaborate to offer Poster presentations.	20%	2020- 2024