

# IMST's *Internal and Voluntary* PERFORMANCE MANAGEMENT & ACCOUNTABILITY FRAMEWORK (Adopted March 15, 2007; Modified June 28, 2008)

## Goals

### Oregon Plan for Salmon and Watersheds

Restore native fish populations and the aquatic systems that support them to productive and sustainable levels that will provide substantial environmental, cultural, and economic benefits.

### Independent Multidisciplinary Science Team

- Evaluate the Oregon Plan for Salmon and Watersheds effectiveness, identify needed changes, and guide research investments.
- Ensure that the best available science is considered in decision making processes and actions.

## IMST Activities and Actions

### The IMST:

- Researches and assembles background material to support projects, reviews and workshops.
- Provides expert comment on content – relevancy, accuracy, completeness, concurrency with latest scientific literature, errors and omissions, areas for improvement.
- Provides peer comment – organization, structure, clarity of science and technical information.
- Makes recommendations for additional research, monitoring and/or evaluation actions.
- Writes, edits, and publishes reviews and reports.
- Maintains recent/relevant publications database.
- Makes publicly available meeting agendas and minutes.
- Maintains website and public access to IMST products.
- Coordinates and facilitates technical workshops.
- Efficiently administers IMST resources including member and staff workloads and contributions.

## Intermediate Outcomes and IMST Outputs

### IMST produces:

- Formally requested reviews by Oregon Plan partners.
- Independent reviews initiated by IMST.
- Independent technical/scientific syntheses (projects).
- Recommendations requiring formal responses
- Technical workshops and workshop reports on topical issues.
- Advice or clarification on technical issues (primarily written) on matters of relevance to the Oregon Plan.
- Briefings to Governor's Office and state legislative committees.
- Scientific literature/publication database.

### IMST products and services lead to:

- Improved research, design, and implementation and monitoring of restoration actions by Oregon Plan partners to achieve outcomes.
- Better informed (more science literate) salmonid and watershed restoration community, and policy and decision makers
- More effective and efficient restoration efforts.
- Enhanced credibility of the Oregon Plan through recognition that restoration actions are based on best available science.

## IMST Performance Measures

Standards for the quality, quantity and cost of outputs delivered:

### Quality:

- 95% of IMST recommendations are agreed to (in principle) by state entities receiving IMST recommendations
- 95% of Oregon Plan partners requesting IMST reviews agree or strongly agree that IMST comments and/or recommendations are:
  - Based on best available science
  - Produced in timely manner
  - Effectively communicated.
- 95% of Oregon Plan partners surveyed agreed or strongly agreed that the information provided in IMST reports, reviews, workshops and/or database assisted them in their salmonid recovery and watershed restoration efforts.
- 95% of review requests are completed within 10 working days of the deadline agreed to between the IMST and requestor.

**Quantity** of output to be delivered cannot be precisely specified at the beginning of any period because the quantity of reviews demanded is largely outside the control of the IMST. For each state biennium IMST will produce:

- A work plan estimating the number of agency requests for reviews, independent reports and workshops that are expected to be completed in that biennium.
- Two alternative work plans will be produced based on 1) fewer reviews being requested than anticipated 2) more reviews being requested than anticipated.

### Cost:

- IMST will not exceed its allocated budget.
- IMST expenditures, when fully staffed, will be no more than 10% below approved budget.
- Administrative and support costs will not exceed 15% of total IMST budget.