Climate Change Adaptation Planning
TNC Florida
WELCOME!

Please:

• Turn on your webcams for discussion if you can.
• ‘Rename’ yourself if needed (right click and type your full name).
• Questions: chat box and/or unmute.
Northern Institute of Applied Climate Science

The Northern Institute of Applied Climate Science (NIACS) develops synthesis products, fosters communication, pursues science, and provides technical assistance in climate change adaptation and carbon management.

Multi-institutional collaborative chartered by USDA Forest Service, universities, and non-profit and tribal conservation organizations
USDA Climate Hubs

Northern Forests Climate Hub
Southeast Climate Hub

Climate Services
- Science-based
- Region-specific
- Practical assistance

www.climatehubs.usda.gov/
Who’s in the room?

*Introduce yourself*

- Name
- Role/area of expertise
Overall Goals for Workshop

1. How might climate change affect the areas and resources that I manage?

2. What management actions could help prepare for those effects?
Agenda

1:00  Welcome/ Introductions

1:25  Define management goals and objectives for each preserve

1:50  Presentation: climate change impacts and vulnerabilities

2:40  Break (10 min)

2:50  Assess climate change impacts and vulnerabilities for each preserve

3:50  Next steps & prep for tomorrow

4:00  Adjourn
A flexible workbook and menu:

- Process to intentionally consider climate & customize adaptation actions
- Designed for a variety of landowners with diverse goals
- Does not make recommendations
- Online version!

www.nrs.fs.fed.us/pubs/40543 and www.AdaptationWorkbook.org
Forest Adaptation Resources

Adaptation Workbook

1.  
2.  
3.  
4.  
5.

Strategies & Approaches

Menu of adaptation actions
Adaptation Workbook

1. DEFINE management objectives

2. ASSESS climate impacts

3. EVALUATE management objectives.

4. IDENTIFY adaptation tactics.

5. MONITOR and evaluate effectiveness.

Menu of Adaptation Strategies & Approaches

Vulnerability assessments, scientific literature, and other resources
Put goals and objectives through a climate change filter to make sure these are all climate-informed.
Adaptation Actions Can Be...

- **Same actions**—climate change just makes them that much more important
- **Small “tweaks”** that improve effectiveness
- **New & different** actions to consider, even some that may seem wild & crazy

*individual results will vary*
Intentional

- Explicitly consider and address climate change
- Outcomes: a plan that is more robust
Questions?
Project Goals and Objectives
Adaptation Workbook

1. DEFINE management objectives

2. ASSESS climate impacts

3. EVALUATE management objectives.

4. IDENTIFY adaptation tactics.

5. MONITOR and evaluate effectiveness.
**STEP 1**: DEFINE location, project and time frames

**Key Questions:**

- Where are you working?
- What are your management goals and objectives for this project?
**STEP 1: Pre-Work**

**Management Goal**
Broad statements: desired state or process.
- Why are you doing this project?
- Be explicit about what you want to see on the landscape

**Management Objective**
Concise, measurable statements.
- What are you planning to do to achieve your goal?
### Goals: Disney Wilderness

<table>
<thead>
<tr>
<th>Mgmt topics</th>
<th>Goals</th>
<th>Objectives</th>
</tr>
</thead>
</table>
| Fire management/ Natural communities | • Maintain/improve herbaceous groundcover diversity – including rare spp and longleaf and slash pine overstory: 8000 acres pine flatwoods  
• Maintain/improve herbaceous diversity of marsh systems  
• Maintain structure and compositions suitable for Florida Scrub Jays | • What action/ where/ how much?                  |
| Invasive spp.                      | • Reduce or maintain invasive spp cover in priority habitats  
• Eradicate non-native Crotalaria spp. in priority areas  
• Limit feral hog damage across 12,000 acres of habitat  
• Identify emerging invasive spp threats in upland and wetland habitats | • What action/ where/ how much?                  |
| Restoration                        | • Continue overstory pine restoration (Tower, Spur, Graves units)                                      |                                                 |
| Rare spp.                          | • Maintain a minimum of 10 red-cockaded woodpecker breeding pairs annually  
• Maintain a minimum of 5 Florida scrub-jay families annually  
• Prevent human disturbance to American Bald Eagle nesting |                                                 |
<table>
<thead>
<tr>
<th>Mgmt topics</th>
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<th>Objectives</th>
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</thead>
</table>
| Fire management/Natural communities | • Maintain/improve herbaceous groundcover diversity – including rare spp and longleaf and slash pine overstory: 1000 acres pine flatwoods  
  • Maintain/improve herbaceous groundcover diversity – including rare spp and longleaf overstory: 700 acres sandhill habitat  
  • Maintain/improve appropriate vegetative structure and composition: 67 acres of yellow sand scrub habitat | • What action/where/how much?                                                                            |
| Invasive spp.                     | • Reduce or maintain invasive spp cover in priority habitats  
  • Identify emerging invasive spp threats in upland and wetland habitats                                  | • What action/where/how much?                                                                            |
| Restoration                       | • Restore areas of low longleaf pine density                                                                      |                                                                                                       |
| Rare spp.                         | • Prevent human disturbance to American Bald Eagle nesting  
  • Maintain a stable to increasing population of Warea cateri                                                  |                                                                                                       |
## Goals: Blowing Rocks Preserve

<table>
<thead>
<tr>
<th>Mgmt topics</th>
<th>Goals</th>
<th>Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infrastructure/</td>
<td>• Provide continued road access to BRP</td>
<td>• What action/where/how much?</td>
</tr>
<tr>
<td>Access</td>
<td>• Provide continued access to recreational facilities like the Hawley</td>
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<td></td>
<td>Nature Center</td>
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<tr>
<td>Wetlands</td>
<td>• Maintain connectivity between intertidal wetlands and the Indian</td>
<td>• What action/where/how much?</td>
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<td></td>
<td>River Lagoon</td>
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<td></td>
<td>• Analyze hydrology and the culvert system on the preserve’s NW</td>
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<td>shoreline to assess impacts to carbon sequestration and biodiversity</td>
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<tr>
<td></td>
<td>• Facilitate transition of coastal uplands to coastal wetlands to</td>
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<tr>
<td></td>
<td>ensure biodiversity and ecosystem services</td>
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<tr>
<td>Coastal strand/</td>
<td>• Increase habitat viability and biodiversity in coastal strand that</td>
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<tr>
<td>Wildlife habitat</td>
<td>is transitioning to seagrave hammock</td>
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<tr>
<td></td>
<td>• Maintain nesting habitat for sea turtles and shorebirds</td>
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<td></td>
<td>• Maintain or enhance habitat for migratory bird species</td>
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<td>Objectives</td>
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<tr>
<td>Restoration</td>
<td>• Restore 225 acres of Sandhill Community on Bluff’s tract</td>
<td>• What action/where/how much?</td>
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<tr>
<td></td>
<td>• Restore 300 acres of upland pine community on Sweetwater tract</td>
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<tr>
<td>Invasive spp.</td>
<td>• Treat invasive species across 6500 acres</td>
<td></td>
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<tr>
<td>Restoration/Maintenance</td>
<td>• Maintain herbaceous groundcover diversity and longleaf pine populations throughout 3500 acres of longleaf pine sandhills.</td>
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<tr>
<td></td>
<td>• Maintain herbaceous groundcover diversity and longleaf pine populations throughout 200 acres of longleaf pine uplands.</td>
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<tr>
<td>Rare spp.</td>
<td>• Promote Easten Indigo populations</td>
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<td></td>
<td>• Promote Gopher Tortoise populations across ABRP.</td>
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Questions?
Climate Change Impacts
1. DEFINE management objectives
2. ASSESS climate impacts
3. EVALUATE management objectives.
4. IDENTIFY adaptation tactics.
5. MONITOR and evaluate effectiveness.
STEP 2: ASSESS climate change impacts and vulnerabilities

To understand the Regional picture:

1. Recap: Climate Trends and Projections
2. Regional Climate Vulnerabilities
3. Focus on fire and invasives
Break!
STEP 2: ASSESS climate change impacts and vulnerabilities

Key Questions:

• How might your preserve be uniquely affected by climate change?

• What characteristics of your preserve might amplify or reduce climate impacts?
Discussion: Breakout Rooms

1. Join the breakout room for your preserve
2. Download the STEP 2 worksheet from the website & assign one person to take notes
   - https://forestadaptation.org/climate-tnc-florida
3. Review a map of your preserve. Discuss:
   - Focus on those regional impacts that are most important for your preserve -
   - What are the specific features on your preserve that might increase/decrease risk?
   - Are there areas on your preserve that are more/less susceptible to change?
**Breakout Rooms**

*Science experts can go where they feel most knowledgeable/helpful*

<table>
<thead>
<tr>
<th>Breakout rooms</th>
<th>Facilitator</th>
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<tbody>
<tr>
<td>Blowing Rocks</td>
<td>Kristen Schmitt</td>
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<tr>
<td>Disney Wilderness/ Tiger Creek</td>
<td>Stephen Handler</td>
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<tr>
<td>Apalachicola Bluffs and Ravines</td>
<td>Brooke Hagarty</td>
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</tbody>
</table>
Discussion

• What are the specific features on your preserve that might increase/decrease climate risk?
• Are there areas on your preserve that are more/less susceptible to change?
• Rate the overall climate vulnerability of your preserve:
  • [www.menti.com](http://www.menti.com) 22 24 38 58
  • https://www.menti.com/alues3rvwpsq
Next Steps

- **Next Session:** Tuesday, Nov. 29th (tomorrow): 9am – 12pm ET

- **Homework:** Briefly review the NIACS Adaptation Menu(s) relevant to your preserve/ecosystem type; https://forestadaptation.org/adaptation-strategies (or through workshop website)
  - E.g. forests, fire-adapted ecosystems, coastal

kristen.schmitt@usda.gov | stephen.handler@usda.gov
Questions?
Climate Change Adaptation Planning
TNC Florida
Welcome!

Please:

• Turn on your webcams for discussion if you can.
• ‘Rename’ yourself if needed (right click and type your full name).
• Questions: chat box and/or unmute.
Goals: Today

- Understand how climate will affect our ability to meet preserve goals and objectives
- Start to develop adaptation actions to respond to climate challenges while meeting management goals
Agenda

9:00  Welcome/ Plan for the Day
9:15  Climate challenges and opportunities for meeting preserve goals
10:00 Group discussion: climate challenges and opportunities
10:30 Break (15 min)
10:45 Presentation: climate adaptation concepts and climate menus
11:00 Identify and evaluate adaptation actions (pt. 1)
11:50 Next steps
12:00 Adjourn
Adaptation Workbook

1. DEFINE management objectives
2. ASSESS climate impacts
3. EVALUATE management objectives.
4. IDENTIFY adaptation tactics.
5. MONITOR and evaluate effectiveness.
**STEP 2: ASSESS climate change impacts and vulnerabilities**

- What are the specific features on your preserve that might increase/decrease climate risk?
- Are there areas on your preserve that are more/less susceptible to change?

**Blowing Rocks:**
Rocks on the southern portion of the beach help mitigate shoreline erosion.

**Tiger Creek:**
Already limitations in finding suitable Rx burn windows on this property – could become harder with climate change.

**Apalachicola Bluffs:**
Ravines on property may provide opportunities for refuges from some climate change.
STEP 2: ASSESS climate change impacts and vulnerabilities

Potential Impacts
- Direct and indirect effects of climate change:  
  - Temperature  
  - Precipitation  
  - Flooding  
  - Wildfire  
  - Slope failure/erosion  
  - Tree mortality

Adaptive Capacity
- Ability of the system to cope with change:  
  - High local diversity  
  - Species tolerance or plasticity  
  - Room to respond to disturbance (e.g. upslope movement)  
  - Ability of floodwaters to disperse

Vulnerability
How vulnerable is your preserve to climate change?

• Find your way to menti.com
• Access on your computer, or use your phone!
• Use number: 22 24 38 58

https://www.menti.com/alues3rvwpsq
Adaptation Workbook

1. DEFINE management objectives

2. ASSESS climate impacts

3. EVALUATE management objectives.

4. IDENTIFY adaptation tactics.

5. MONITOR and evaluate effectiveness.
Evaluate Goals & Objectives

Given climate change
**STEP 3:** Evaluate management objectives given climate change

- How might climate change challenge our ability to meet goals and objectives for each preserve?
- Are there climate-related opportunities?
- Do our objectives need to change?
Climate vulnerability vs. Challenges to objectives

**Step 2** is about the place:
- Detailing site characteristics that may present climate-related vulnerabilities

**Step 3** is about your goals
- Describe how climate change may affect your ability to achieve the project goals and objectives

**Similar but different!**
Brainstorm:

What are the climate-related challenges to achieving your objectives?

* Focus on climate-related challenges (not global markets, policies, etc.)
Brainstorm:
What are the climate-related challenges to achieving your objectives?

* Focus on climate-related challenges (not global markets, policies, etc.)

Example:
Maintain a 2-4 year FRI for all longleaf pine sandhills.

Challenge:
Increasingly hot/dry summer conditions may reduce the # of days that meet Rx burn criteria.
In Breakout Groups: Consider management opportunities

**Brainstorm:**

What are the climate-related opportunities to achieving your objectives?

*Focus on climate-related opportunities (not opportunities for new/different actions)*
In Breakout Groups: Consider management opportunities

Brainstorm:

What are the climate-related opportunities to achieving your objectives?

* Focus on climate-related opportunities (not opportunities for new/different actions)

Example:

Plant native warm season grasses and longleaf pine over 300 acres of upland pine.

Opportunity: Native warm season grasses may be favored under future climate conditions
**STEP 3: Evaluate desired management objectives given climate change**

**Feasibility** – Can you meet your management objectives using current (business-as-usual) management actions?

- **High:** We can do it! *Opportunities > Challenges*
- **Moderate:** Somewhere in the middle
- **Low:** We’ll need more resources or effort. *Challenges > Opportunities*
**STEP 3:** Evaluate desired management objectives given climate change

<table>
<thead>
<tr>
<th>Management Objectives (from Step 1)</th>
<th>Challenges to Meeting Management Objective with Climate Change</th>
<th>Opportunities for Meeting Management Objective with Climate Change</th>
<th>Feasibility of Meeting Objectives under Current Management (H/M/L)</th>
<th>Other Considerations</th>
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</table>
1. Join the breakout room for your preserve
2. Download the STEP 3 worksheet from the website & assign one person to take notes
   • https://forestadaptation.org/climate-tnc-florida
3. Discuss climate challenges and opportunities
4. [As time allows] Discuss feasibility of meeting objectives under ‘business as usual’ management.
5. Select a spokesperson to talk about 1-2 key challenges and opportunities you discussed.
6. 10:00 am – Reconvene for discussion
**Feasibility** – Can you meet your management objectives using **current** (business-as-usual) management actions?

**High:** We can do it!  *Opportunities > Challenges*

**Moderate:** Somewhere in the middle

**Low:** We’ll need more resources or effort.  *Challenges > Opportunities*

**STEP 3:** Evaluate desired management objectives given climate change
Activity: Feasibility of Management Objectives

• Find your way to menti.com
• Access on your computer, or use your phone!
• Use number: **22 24 38 58**

https://www.menti.com/alues3rvwpsq
Break!
Climate Adaptation and Adaptation Menus
Adaptation Workbook

1. DEFINE management objectives
2. ASSESS climate impacts
3. EVALUATE management objectives.
4. IDENTIFY adaptation tactics.
5. MONITOR and evaluate effectiveness.

Menu of Adaptation Strategies & Approaches

Vulnerability assessments, scientific literature, and other resources
**STEP 4:** Identify and select adaptation approaches and tactics for implementation

- What actions can help cope with change and help meet the project goals and objectives?
**STEP 4:** Identify and select adaptation approaches and tactics for implementation

- What actions can help cope with change and help meet the project goals and objectives?
- How will future managers know what you were trying to do?
Adaptation is the adjustment of systems in preparation or in response to climate change.

Adaptation actions are designed to intentionally address climate change impacts and vulnerabilities in order to meet goals and objectives.
Adaptation Actions

Climate-informed decisions are *intentional*...

...*but not always different*

They will reflect

- Restrictive mandates, plans, and laws
- Public perception
- Costs
- Values
- Other barriers to change
We Don’t Need Certainty

Instead: think about risk management!
**Adaptation Concepts**

**RESISTANCE**
- Improve defenses of ecosystem against change and disturbance

**RESILIENCE**
- Return to prior reference condition following disturbance

**TRANSITION**
- Intentionally facilitate change

Resistance (persistence)

Improve the defenses of the system against anticipated changes or directly defending against disturbance in order to maintain relatively unchanged conditions.

Short-term, High-value

- Controlling water levels in a forested wetland (USFS, Shawnee National Forest)
- Threatened Dwarf lake iris (FWS)
- Invasive species management (USFS)

Resilience (persistence)

Accommodate some degree of change or disruption, but be able to return to a similar condition after disturbance.

- Improve overall health & vigor
- Restore disturbance-adapted ecosystems
- Increase species and genetic diversity

Prescribed burning to regenerate fire-adapted species

Increasing species and genetic diversity

Increasing setbacks to allow for fluctuating water levels.

Transition (change)

Intentionally encourage change, help ecosystems respond in a targeted fashion.

- Grow and plant future-adapted seedlings
- Relocate visitor infrastructure
- Accommodate new & altered hydrologic processes

Growing species that are expected to be adapted to future conditions.
Relocate existing infrastructure to areas with less risk (P: Tom Hilton)
Encourage new species composition following fire (P: Luis Vidal)

Adaptation: there is no single answer

Every situation is different

Each decision is unique and will vary based upon:

**People:** Values, Culture, & Resources

**Place:** Location & Site Conditions

**Purpose:** Goals & Objectives

**Practices:** Equipment, Procedures, & Methods
Manage Risk

**RESISTANCE**

**RESILIENCE**

**TRANSITION**

Identify and implement actions that are **robust across a range of potential future conditions**

Adaptation Menus of Strategies and Approaches

A “menu” of **possible actions** that allows you to decide what is **most relevant for a particular location and set of conditions**.

Examples:

- Forest Menu
- Fire-Adapted Ecosystems Menu
- Wildlife

www.AdaptationWorkbook.org/strategies
Adaptation Menus

Translating broad concepts to specific actions

Options (concepts):
- Resistance, Resilience, Transition

Strategies:
- Regionally specific conditions

Approaches:
- Actions for a specific ecosystem

Tactics:
- Prescriptions for local conditions and management objectives

www.adaptationworkbook.org/niacs-strategies
Example: Fire Adaptation Menu

**OPTION**
- STRATEGIES
- APPROACHES
- TACTICS

**ACTION**

Option: *Resistance* (forestall change)
Example: Fire Adaptation Menu

OPTION

STRATEGIES

APPROACHES

TACTICS

Sustain fire as a fundamental ecological process
Example: Fire Adaptation Menu

Approach 1.1. Restore or maintain fire in fire-adapted ecosystems
Example: Fire Adaptation Menu

Tactic example: Use prescribed fire and mechanical treatments to manipulate structure and fuels (describe when, where and how)
Example: Fire Adaptation Menu

**OPTION**
- STRATEGIES
- APPROACHES
- TACTICS

Tactic example: Consider using managed and/or prescribed fire to facilitate transition to new fire regimes (describe when, where and how)
Approach 7.3. Consider using fire as a tool to align existing vegetation communities with changing climate regimes
Strategy 7: Facilitate ecosystem adaptation to expected future fire and climate regimes
Example: Fire Adaptation Menu

Option: Transition (facilitate change)
Adaptation Menus

- Forests, Urban Forests
- Agriculture
- Forested Watersheds
- Tribal Perspectives
- Carbon Management
- Recreation
- Wetlands (non-forested)
- California forests
- Wildlife
- Fire-adapted ecosystems

- Great Lakes Coastal Ecosystems
- Grasslands*

* Resources in development

forestadaptation.org/adaptation-strategies
Questions?
Identify and Evaluate Adaptation Actions
Work Time!

- Download a Step 4 worksheet (on workshop website)
- Work in breakout rooms by Preserve (45 mins)
- **Regroup in main room at 11:50am**

<table>
<thead>
<tr>
<th>Adaptation Menu (e.g. forest, wildlife, fire)</th>
<th>Adaptation Approach</th>
<th>Adaptation Tactic</th>
<th>Benefits/Drawbacks, etc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forestry</td>
<td>4.1. Prioritize and maintain unique sites</td>
<td>WHAT? HOW? WHERE?</td>
<td></td>
</tr>
<tr>
<td>Recreation</td>
<td>5.1. Recondition Recreation-Related Infrastructure Located in Vulnerable Areas</td>
<td>WHAT? HOW? WHERE?</td>
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</tr>
</tbody>
</table>
Next Steps

- **Next Session:** Wednesday, Nov. 30th (tomorrow): 12pm – 3pm ET
  - Feel free to bring your lunch!
- No homework

kristen.schmitt@usda.gov  |  stephen.handler@usda.gov
Climate Change Adaptation Planning
TNC Florida
Goals: Today

• Further develop climate change adaptation tactics & share with the broader group
• Discuss how to measure and monitor success
Agenda

12:00   Welcome/ plan for the day
12:15   Identify and evaluate adaptation actions (pt. 2)
1:00    Group discussion – adaptation tactics
1:45    **Break (15 min)**
2:00    Monitor the effectiveness of implemented actions
2:45    Next steps & wrap-up
4:00    Adjourn
1. DEFINE management objectives
2. ASSESS climate impacts
3. EVALUATE management objectives.
4. IDENTIFY adaptation tactics.
5. MONITOR and evaluate effectiveness.

Menu of Adaptation Strategies & Approaches

Vulnerability assessments, scientific literature, and other resources
Check Your Work...

Do your adaptation ideas address:

- Your Management Objectives?
- Important climate change impacts?
- Special features of the project area?
- A range of adaptation options? (RRT)
- Stuff you’re already doing as well as new ideas?
Work Time (continued)!

- Use your STEP 4 worksheet from yesterday
- Work in breakout rooms by Preserve (~45 mins)
- Select a spokesperson: 2-3 adaptation tactics that you’re excited or concerned about
- Meet back in full room at 1:00 pm

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<td>WHAT? HOW? WHERE?</td>
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</table>
Discussion

Report on:
• 2-3 adaptation tactics your group discussed
Break!
Monitoring
Adaptation Workbook

1. DEFINE management objectives

2. ASSESS climate impacts

3. EVALUATE management objectives.

4. IDENTIFY adaptation tactics.

5. MONITOR and evaluate effectiveness.
STEP 5: Monitor and evaluate effectiveness of implemented actions.

• How do we know if our selected actions were effective?

• What can we learn from these actions to inform future management?
**STEP 5:** Monitor and evaluate effectiveness of implemented actions.

What question are you asking? This will guide your monitoring approach:

- **Impact/ response monitoring** = What changes are occurring?
- **Implementation monitoring** = Did we do the action?
- **Effectiveness monitoring** = Did our actions actually have the desired effect?
- **Scientific research** = Is this outcome statistically significant compared to a control?
**STEP 5:** Monitor and evaluate effectiveness of implemented actions.

<table>
<thead>
<tr>
<th><strong>Management Topic</strong> – General category of your mgmt. action</th>
<th>e.g. Restoration</th>
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<tbody>
<tr>
<td><strong>Adaptation Monitoring Variable</strong> – What you will measure</td>
<td>e.g. herbaceous groundcover diversity</td>
</tr>
<tr>
<td><strong>Criteria for Evaluation</strong> – A value or threshold that is meaningful for assessing effectiveness or informing future decisions</td>
<td>e.g. a floristic quality index (FQI) &gt; 45</td>
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<tr>
<td><strong>Monitoring Implementation</strong> – How you will gather the information</td>
<td>e.g. Pre- Rx burn survey and post Rx burn surveys at 1,2 and 5 years.</td>
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</tbody>
</table>
STEP 5: Monitor and evaluate effectiveness of implemented actions.

- Keep it simple! Something you actually can and will do.
- Prioritize!
Work Time!

- Download a STEP 5 worksheet
- Work in breakout rooms by Preserve (25 mins)
- Select a spokesperson

<table>
<thead>
<tr>
<th>Ecosystem Type or Management Topic (from Step 1)</th>
<th>Adaptation Monitoring Variable</th>
<th>Criteria for Evaluation</th>
<th>Monitoring Implementation</th>
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Wrap-Up
What we’ve achieved

1. DEFINE management objectives
2. ASSESS climate impacts
3. EVALUATE management objectives.
4. IDENTIFY adaptation tactics.
5. MONITOR and evaluate effectiveness.

Menu of Adaptation Strategies & Approaches

Vulnerability assessments, scientific literature, and other resources
What we’ve achieved

Management Goals & Objectives

Climate Change Impacts

Challenges & Opportunities

Intent of Adaptation (Option)

Make Idea Specific (Strategy, Approach)

Action to Implement (Tactic)

Adaptation Menus

What we’ve achieved
What’s Next?

• B Pace-Aldana (TNC Florida)
• Other ideas or needs (e.g. information)?
Thank you!