

## PRAP

### Performance Review and Assistance Program 2011 Level II Review: Carlton SWCD (*Carlton County*)

#### Why BWSR did this review

BWSR conducts Level II performance reviews to help local government water management entities to be the best they can be in plan implementation and overall operational effectiveness. In 2011 BWSR is conducting Level II performance reviews of seven different local water management entities.

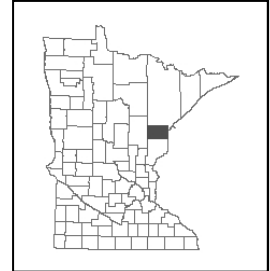
BWSR has conducted a routine Level II performance review of the Carlton SWCD because they are near the midpoint in implementing their 5-year comprehensive plan.

This document includes findings and recommendations to enhance the overall operation and effectiveness of the district. The board of supervisors is responsible for taking any actions they deem necessary in response to the findings and recommendations in this report.

## Carlton Soil and Water Conservation District Summary of Performance Review Results

### What BWSR Found

Carlton SWCD is on the verge of becoming among the highest functioning SWCDs in northeastern Minnesota. The district has set ambitious goals and, so far, has been particularly successful in accomplishing them in the Nemadji River watershed. Expansion of this kind of success into other areas of the district is what will move the organization to the next level. They have taken a step in that direction with the submittal of a collaborative grant application for the Kettle River watershed. That project could provide the experience that will set the district up for even more effective land and water conservation.



The district is a willing partner with many other conservation organizations and could increasingly find itself in a leadership position, if present trends continue.

Currently, the district is well served by strong, positive and engaged leadership from the Board of Supervisors. The supervisors value their staff as a factor that has contributed to their effectiveness. From BWSR's perspective the district would benefit from a thorough evaluation of staff capacity, which includes workload analysis, reviewing position descriptions, and defining skills training needs.

### Action Item

- Operating fund reserve increase

### Commendations (show exemplary performance)

- ★ Operational guidelines exist and current
- ★ Board and staff training: orientation & cont. ed.
- ★ State \$ leverage at least 1.5 times in non-state \$
- ★ Outcome trends monitored and reported for key resources
- ★ Website contains additional content beyond minimum required
- ★ Obtain stakeholder input: within last 5 yrs
- ★ Partnerships:
- ★ Coordination with County Board by supervisors or staff

Recommendations are to address the action item and conduct a staff capacity review.