



5

YEAR STRATEGIC PLAN
Fiscal Years
2016-2020

Natural Resources Conservation Service
Nebraska

MESSAGE FROM STATE CONSERVATIONIST

Greetings,

I'm pleased to share Nebraska NRCS' strategic plan for fiscal years 2016 to 2020. This document outlines our Agency's mission and vision, shares our core values, and provides a course for the next five years of serving Nebraska's farmers and ranchers.

The plan targets four priorities.

1. Provide high quality conservation planning, delivery, and technical assistance that effectively addresses resource concerns.

This is key to our overall success. This is what NRCS is all about - providing service that helps farmers and ranchers address natural resource issues on their operations.

2. Increase and improve conservation implementation effectiveness and expand our technical assistance.

We can develop conservation plans, but if we are ineffective at providing the technical assistance to implement them, the sustainability of Nebraska's farm and ranch land is impacted.

3. Optimize financial and human resources.

We know that our most important resource is our people. It is

critical that NRCS has the right people in the right place with the right resources to get the job done.



Be a great place to work.

NRCS is a great place to work. Providing a flexible work environment along with training and development opportunities can help maintain a positive work environment.

This strategic plan will serve as our compass as we develop specific tactics to achieve each individual objective. We will rely on our staff, partners and producers to see our vision become a reality. I hope you will join NRCS in our effort to provide all Nebraskans a sustainable and productive soil and water resource that support the environmental and economic health of our state, nation and world.

Craig Derickson

State Conservationist

Nebraska Natural Resources Conservation Service

Mission

Provide innovative solutions that address Nebraska's natural resource concerns through development of individualized conservation plans to sustain and protect private lands.

Vision

Nebraska's premiere planning conservation leader in:

- Delivering precision conservation planning,
- Providing innovative science-based technical assistance,
- Inspiring customers and partners to be proud stewards of their natural resources,
- Building and maintaining a highly dynamic and diverse workforce.

Strategic Goal *One*:

Provide high quality conservation planning, delivery, and technical assistance that effectively addresses resource concerns.

o b j e c t i v e

1 . 1

Renew focus on conservation planning.

- Emphasize “in the field” one-on-one planning.
- Identify and address obstacles that impede conservation planning.
- Focus on high-quality work.

o b j e c t i v e

1 . 2

Develop and maintain high-quality conservation planners.

- Implement science-based curriculum.
- Embrace the conservation planning philosophy.
- Provide quality technical support to conservation planners.

o b j e c t i v e

1 . 3

Optimize field office tools and technology.

- Strive for innovation in mobile environments.
- Enhance training and support of tools.
- Be a leader in science-based technology.

o b j e c t i v e

1 . 4

Improve and modernize conservation delivery.

- Accelerate participation in Client Gateway.
- Grow partnerships to enhance program delivery.
- Increase non-traditional customer participation.

Strategic goal *Two*:

Increase and improve conservation implementation effectiveness and expand our technical assistance.

o b j e c t i v e

2 . 1

Optimize program fiscal responsibility.

- Promote conservation initiatives based on financial resources.
- Ensure conservation program integrity.
- Facilitate improvements in program delivery.
- Develop quality workload analysis (earners and burners).

o b j e c t i v e

2 . 2

Staffing needs are met.

- Identify and provide appropriate training.
- Maximize utilization of new technology (e.g., Client Gateway, CST-8, DMS).
- Analyze current effectiveness of technology tools (computers, GPS, equipment, computers, and software).
- Pursue new technology tools.

o b j e c t i v e

2 . 3

Broaden outreach to customers and partners.

- Enhance and improve partner relations (UNL, Extension, NRD, USFWS, NG&P, Sandhill Taskforce, Future Farmers, Pheasants Forever, Ducks Unlimited, NARD, etc.).
- Identify new potential partners (e.g., agronomists, bankers, ag dealers, seed and equipment, irrigation districts).
- Reach out to new, non-traditional customers and partners to enhance our ability to deliver conservation solutions.

Strategic Goal *Three*:

Optimize financial and human resources.

o b j e c t i v e

3 . 1

Strengthen the management of our financial resources.

- Improve our understanding of the State Resource Assessment and its correlation to NRCS Nebraska's annual funding allocation.
- Analyze SRA and Scorecard results for inefficiencies and potential improvements.
- Utilize technology and tools to maximize financial resources
- Support agency audit initiatives.
- Develop a comprehensive State Procurement Plan which considers current funding trends.
- Manage and maintain an operational and progressive inventory of assets and property.
- Identify and utilize financial reporting tools to improve quality of financial decision making.

o b j e c t i v e

3 . 2

Manage staffing resources.

- Utilize available data and reporting tools to improve quality of staffing decision making.
- Develop and implement a comprehensive staffing plan based on current funding trends.
- Improve training management, which includes integration of Planner Certification.

Strategic goal *Four*:

Be a great place to work.

o b j e c t i v e

4.1

Employee development and satisfaction.

- Provide meaningful individual training plans for all employees
- Provide recognition and expressions of appreciation to all deserving employees
- Utilize the Federal Employee Viewpoint Survey to strengthen operations and retention
- Measure and distribute NRCS Nebraska accomplishments

o b j e c t i v e

4.2

Leadership Development.

- Support healthy work/life balance
- Foster mentor relationships
- Cultivate future leaders
- Initiate a team approach on consistency in rating recognizing employees

o b j e c t i v e

4.3

Communication.

- Provide clear work priorities and expectations
- Encourage networking opportunities

“Out of the long list of nature’s gifts to man, none is perhaps so utterly essential to human life as soil.”

Hugh Hammond Bennett, First NRCS Chief

To learn more about NRCS,
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www.ne.nrcs.usda.gov

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