

Pennsylvania Fish and Boat Commission (PFBC) July 2023 - June 2028

Strategic Plan

The Board of Commissioners gives overall guidance and direction for the Executive Director to develop and maintain a current strategic plan for the agency. The Board approved the plan on July 24, 2023.

Vision

To establish Pennsylvania as a premier destination for fishing and boating and be the national leader in aquatic resource management.

Mission

To protect, conserve, and enhance the Commonwealth's aquatic resources and provide fishing and boating opportunities.

Guiding Principles

Safety

Maximize the safety of our staff, anglers and boaters, agency partners, and the public.

Asset Stewardship

Prudently manage the agency's finances, equipment, infrastructure, and property.

Resource First

Keep the health of the Commonwealth's aquatic resources at the forefront of agency decisions and actions, along with the individuals and organizations who benefit from them.

Recruitment, Retention, and Reactivation (R3)

Consider the impacts our decisions and actions have on the recruitment, retention, and reactivation of anglers and boaters of all ages, abilities, cultures, and interests.

Resilience

Evaluate, proactively adapt to, and mitigate the effects of environmental and human-induced impacts (e.g., climate change, invasive species, land use changes, poaching) on fishing, boating, and aquatic resources.

Holistic Approach

Consider entire systems, whether larger geographies (e.g., watersheds, ecosystems) or multiple disciplines (e.g., fisheries management, access, habitat, outreach, law enforcement), when developing solutions to specific problems.

Partnership

Engage partner organizations and the public with programs, projects, and initiatives.

Commission Culture

Ensure a positive, diverse, and cooperative work environment where staff and volunteers provide exceptional service, develop their expertise, and are appreciated, supported, and recognized for their efforts.

Strategic Priorities and Agency Goals

Workforce

Invest in a highly skilled workforce and positive work environment to implement the agency's mission.

- Assess workplace culture and implement measures to ensure professionals and volunteers feel welcomed and thrive at their jobs.
- Foster coordination and cooperation among the different bureaus, divisions, and offices within the PFBC.
- Enhance recruiting and staff development practices to attract and retain highly qualified, dedicated individuals who reflect the diversity of Pennsylvania.
- Welcome volunteers and integrate them into appropriate programs and initiatives.
- Maintain continuity of operations in event of emergencies.
- Ensure safety of employees, volunteers, and partner organizations through training in water safety, boat operations, water rescue, scuba, electrofishing, tick prevention, and other relevant topics.
- Recognize exceptional employee performance.

Access

Maintain, improve, and connect people to public access locations and create new public access to ensure a diversity of sustainable recreational fishing and boating opportunities for all to enjoy.

- Ensure access locations and amenities meet expectations and requirements.
- Engage partners and public and private landowners to increase and improve access opportunities.
- Support the growth of non-powered boating.

Engagement

Cultivate public awareness of and engagement in how the PFBC implements its mission.

- Create and communicate one clear agency voice, inclusive and accessible to all.
- Convey the PFBC's relevance to and contributions in supporting healthy and vibrant communities.
- Maximize reach and resources to address all four components of the PFBC's mission – protect, conserve, and enhance aquatic resources and provide fishing and boating opportunities – with a cutting-edge perspective.
- Implement engagement strategies and education programs to increase recruitment, retention, and reactivation of prospective, current, and formerly engaged supporters.
- Use social science research to inform the development and implementation of engagement, communication, marketing, and education programs.
- Use access locations to educate the public about local aquatic resources, conservation ethics, and water safety.

Non-game Species and Habitat

Research, sustain, and recover populations of healthy native, non-game species (e.g., non-sport fish, amphibians, reptiles, aquatic invertebrates) and protect their habitats.

- Implement and revise the *Pennsylvania Wildlife Action Plan* and develop, implement, and evaluate non-game species action plans based upon population assessment and monitoring data.
- Identify, prioritize, and implement projects (e.g., fish passage, stream and lake habitat) to support healthy habitats and clean waters.
- Grow and stock freshwater mussels and other non-game species to recover rare populations.
- Enhance conservation law enforcement practices to protect non-sport fish and non-game species.
- Prevent the spread of Aquatic Invasive Species (AIS) through education, control, and management.

Infrastructure

Align PFBC facilities, equipment, and information technology to support the needs of staff, anglers, boaters, and aquatic resources.

- Invest in capital improvements to the PFBC's dams, hatcheries, cooperative nurseries, access locations, buildings, and bridges.
- Ensure PFBC employees have equipment (e.g., vehicles, boats, electrofishing gear) that allows them to complete work safely, effectively, and efficiently.
- Invest in information technology solutions to increase efficiency, effectiveness, and customer satisfaction.

Sport Fish and Habitat

Maintain a diversity of healthy and sustainable native and naturalized recreational sport fish populations and their habitats for associated angling opportunities.

- Review, update, and implement fisheries management strategies for sport fish species, including species management plans and plans for individual waters.
- Rear and stock fish to provide excellent recreational fishing opportunities identified in fisheries management strategies.
- Identify, prioritize, and implement projects (e.g., fish passage, stream and lake habitat) to support healthy habitats, clean water, and angling opportunities.
- Enhance conservation law enforcement practices to protect excellent sport fishing opportunities.
- Better protect fisheries and their habitats by safeguarding against and preventing the spread of pathogens and AIS.