

Appendix A Exhibit 1: Goals, Objectives and Strategies by Management Alternative

Goals, Objectives and Strategies	Alt. A	Alt. B	Alt. C	Alt. D
Alternative A: Public Use Emphasis Alternative B: Current Situation Alternative C: Balanced Public Use/Habitat Management (Preferred Alternative) Alternative D: Habitat Management Emphasis				
Biological Goals				
Goal 1. Floodplain Forest: To restore, protect, and maintain natural species diversity while emphasizing priority wildlife and plants characteristic of floodplain forests within the northern tallgrass prairie ecosystem.				
1.1 Objective: By 2017, provide 4,700 acres of floodplain forest along the Minnesota River and major tributaries to benefit Bald Eagles, cavity-nesting birds such as Wood Ducks, colonial-nesting wading birds and rare plant communities.		X	X	X
Strategy: 1.1.1 Through research and investigation, determine the long-term viability of the floodplain forest community that exists on Refuge lands.		X	X	X
Strategy 1.1.2 Employ a senior wildlife biologist (GS 11/12). This position will benefit all of the biological goals set forth in this CCP.		X	X	X
Strategy 1.1.3 Continue to acquire important floodplain forests that provide valuable wildlife habitats within the Minnesota River Valley and throughout the Wetland Management District. Where possible, block sizes greater than 100 acres should be acquired.		X	X	X
Strategy 1.1.4 Protect existing Bald Eagle nests and heron and egret nesting colonies from human disturbance throughout the breeding season.	X	X	X	X
Strategy 1.1.5 Complete a forest management plan by 2005 that establishes long-term objectives for each block of floodplain forest that exists on Refuge Units.			X	X
Strategy 1.1.6 Using native species from a tree nursery and root propagation methods, continue to restore no fewer than 100 acres of floodplain forest each year until all potential floodplain forest is restored.		X	X	X
Strategy 1.1.7 Develop a root propagation nursery using local sources of tree species.			X	X

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Strategy 1.1.8 Develop and implement a floodplain forest monitoring protocol designed to assess restoration success, vegetative changes, and wildlife response.			X	X
<u>Goal 2. Wetlands:</u> To restore, protect, and maintain natural species diversity while emphasizing priority fish, wildlife and plants characteristic of wetlands within the northern tallgrass prairie ecosystem.				
2.1 Objective: By 2017, provide 7,400 acres of wetlands within the floodplain of the Minnesota River and 4,600 acres of prairie pothole wetlands in the Wetland Management District to benefit priority waterfowl species, marsh, shore and wading birds and healthy aquatic ecosystems.		X	X	X
Strategy 2.1.1 Maintain the productivity of Refuge wetlands through the installation of water control structures and the active management of water levels through an annual water management plan.		X	X	X
Strategy 2.1.2 Continue to actively manage wetlands, wet meadows, and fens located on Refuge and Wetland Management District lands through periodic prescribed burning to control invasion of brush and other woody vegetation.		X	X	X
Strategy 2.1.3 Continue to seek Environmental Management Program funding and other sources of funding to improve, maintain, restore, and manage wetland habitats on Refuge.	X	X	X	X
Strategy 2.1.4 Develop monitoring protocols to determine effectiveness of wetland management actions upon vegetative diversity and use by wildlife.		X	X	X
Strategy 2.1.5 Continue to acquire important wetlands and associated habitats for both the Refuge and Wetland Management District.		X	X	X
Strategy 2.1.6 Manage and protect the Savage Fen Unit, in cooperation with the MnDNR and others, for as long as the Refuge administers the area.	X	X	X	X
Strategy 2.1.7 Inventory aquatic species (fish and macro-invertebrates) in Refuge streams, creeks and lakes using volunteers, students, and Refuge staff. Biologists from the Service's Fishery Resource Office in LaCrosse, Wisconsin, will conduct sampling surveys at least once every 5 years to detect trends in fish abundance and distribution.	X	X	X	X
Strategy 2.1.8 Restore Continental Grain berm along Eagle Creek to prevent creek degradation.	X	X	X	X

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Strategy 2.1.9 Develop and implement a comprehensive water quality monitoring program designed to obtain baseline information and document impacts of storm water events and other adjacent land uses upon Refuge wetland flora and fauna.		X	X	X
Strategy 2.1.10 Work with partners and continue to identify and seek funding for a variety of research and monitoring projects associated with the Refuge and WMD. More specifically, support the 3-year study entitled Land Stewardship, Habitation Protection, and Avian Occurrence in the Minnesota Valley National Wildlife Refuge and Wetland Management District. Likewise, continue to support the development of a multi-faceted GIS for the Refuge and WMD.	X	X	X	X
Strategy 2.1.11 Seek operational funds to employ up to two biological technicians (GS-404-5/7) to address the District's workload.	X	X	X	X
Strategy 2.1.12 Obtain operational funds to employ a maintenance worker (WG-4749-6/7) to assist in restoring and maintaining Wetland District fee and easement lands.	X	X	X	X
2.2 Objective: Control and ultimately reduce the distribution of exotic plant species on wetlands primarily through biological control methods.	X	X	X	X
Strategy 2.2.1 Continue to monitor and release purple loosestrife beetles into Refuge wetlands where purple loosestrife exists.	X	X	X	X
Strategy 2.2.2 Control the spread of purple loosestrife using biological control methods such as purple loosestrife beetles (<i>Galerucella</i> sp.). In cooperation with others, establish a purple loosestrife field nursery to be used as a source of beetles for release on Refuge, Wetland Management District, and other suitable locations.	X	X	X	X
Strategy 2.2.3 Within staff and time limitations, seek methods to reduce and control the presence of giant reed grass (<i>Phragmites</i>) that exists on Refuge lands.		X	X	X
2.3 Objective: Control wildlife populations at levels consistent with available habitat to address public safety concerns and to allow effective management of wetlands.	X	X	X	X

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Strategy 2.3.1 For aircraft safety reasons, continue to cooperate with the Metropolitan Airports Commission in the removal of Canada Geese from the Long Meadow Lake Unit.	X	X	X	X
Strategy 2.3.2 Continue to use trapping as a management tool to control beaver populations.	X	X	X	X
2.4 Objective: Maintain Round Lake at full basin water level (2001 level) to provide migration habitat for Bald Eagles, waterfowl such as Canvasbacks, and Common Loons. Maintain the capability to actively manage water levels in the future upon assurances that periodic drawdowns and reflooding would not cause undue risk to the ecosystem.	X	X	X	X
Strategy 2.4.1 Assist the U.S. Army and other agencies with studies to determine the threat, if any, of contaminants on aquatic communities.	X		X	X
Strategy 2.4.2 Develop partnership with educational institutions in the area, such as the nearby Bethel College, to monitor water quality, migratory bird use and collect baseline wildlife data.	X		X	X
Strategy 2.4.3 Maintain year-round closure of lake to fishing and boating.		X	X	X
Strategy 2.4.4 Maintain the existing partnership with the City of Arden Hills to provide trail connection through the west side of the unit to complement the City's trail system and to facilitate wildlife observation.	X	X	X	X
Goal 3. Upland Forest:				
To restore, protect, and maintain natural species diversity while emphasizing priority wildlife and plants characteristic of upland forests within the northern tallgrass prairie ecosystem.				
3.1 Objective: By 2017, provide 1,000 acres of upland forest along the Minnesota River, in 50-acre or larger blocks throughout the Wetland Management District, to ensure migration and nesting habitat for Bald Eagles, Red-headed Woodpeckers and songbirds.		X	X	X
Strategy 3.1.1 Through research and investigation, determine the long-term viability of the upland forest community that exists on Refuge lands.		X	X	X
Strategy 3.1.2 Continue to acquire upland forest habitats within the Minnesota River Valley and throughout the Wetland Management District. Block sizes greater than 100 acres should be a priority for acquisition.		X	X	X

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Strategy 3.1.3 Complete a forest management plan by 2005 that sets long-term objectives for each block of hillside forest that exists on Refuge Units.			X	X
Strategy 3.1.4 Plant a shrub understory using native species from a tree nursery and/or root propagation nursery.			X	X
3.2 Objective: Control and ultimately reduce the distribution of exotic plant species on upland forests primarily through biological control methods.	X	X	X	X
Strategy 3.2.1 To the extent possible, and with the use of volunteer and youth groups, seek to control and reduce the distribution of European buckthorn in forested areas through hand cutting and treatment with chemicals.		X	X	X
3.3 Objective: Control wildlife populations at levels consistent with available habitat to address public safety concerns and to allow effective land management.	X	X	X	X
Strategy 3.3.1 In cooperation with the MnDNR and local communities, maintain whitetail deer populations at levels consistent with the carrying capacity of available habitat. Allow public hunting where feasible and sharpshooting when needed to maintain populations of 15-25 deer per square mile.	X	X	X	X
Goal 4. Grasslands and Oak Savanna:				
To restore, protect, and maintain natural species diversity while emphasizing priority grassland-dependent wildlife and plants characteristic of the northern tallgrass prairie ecosystem.				
4.1 Objective: By 2017, provide 800 acres of original native prairie and 8,700 acres of restored native grasses in block sizes of over 50 acres and with varying grass height, density and grass/forb ratios to benefit grassland-dependent wildlife such as Boblinks, Grasshopper Sparrows and five-lined skinks.		X	X	X
Strategy 4.1.1 Maintain the vigor and productivity of Refuge grasslands by emphasizing the use of a progressive prescribed burning regime under the Fire Management Plan. On an annual basis, burn no less than 1,500 acres located on the Refuge and District.		X	X	X
Strategy 4.1.2 Assess newly-acquired lands as to their suitability for conversion to native grassland and initiate appropriate conversion practices.		X	X	X
Strategy 4.1.3 Monitor wildlife and vegetation response using procedures developed in the Refuge's Inventory and Monitoring Plan.		X	X	X

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Strategy 4.1.4 Initiate or continue oak savanna restoration efforts on the Louisville Swamp, Wilkie and Rapids Lake units through removal of unwanted trees and a progressive prescribed burning regime.	X	X	X	X
Strategy 4.1.5 Establish prairie and forb nurseries using local ecotype seeds for harvesting and use in restoration of native prairie.			X	X
Strategy 4.1.6 Identify hillside goat prairies on the Refuge and maintain or restore as necessary. Methods would include brush removal by volunteers and prescribed burning by trained staff.			X	X
4.2 Objective: Control spread and ultimately reduce the distribution of exotic or nuisance plant species on grasslands and oak savannas primarily through biological control methods.	X	X	X	X
Strategy 4.2.1 Control spread of invasive woody plant species and noxious weeds using accepted methods such as mechanical, chemical and biological control.	X	X	X	X
Strategy 4.2.2 Consistent with the Exotic Species Management Plan prepared for the Refuge, identify and map locations of all existing exotic species infestations.	X	X	X	X
Strategy 4.2.3 Continue to release and monitor leafy spurge beetles at sites infested with leafy spurge.	X	X	X	X
Strategy 4.2.4 Control the spread and distribution of spotted knapweed through the use of biological control methods.	X	X	X	X
Strategy 4.2.5 In cooperation with the U.S. Department of Agriculture and the Minnesota Department of Agriculture, collect leafy spurge beetles that are not needed by the Refuge for release at non-Refuge locations.	X	X	X	X
Goal 5. Land Protection:				
To enhance the integrity of lands within the authorized boundary of the Refuge and contribute to the protection and restoration of fish and wildlife habitats within the Minnesota River watershed.				
5.1 Objective: By 2017, achieve the appropriate conservation status necessary for permanent protection and management viability of any remaining lands within the original authorized boundary. This will also address existing and future threats to resources within the authorized Refuge boundaries.	X	X	X	X
Strategy 5.1.1 Seek Congressional appropriations and other sources of funds to purchase the Upgrala tract plus any remaining lands within the original authorized Refuge boundary.	X	X	X	X

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Strategy 5.1.2 In cooperation with the State of Minnesota, seek to transfer the 54-acre Minnesota Department of Transportation (former Northwest Airlines) tract into the Refuge.	X	X	X	X
Strategy 5.1.3 Consistent with early correspondence between the Regional Director and the Commissioner of Minnesota Department of Natural Resources, explore the possibility of exchanging Service ownership of the Savage Fen with other lands administered by the MnDNR.	X	X	X	X
Strategy 5.1.4 Continue to work cooperatively with cities, counties, developers, and others to address external threats and to avoid future impacts to Refuge flora and fauna due to development of neighboring lands.	X	X	X	X
5.2 Objective: By 2017, and in cooperation with many others, contribute to the restoration of the Minnesota River by acquiring fee or conservation easements on up to 46,000 additional acres of quality fish and wildlife habitat within or adjacent to the Minnesota River Valley beyond the existing Refuge boundary and proceeding upstream to Mankato, Minnesota.			X	X
Strategy 5.2.1 From the amount identified above, use Trust funds to acquire no less than 4,090 acres in order to satisfy airport mitigation settlement requirements.	X	X	X	X
Strategy 5.2.2 Make a concerted effort to leverage all land acquisition funding with those of other programs such as the Wetland Restoration Program, North American Wetlands Conservation Act (NAWCA), Conservation Reserve Enhancement Program, and Reinvest in Minnesota.		X	X	X
Strategy 5.2.3 Work with the City of Bloomington to fully develop City property along the Minnesota River into good quality wildlife habitat.		X	X	X
Strategy 5.2.4 Enhance Refuge GIS capability for assessing impacts of adjacent or upstream land use on Refuge flora and fauna.	X	X	X	X
Strategy 5.2.5 Work with Friends of the Minnesota Valley to increase landowner participation in private land stewardship through the Heritage and Corporate Registry programs.	X	X	X	X
5.3 Objective: By 2017, acquire, restore, and manage an additional 10,000 acres of fee and easement lands within the Wetland Management District.			X	X

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Strategy 5.3.1 In cooperation with the MnDNR and private conservation organizations, delineate and submit acquisition proposals for no fewer than 750 acres annually.		X	X	X
Strategy 5.3.2 In cooperation with the Natural Resource Conservation Service, identify quality habitats where Wetland Reserve Program funds can be combined with Duck Stamp funds for the purchase of Waterfowl Production Areas.	X	X	X	X
Strategy 5.3.3 Pursue all available sources of funds for land acquisition and habitat restoration including the Migratory Bird Conservation Fund, North American Wetland Conservation Act grants and private donations. A limited amount of Refuge Mitigation funds could be made available for specific acquisitions.		X	X	X
5.4 Objective: On an annual basis, and in partnership with others, restore 1,000 acres of habitat located on private lands through the Partners for Fish and Wildlife Program.	X	X	X	X
Strategy 5.4.1 Continue to work with other agencies and organizations in the restoration and protection of wildlife habitats. Where possible, continue to broker and assist with programs of others including the Wetland Reserve Program, Conservation Reserve Enhancement Program, Conservation Reserve Program, and the Reinvest in Minnesota Program.	X	X	X	X
Strategy 5.4.2 Continue to closely work with Soil and Water Conservation Districts to assist in restoring and protecting wildlife habitats on private lands.	X	X	X	X
Strategy 5.4.3 Continue to work directly with landowners on habitat restoration projects through the use of the Service's private landowner agreements.	X	X	X	X
Strategy 5.4.4 Seek opportunities to obtain financial assistance and administrative support for field biologists within the Partners program through creative partnerships with conservation organizations and others.	X	X	X	X
5.5 Objective: Protect the cultural, historic, and prehistoric resources of federally-owned lands within the Refuge and District.	X	X	X	X
Strategy 5.5.1 Describe, identify and take into consideration all archeological and cultural values prior to implementing construction or other ground-disturbing projects. Notify the Regional Historic Preservation Officer early in project planning or upon receipt of a request for permitted activities.	X	X	X	X

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Strategy 5.5.2 By 2006, develop a step-down plan for surveying lands to identify archeological resources and for developing a preservation program to meet the requirements of Section 14 of the Archaeological Resources Protection Act and Section 110(a)(2) of the National Historic Preservation Act.	X	X	X	X
5.6 Objective: Protect Refuge lands and resources from damaging uses adjacent to Refuge boundaries.	X	X	X	X
Strategy 5.6.1 Continue to monitor amphitheater proposals and actively participate in any public hearings, focus group discussions, and/or provide written comments to appropriate local government agencies. If constructed, retain a working relationship with amphitheater owners and local regulatory agencies to reduce impacts to Refuge users and resources.	X	X	X	X
Goal 6. Public Use: To provide quality wildlife-dependent recreational and environmental education opportunities to a diverse audience. These activities will promote understanding, appreciation and support for Minnesota Valley National Wildlife Refuge and the Wetland Mangement District as well as the entire National Wildlife Refuge System.				
6.1 Objective: Provide no less than 14,000 quality hunting experiences for area residents per year. Seventy-five percent of hunters will report no conflicts with other users, a reasonable harvest opportunity and satisfaction with the overall experience.	X		X	
Strategy 6.1.1 By 2005 and in cooperation with the MnDNR, develop a plan to improve waterfowl hunting on Rice Lake of the Wilkie Unit. The plan will explore alternatives such as hunter education and the use of limited permits to improve the quality of hunting at this location.	X		X	
Strategy 6.1.2 By 2005, through revision of the Refuge Hunting Plan, examine opportunities to expand bow hunting for deer on the Refuge to assist in maintaining deer densities between 15-25 deer per square mile. Coordinate efforts with the MnDNR and cities adjacent to the Minnesota River Valley.	X	X	X	X
Strategy 6.1.3 Maintain disabled hunting opportunities in cooperation with Capable Partners or another suitable organization. Expand disabled hunting opportunities to include turkey and deer in designated areas on the Refuge.	X	X	X	
Strategy 6.1.4 Continue to improve the Refuge s youth waterfowl hunting program. Provide this opportunity to no fewer than 25 young people each year and seek to enroll disabled and disadvantaged youth plus youth of single-parent households located in urban areas.	X	X	X	

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Strategy 6.1.5 Enhance public understanding of Refuge hunting opportunities by increasing the quality of maps, signs and wording within brochures and on the Refuge web page.	X	X	X	X
Strategy 6.1.6 Increase the visibility of Refuge law enforcement and hunter adherence to federal and state regulations to ensure quality, ethical hunting.	X	X	X	X
Strategy 6.1.7 At least one parking lot will be developed on each Waterfowl Production Area to allow for hunting, fishing, and other wildlife-dependent activities.	X	X	X	X
Strategy 6.1.8 Where appropriate, a Waterfowl Production Area entrance sign will be erected to recognize contributions from private conservation organizations and agencies.	X	X	X	X
Strategy 6.1.9 Obtain operational funding amounting to approximately \$100,000 a year to employ a full-time law enforcement officer to enhance the Refuge's law enforcement and public use programs.	X		X	
Strategy 6.1.10 Each Waterfowl Production Area will be clearly posted to avoid any potential landowner/visitor conflicts.	X	X	X	X
6.2 Objective: By 2005, provide for 6,000 quality fishing visits per year to the Refuge by Twin Cities residents. Seventy-five percent of anglers will report no conflicts with other users and will recollect awareness that they were fishing on a national wildlife refuge.	X		X	
Strategy 6.2.1 Promote catch and release fishing opportunities on Refuge waters through the development and maintenance of good quality maps, signs, multi-lingual brochures, and the Refuge's web page. Ensure that the fishing public clearly understands the fish consumption advisories for the Lower Minnesota River through signs and brochures.	X		X	
Strategy 6.2.2 In cooperation with the MnDNR and the City of Bloomington, maintain existing boat ramp and parking facilities located at Lyndale Avenue. Likewise, cooperate with the City of Shakopee, the MnDNR, and others to develop an additional boat ramp near State Highway 101.	X	X	X	
Strategy 6.2.3 In cooperation with the MnDNR and Federal fish hatcheries, optimize Refuge fishing opportunities for youth and the disabled by annually stocking, in order of	X	X	X	X

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priority, Youth Fishing Pond, Cedar Pond, and Hogback Ridge Pond. Maintain the two existing accessible fishing piers at these locations.				
Strategy 6.2.4 In cooperation with other partners, continue to promote fishing opportunities for disadvantaged persons and others through activities such as Youth Fishing Day.	X	X	X	X
6.3 Objective: By 2005, provide for 180,000 wildlife observation visits per year to the Refuge and Waterfowl Production Areas. Ninety percent of all visitors will report a memorable wildlife observation and that it occurred on land managed by the U.S. Fish and Wildlife Service.	X		X	
Strategy 6.3.1 Cooperate in the development of the Audubon-sponsored Minnesota Valley Birding Trail. Identify locations on Refuge units that would serve as wildlife observation stops for this trail.	X	X	X	X
Strategy 6.3.2 With Refuge staff and/or volunteers, conduct no fewer than six birdwatching/wildlife observation programs for the public each year. In addition, conduct no fewer than two birdwatching/wildlife observation tours for disabled visitors per year. A portion of these wildlife observation tours will be conducted from canoes or other suitable water craft.	X	X	X	X
Strategy 6.3.3 Explore the possibility of developing a wildlife observation tour of the Minnesota River Valley using a van or motorized tram.	X		X	
Strategy 6.3.4 Modify the Refuge web site to include current and accurate information about wildlife observations and opportunities available to the public. Link Refuge web site to other important wildlife observation web sites.	X	X	X	
Strategy 6.3.5 Maps and information describing Waterfowl Production Areas and their appropriate uses will be continuously updated on the Refuge's web site.	X	X	X	X
Strategy 6.3.6 Establish state-of-the-art bird feeding stations at existing and future Refuge visitor centers. Manage these stations as dynamic exhibits that promote wildlife observation opportunities to the public.	X	X	X	X
Strategy 6.3.7 Maintain strong partnership with the Minnesota River Valley Audubon Chapter and the Native Plant Society and continue to provide them monthly meeting space. Seek ways to coordinate organized wildlife and plant observation activities with those of the Refuge.	X	X	X	X

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Strategy 6.3.8 Enhance wildlife observation opportunities on Refuge wetlands by designing, constructing and installing elevated observation decks at several locations. at a minimum, observation decks will be installed at Fisher lake, Rapids Lake, and Long meadow Lake at locations that would enhance visitor opportunities to view waterfowl and waterbirds.	X		X	
6.4 Objective: On an annual basis, provide for 3,000 quality wildlife photography visits to the Minnesota River Valley and adjacent areas.	X	X	X	X
Strategy 6.4.1 Provide the public with no fewer than two portable photography blinds to be used at specific sites throughout the Refuge. In addition, allow the public to use existing hunting blinds during off-season for additional wildlife photography sites.	X		X	
Strategy 6.4.2 In cooperation with the Minnesota Nature Photography Club and others, enhance and promote the annual Refuge photography contest and display winning photos in Refuge Visitor Center for a 45-day period each year.	X	X	X	X
Strategy 6.4.3 Maintain strong partnership with the Minnesota Nature Photography Club and continue to provide monthly meeting space for this organization.	X	X	X	X
6.5 Objective: By 2004, provide for 30,000 quality wildlife interpretive visits per year to the Refuge and Waterfowl Production Areas. Fifty percent of visitors will independently report that wildlife comes first on System lands and understand the need for seasonal closures on sensitive wildlife habitats.	X	X	X	
Strategy 6.5.1 By 2004, review, revise, and upgrade the Refuge's Interpretive Plan to reflect Refuge contribution to local and national conservation efforts. The plan will identify a Refuge theme that will be promoted in all interpretive products.	X		X	
Strategy 6.5.2 Upgrade and/or replace Refuge Visitor Center exhibits consistent with the Refuge theme. New exhibits need to be dynamic, affordable, and easy to repair and replace if needed.	X		X	

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Strategy 6.5.3 Upgrade and replace all interpretive and information panels that exist on Refuge kiosks consistent with the Refuge theme. The panels and kiosks will conform to U.S. Fish & Wildlife Service, Region 3, policy and will be environmentally sensitive in their design and placement.	X	X	X	
Strategy 6.5.4 Develop appropriate signs and materials which interpret the cultural and historic sites located on the Refuge and their relationship with historic wildlife populations. Six kiosks that serve this purpose have been identified in the current Refuge Sign Plan.	X	X	X	X
Strategy 6.5.5 In cooperation with Refuge volunteers and others, conduct no fewer than 125 quality interpretive programs annually. Keep interpretive programming fresh by continually upgrading, improving, and/or replacing individual programs.	X		X	
Strategy 6.5.6 In cooperation with the Friends of the Minnesota Valley, upgrade the interpretive and educational materials offered for sale in the Blufftop Bookshop.	X		X	
Strategy 6.5.7 Upgrade audio visual equipment in the Visitor Center auditorium, update the content of the orientation slide show and offer a variety of wildlife-related videos for the visiting public.	X		X	
Strategy 6.5.8 Write and distribute no fewer than 24 news releases each year that increase the public's understanding and knowledge of the Refuge and its programs.	X		X	
Strategy 6.5.9 In cooperation with many partners, sponsor no fewer than 10 special events annually that engage the public in Refuge activities and increase people's knowledge and understanding of wildlife conservation and associated issues.	X	X	X	
6.6 Objective: By 2004, provide environmental education programming to no less than 12,000 students per year followed by 2 percent annual growth until 2017. Eighty percent of students will report an increased desire to protect fish and wildlife habitats as a result of the programs.	X		X	
Strategy 6.6.1 The Refuge's environmental education curriculum will be thoroughly reviewed by 2003 and every 4 years thereafter with the assistance of local educators. Ensure curriculum is fresh and dynamic and meets the needs of students in preschool on up to high school seniors.	X	X	X	X

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Strategy 6.6.2 Effectively promote the environmental program through a number of mediums including an annual syllabus, maintaining current information on the Refuge's web page, and periodic distribution of CDs for use on computers.	X	X	X	X
Strategy 6.6.3 Refine and expand the use of Partnership Agreements with area schools in order to clearly articulate program goals and objectives and to build strong educational partnerships.	X	X	X	X
Strategy 6.6.4 Emphasize the delivery of environmental education services to inner-city schools with both on-site and off-site programming. Secure funding through partnerships for busing for those schools that do not have the ability to assume those costs on their own.	X	X	X	X
Strategy 6.6.5 Develop and strengthen internships/work study opportunities through partnerships with academic institutions. In partnership with local universities, hire interns in the natural resource field using funds provided to the Refuge annually through the Jack Lynch Endowment. Where possible, leverage these funds with those provided by the universities.	X	X	X	X
Strategy 6.6.6 Following completion of a new environmental education facility, expand environmental education programming to suburban and rural schools and incorporate the use of waterfowl production areas in curriculum.	X		X	
Strategy 6.6.7 Administer the Regional Resource Center as an integral component of the Refuge's environmental education program by providing appropriate educational and interpretive materials to area schools.	X	X	X	X
6.7 Objective: By 2003, working with the MnDNR, the City of Bloomington, mountain biking organizations and others, eliminate inappropriate biking on Refuge lands and concentrate this activity on authorized and designated trails only.	X	X	X	X
Strategy 6.7.1 If possible, and in cooperation with the City of Bloomington, eliminate mountain biking on the Bloomington Bluffs between Indian Mounds School and I-35W. In addition, develop and implement a plan to address the environmental degradation that currently exists throughout this area.	X	X	X	X

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Strategy 6.7.2 In cooperation with others, monitor and, if needed, strictly enforce appropriate trail usage on Refuge lands.	X	X	X	X
6.8 Objective: By 2003, eliminate horseback riding on all Refuge and District lands and trails except on the State Trail.	X	X	X	X
Strategy 6.8.1 Following appropriate public notice, and the installation of signs, restrict horseback riding to the State Trail within the Louisville Swamp Unit.	X	X	X	X
Strategy 6.8.2 Consistent with the Refuge web site and its brochures, ensure that good quality information about horseback usage on Refuge/State Trail lands is provided to the public.	X	X	X	X
Strategy 6.8.3 In cooperation with the MnDNR and the horseback riding community, monitor and, if needed, strictly enforce appropriate trail usage of the Louisville Swamp Unit.	X	X	X	X
6.9 Objective: Provide a highly visible and dynamic volunteer and intern work force to assist in all aspects of Refuge and District operations including environmental education, habitat improvement and visitor facility maintenance.	X	X	X	X
Strategy 6.9.1 Seek opportunities to increase coordination between Refuge volunteers and Friends of the Minnesota Valley.	X	X	X	X
Strategy 6.9.2 Enhance communication with Refuge volunteers through various forums including periodic newsletters, a volunteer hotline, the Refuge's web site, and recognition picnics, dinners and socials.	X	X	X	X
Strategy 6.9.3 Renew efforts to provide quality training to Refuge volunteers so they are able to effectively and efficiently complete projects and responsibilities.	X	X	X	
Strategy 6.9.4 Expand efforts to provide volunteer opportunities to members of the disabled public.	X	X	X	X
Strategy 6.9.5 Continue to provide Refuge projects for kids at risk through a variety of programs including the Twin Cities Tree Trust, Skills for Tomorrow, and community programs like Sentenced to Serve.	X	X	X	

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Strategy 6.9.6 Seek to expand volunteer opportunities for retired citizens and explore the possibility of developing trailer pads and a septic system for seasonal retiree volunteers with recreational vehicles.	X		X	
Strategy 6.9.7 Employ interns as needed through the use of the Jack Lynch Endowment Fund. Leverage the use of these funds by entering into agreements with universities and colleges.	X	X	X	X
6.10 Objective: By 2005, develop new and maintain existing facilities to promote public advocacy and use of the Refuge and Waterfowl Production Areas. Ninety percent of visitors will report satisfaction with the safety, comfort and functionality of these facilities and express a desire for a return visit.	X	X	X	
Strategy 6.10.1 By 2004, submit a major Visitor Center upgrading package that addresses current outstanding maintenance needs and that will serve to keep this facility in excellent condition for the next 10 years.	X	X	X	
Strategy 6.10.2 By 2004, all Refuge facilities will be reviewed to determine what measures need to be taken to make them more accessible to disabled persons. Following this review, an implementation plan will be developed and funding will be sought to upgrade these facilities.	X	X	X	X
Strategy 6.10.3 By 2004, begin the conversion of the historic Rapids Lake home into an environmental education and interpretive site. As part of this effort, design and build trails, interpretive kiosks, and parking lots in support of this project. Upon completion, allow this site to be used by local governments, non-profit organizations and others for meetings and natural resource-related workshops and conferences.	X	X	X	
Strategy 6.10.4 Obtain or construct intern housing on or near the Rapids Lake Unit to meet expanded responsibilities for wildlife interpretation and environmental education as well as to attract candidates of diverse backgrounds, cultures, and experiences.	X	X	X	X
Strategy 6.10.5 Stabilize the historic buildings on the Jobs and Ehmler farm sites to ensure their longevity and their historic interpretive value.	X	X	X	X
Strategy 6.10.6 Obtain operational funding to employ a maintenance worker (WG- 4749-6/7) to enhance the Refuge s capability to address its maintenance needs.	X	X	X	X

Goals, Objectives and Strategies	Alt. A	Alt. B	Alt. C	Alt. D
Strategy 6.10.7 Establish a hard surfaced trail open to hiking and bicycling between the Refuge Visitor Center and the Bass Ponds.	X		X	
Strategy 6.10.8 In cooperation with the cities of Chaska and Carver, develop a plan for the Chaska Unit and nearby city lands that addresses wildlife interpretive trails, public parking, and related interpretive facilities and programming.	X	X	X	X
Strategy 6.10.9 Seek a sufficient increase in operational funds to maintain, to a high standard, the existing Refuge Visitor Center, parking lots, kiosks, and signing.	X	X	X	X
Strategy 6.10.10 Seek annual funding to enter into contracts for routine mowing, snow plowing, and custodial services for the Refuge's visitor centers, parking lots, and nature trails.	X	X	X	X
Strategy 6.10.11 Using Trust funds, employ a supervisory park ranger (GS-025-11/12) who will initiate early planning for new environmental education center(s) and associated facilities. Following completion of the center, this employee will assume responsibility for operations of these facilities.	X	X	X	X
Strategy 6.10.12 Using Trust funds, employ up to two park rangers (GS-025-5/7/9) and one maintenance worker (WG-4749-6/7/8) to assist in planning and conducting environmental education programming and in the management of new Refuge units.	X	X	X	X
Strategy 6.10.13 Seek construction funding to replace the existing Shakopee shop facility with a combination cold storage/heated staff building. The new building would also contain a small office suitable for two staff. The commercial lot owned by the Service near the Savage Fen would be a likely location for this facility.	X	X	X	X
Strategy 6.10.14 Seek construction funding to replace the existing Rapids Lake maintenance facility. The new facility would contain office space suitable for three Refuge maintenance staff and three District employees.	X	X	X	X
Strategy 6.10.15 Enhance the Refuge's capability to reduce the amount of vandalism and arson that occurs on Refuge facilities. Seek funding for installation and use of remote sensors designed to detect damage to facilities and apprehend those responsible for such activities.	X	X	X	X

Goals, Objectives and Strategies	Alt. A	Alt. B	Alt. C	Alt. D
6.11 Objective: To work in partnership with the MnDNR, cities, and other organizations to finish the Minnesota Valley State Trail and to provide appropriate public access to the trail from Refuge lands.	X	X	X	X
Strategy 6.11.1 In cooperation with the MnDNR, identify the State Trail corridor across the Wilkie Unit, which will connect this part of the Refuge with the City of Shakopee.	X	X	X	X
Strategy 6.11.2 In cooperation with the MnDNR, identify the State Trail corridor across the Long Meadow Lake Unit between Old Cedar Avenue and Lyndale Avenue. Seek sources of funding to construct access across at least two large gullies that occur along this section of the trail.	X	X	X	X
Strategy 6.11.3 Working with partners, seek sources of funding (TEA-21, etc.) for the replacement of the Old Cedar Avenue Bridge with a pedestrian bridge that will connect Old Cedar Avenue with the State Trail.	X	X	X	X
Strategy 6.11.4 Working with partners, acquire in fee or easement remaining lands on the Bloomington Ferry Unit that will allow the completion of the State Trail between I-35W and the Bloomington Ferry Bridge. Work with the City of Bloomington and the MnDNR to specifically identify the corridor on this section of the State Trail.	X	X	X	X
Strategy 6.11.5 In cooperation with the City of Eden Prairie, develop a hiking and bicycling trail on the north side of the Minnesota River connecting River View Road with the Bloomington Ferry Bridge.	X	X	X	X
Strategy 6.11.6 Following Service acquisition of the Upgrala Unit, develop a hiking and bicycling trail connecting River View Road with the City of Shakopee trail facilities located near U.S. Highway 101. This work will be completed in cooperation with the cities of Eden Prairie and Shakopee.	X	X	X	X
Strategy 6.11.7 As soon as practicable and in cooperation with all appropriate parties, develop a brochure that specifically identifies all trails within the Lower Minnesota River Valley and their allowed uses. This information will also be made available on the Refuge's web site.	X	X	X	X