

V. A Reviewer's Guide to Vermont's Comprehensive Wildlife Conservation Strategy^{1 2}

For use by the USFWS National Advisory-Acceptance Team (NAAT)

Congress requires that each state complete a Comprehensive Wildlife Conservation Strategy (CWCS) by October 1, 2005 if it wishes to remain eligible for State Wildlife Grant funds. There are eight congressionally required elements that each CWCS must address to be approved. Congress designated the Director of the US Fish & Wildlife Service (USFWS) to make approval determinations. The USFWS assembled a team of USFWS personnel and representatives from state fish and wildlife agencies and the International Association of Fish & Wildlife Agencies under the title National Advisory Acceptance Team (NAAT) and charged this group with reviewing each CWCS and making recommendations to the USFWS Director regarding CWCS approval.

According to USFWS guidance documents supplied to states, the NAAT “believes it must make an affirmative finding that all of the eight required elements are satisfactorily fulfilled in order for an “approval” recommendation to be made to the Director of the U. S. Fish and Wildlife Service.”

This document is provided to help NAAT reviewers understand how Vermont addressed each of the eight congressionally required elements for a CWCS and where that information can be found in the report. It begins with an overview of how the report is organized and is followed by the eight elements and specifics as to where information satisfying the element can be found in the CWCS.

Report Development & Organization

Vermont took a linear approach to developing its CWCS (fig IV-1). We began by gathering stakeholders, experts and other agencies, organizations and individuals interested in wildlife conservation to finalize the development process and staff CWCS technical teams. Technical teams assessed the state's wildlife populations and then selected Species of Greatest Conservation Need (SGCN). For each SGCN the teams then delineated habitats, identified problems, research and monitoring needs and crafted conservation strategies. The SGCN were then assigned to one or more of 120 habitat categories, aquatic and natural communities and landscapes. These were then organized into 24 major habitat categories. Summaries of the status of each major habitat category were then developed. Statewide strategies and major themes for action were then identified to address those problems that impact many SGCN and habitats. Finally, a plan for the development of a statewide wildlife monitoring and adaptive management program was created.

Though development of this CWCS followed a bottom-up arc from individual species and populations to state and region-wide problems and solutions, its presentation in this report follows a different path. A user-friendly format, that includes five main chapters and 17 appendices, was selected to first provide readers with context, a big-picture view of wildlife conservation in the state, before diving deep in to the specifics of more 300 SGCN. Additionally, because we anticipate that most users of this 1,000-page document will only read sections of it there is some redundancy in the report. Reviewers will find information to help complete their assessment in the locations noted in Table IV-1.

¹ **Acknowledgement:** We thank the CWCS developers in Michigan and North Dakota for sharing their CWCS reviewer guides which we have adapted here, and the USFWS Region 5 Federal Assistance staff for their support and assistance.

² **CWCS is the Action Plan:** Comprehensive Wildlife Conservation Strategy was the working title of the Wildlife Action Plan during it's development. The CWCS name was changed to Wildlife Action Plan after receiving federal approval on 11/22/2005.

Development of Vermont's CWCS

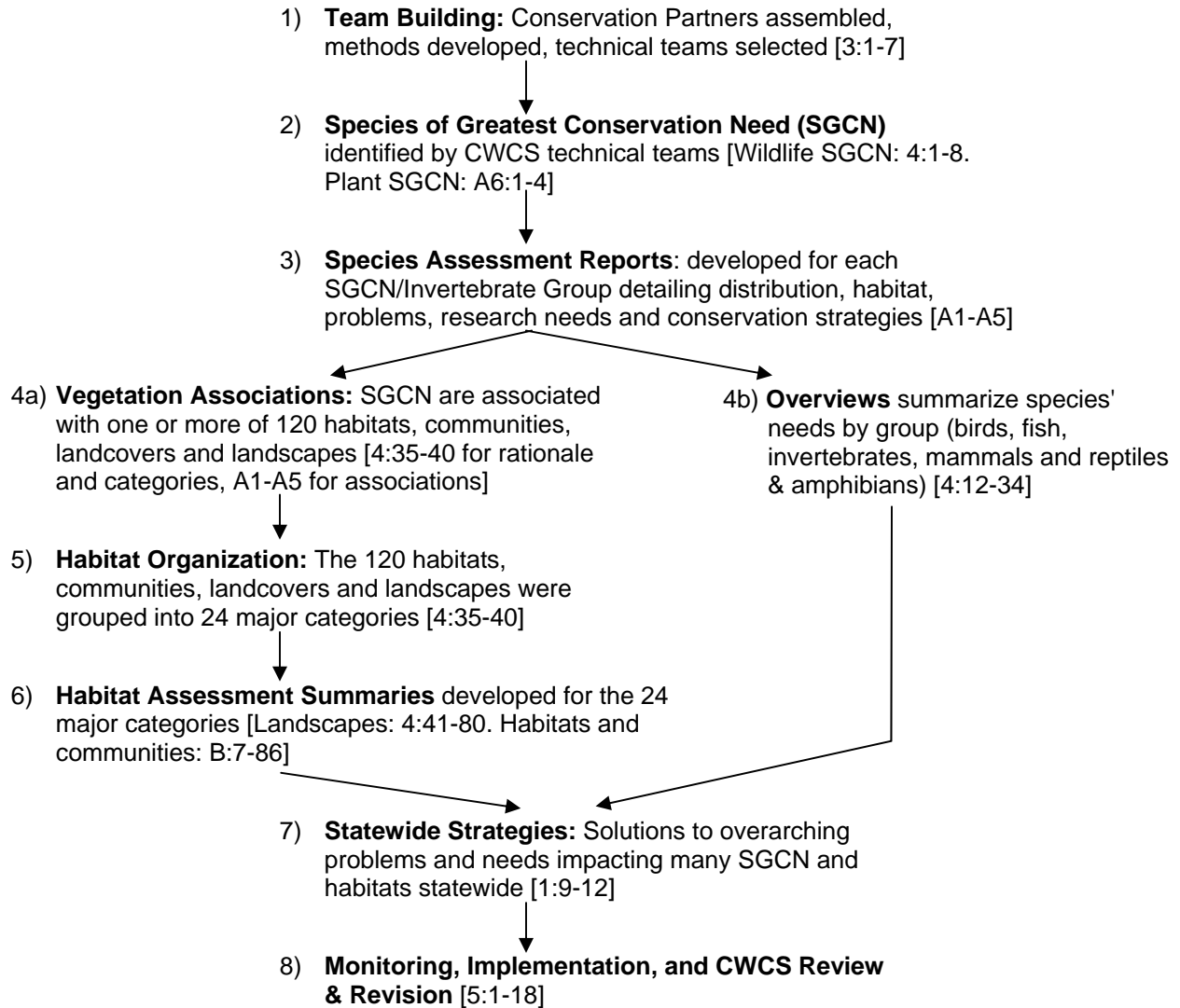


Fig 1: Development of Vermont's CWCS (Locations beginning with a letter (e.g., “B”) refer to appendices. Appendix “A” contains subsection A1 through A6, one each of the six wildlife taxa examined in the CWCS (e.g. A3:1-6 refers to pages one through six if of appendix A3)

Table 1: Organization of Vermont’s CWCS Report (Locations beginning with a letter (e.g., “B”) refer to appendices. Appendix “A” contains subsection A1 through A6, one each of the six wildlife taxa examined in the CWCS (e.g. A3:1-6 refers to pages one through six if of appendix A3)

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Element 1. Information on the distribution and abundance of species of wildlife, including low and declining populations as the State fish and wildlife agency deems appropriate, that are indicative of the diversity and health of the State's wildlife.		
NAAT Guidance	Chapter/Page	Detail
<p>1A. The Strategy indicates sources of information (e.g., literature, data bases, agencies, individuals) on wildlife abundance and distribution consulted during the planning process.</p>	4:3-8	List of VT's wildlife Species of Greatest Conservation Need
	A6:1-4	List of VT's plant Species of Greatest Conservation Need
	3:9-13	Vermont used the best available science and information on wildlife abundance and distribution including databases and records maintained by NNHP*, Natureserve, universities and research facilities, regional and national monitoring efforts & the knowledge of technical experts. Together this represents the Vermont's current of state of species knowledge.
	A1-A5:all	For information sources for each SGCN see Species/Invertebrate Group Assessment Report bibliographies
<p>1B. The Strategy includes information about both abundance and distribution for species in all major groups to the extent that data are available.</p> <p>There are plans for acquiring information about species for which adequate abundance and/or distribution information is unavailable.</p>	A1-A5:all	Abundance is noted by State rank & distribution by biophysical region and 8-digit watershed on the first page of each Species/Invertebrate Group Assessment Report. Abundance and distribution data came from NNHP* databases and was augmented by technical team experts. A distribution narrative is also included in the Species/Group Reports.
	A.3all	Due to the dearth of data on invertebrate species, invertebrate SGCN are treated by taxonomic and habitat groupings rather than individually.
	A1-A5:all	Research needs for each SGCN and SGCN Group are detailed in the Research & Monitoring section of each Species Assessment Report.
	5:1-14	A plan-wide data gathering monitoring program is outlined in chapter 5.
<p>1C. The Strategy identifies low and declining populations to the extent data are available.</p>	3:9-10	VT's CWCS focused on low and declining populations. Our SGCN list includes federal and state threatened and endangered species, species ranked S1 and S2, and species identified by our technical team experts, partners and scientific literature.
	A1-A5:all	SGCN with low populations are identified with a State Rank of S1 (very rare) or S2 (rare) in the Conservation Assessment section of each Species Assessment Reports. The "Regionally Rare" field provides an indication of rarity in the Northeastern US and adjoining Canadian provinces based on regional and national research, BBS routes, other monitoring and consensus within technical teams.
	I:1 (for rank definitions)	
	A1-A5:all	Declining populations are noted in the "State Trend" field of the Species Assessment Reports (see Conservation Assessment section). This field records population trends as "Stable," "Fluctuating," " Declining ," "Increasing," or "Unknown." In many cases "unknown" was selected because of knowledge gaps. The "Assessment Narrative" field provides details where available.
	A1-A5:all	Research and monitoring needs are identified for species whose population trends are unknown or poorly known in the Research & Monitoring section of each Species Assessment Report.

Element 1. Information on the distribution and abundance of species of wildlife, including low and declining populations as the State fish and wildlife agency deems appropriate, that are indicative of the diversity and health of the State's wildlife.

NAAT Guidance	Chapter/Page	Detail
<p>1D. All major groups of wildlife have been considered or an explanation is provided as to why they were not (e.g., including reference to implemented marine fisheries management plans). The State may indicate whether these groups are to be included in a future Strategy revision.</p>	<p>3:9-10 A2 4:20-23 A3</p>	<p>VT's CWCS process considered all major groups of wildlife including, birds, fish, herptiles invertebrates, mammals, <i>and</i> plants.</p> <p>There are no marine environments with or adjacent to Vermont's borders. Several anadromous and catadromous fishes are on the VT SGCN list. Appropriate references are included in the Species/Invertebrate Group Assessment Reports for these species.</p> <p>Our knowledge of VT invertebrate is the most limited of all taxa. Research designed to augment our knowledge of invertebrates is included in the Invertebrate Overview and Invertebrate Group Reports</p>
<p>1E. The Strategy describes the process used to select the species in greatest need of conservation. The quantity of information in the Strategy is determined by the State with input from its partners, based on what is available to the State.</p>	<p>4:3-8 A6:1-4 3:9-13, 4:1-2 3:11, 4:12-34 3:11, 4:20-23 A3:all</p>	<p>List of VT's wildlife Species of Greatest Conservation Need List of VT's plant Species of Greatest Conservation Need</p> <p>See chapter 3 for selection procedure details. In general, expert input was incorporated through our CWCS technical teams (six Species Teams, Integration Team and Conservation Strategy Review Team). Additional input was solicited from Conservation Partners during Partner meetings and through individual and group correspondence</p> <p>Taxon specific selection procedures: Species Teams (technical experts for each of the six taxa listed above) selected SGCN based on criteria and guidance developed by our interdisciplinary Integration Team. There was some variation between teams in the threshold used for selection as SGCN (e.g. the herptile team was the most conservative in selecting SGCN and the mammal team selected the most SGCN based on the need to address data gaps). This being Vermont's first CWCS our priority was not to ensure parity in numbers across taxa but rather to ensure that experts within each taxon were in accord regarding the species selected.</p> <p>The sheer number of invertebrate species in VT (15,000-36,000) combined with our lack of knowledge of invertebrate biology and life-histories limited invertebrate SGCN selection. Whereas SGCN in other taxa are generally those species about which we know the <i>least</i>, invertebrate SGCN are generally those we know <i>best</i>. Future CWCS directed research and surveys will help expand our knowledge of this taxon.</p>

NAAT Guidance	Chapter/Page	Detail
<p>2A. The Strategy provides a reasonable explanation for the level of detail provided; if insufficient, the Strategy identifies the types of future actions that will be taken to obtain the information.</p>	3:15	Protocols for describing habitats were developed by our multidisciplinary Integration Team in consultation with Species Teams.
	4:35-39 & repeated at B:1-5	Because no habitat classification system satisfactorily integrated the aquatic and terrestrial communities, successional stages, cultural habitats and landscapes used by VT's SGCN, a hybrid of several classification systems with more 120 types organized into 24 major habitat categories was created
	A1-A5:all	Habitat descriptions for each SGCN and Invertebrate SGCN Group are in the Species/Invertebrate Group Assessment Reports. Each includes a narrative, general habitat preferences, landscape requirements and assignment to one or more habitat type.
	4:41-80, B:7-86, 5:7, 1:11	Strategies to address habitat location and condition data gaps are included with habitat summaries, in the monitoring/ adaptive management plan for CWCS implementation and as statewide strategy (#3).
<p>2B. Key habitats and their relative conditions are described in enough detail such that the State can determine where (i.e., in which regions, watersheds, or landscapes within the State) and what conservation actions need to take place</p>	A1-A5:all	Key habitats for each SGCN are described in the Species Assessment Reports. Descriptions include a narrative and associations with 120 habitat, community and landscape categories.
	4:41-80 & B:7-86	Detailed assessments of the 24 major habitat categories comprising the 120 habitat types were created. Each contains descriptions, location, current and desired conditions , priority problems, research and monitoring needs and priority conservation strategies.

<p>Element 3. Descriptions of problems which may adversely affect species identified in the 1st element or their habitats, and priority research and survey efforts needed to identify factors which may assist in restoration and improved conservation of these species and habitats.</p>		
NAAT Guidance	Chapter/Page	Detail
<p>3A. The Strategy indicates sources of information (e.g., literature, databases, agencies, or individuals) used to determine the problems or threats</p>	3:10-11	Vermont used the best available science and information to identify priority problems for SGCN and their habitats including records maintained by NNHP, Natureserve, universities and research facilities, PIF, PARC & the knowledge of technical experts. Teams identified only those factors posing significant and potentially significant problems for a species or habitat (not exhaustive lists of all possible problems).
	A1-A5:all	
	A1-A5:all	See the bibliography in each Species/Invertebrate Group Assessment Report for additional sources used.
	4:41-80, B:7-86	See the bibliography in each Habitat Summary for additional sources used. Technical team and expert knowledge played a significant role in the identification of problems.
	3:10-16	Identifying and addressing problems for SGCN generally began at the Species Teams level. However Integration Team and the Conservation Strategy Review Team also played important roles.

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<p>3B. The threats/problems are described in sufficient detail to develop focused conservation actions</p>	C:1-6	Definitions for problem categories are in appendix C: Species Teams assigned each problem to one of 22 habitat related and non-habitat related problem categories. These categories were adapted from the wildlife conservation planning component of the Forest Plan Revision developed by the USFS Green Mountain National Forest in 2004. Categories are not mutually exclusive and depending on the problem and the species it impacts a problem could at times be placed in two or more categories.
	A1-A5:all	Priority problems impacting a SGCN are listed in the Problem section of each Species/Invertebrate Group Assessment Report. This section contains a habitat-related and a non-habitat related problem list each followed by a narrative description of problems for that SGCN. Better known species generally have fuller problem descriptions. For some poorly understood SGCN descriptions of problems were more difficult. Species Teams have in some cases provided consensus recommendations of problems to provide a starting place to future researchers.
	4:12-34	Taxon-wide problems are described in the taxa overviews
	4:41-80 B:7-86	Problems impacting habitats are addressed in the Problem section of each Habitat Summary. The table includes a category field (for organizing problems), a "detail" field and a rank field (high, medium, low).
	3:14-15 table 3-5	Problems were assessed and ranked using methods adapted from Salafsky et al (2003) as many other states have done in their CWCS development.
<p>3C. The Strategy considers threats/problems, regardless of their origins (local, State, regional, national and international), where relevant to the State's species and habitats.</p>	2:8-12, 4:9-10 C1-6	Problems, regardless of cause or origin, were considered. For example broad scale problems such as global warming and acid deposition as well as local problems such as the impact of recreational trails were all considered.
	3:15-16 C:1	Technical teams were instructed not to develop exhaustive lists of problems but rather to focus on the significant problems impacting a species or habitat.
<p>3D. If available information is insufficient to describe threats/problems, research and survey efforts are identified to obtain needed information.</p>	A1-A5:all	The Research & Monitoring Needs section of the Species/Invertebrate Group Assessment Reports includes a "threats and their significance" data field. In some cases research is also identified in the conservation strategies section of the Species/Invertebrate Group Assessment Reports.
	4:12-34	Taxon overviews note research needs that came up repeatedly.
	4:41-80 and B:7-86	Habitat summaries contain a "Problem and Information Needs" table that includes insufficient information problems.
	2:8-12	Data needs were identified as one of the major problems limiting our ability to conserve wildlife.

Element 3. Descriptions of problems which may adversely affect species identified in the 1st element or their habitats, and priority research and survey efforts needed to identify factors which may assist in restoration and improved conservation of these species and habitats.		
NAAT Guidance	Chapter/Page	Detail
3E. The priority research and survey needs, and resulting products, are described sufficiently to allow for the development of research and survey projects after the Strategy is approved.	A1-A5:all	Priority research and survey needs are described for each SGCN in the Research and Monitoring section of the Species/Invertebrate Group Assessment Reports. Five research and monitoring categories were selected to help manage data collection (Habitat Requirements, Threats and Their Significance, Habitat Change, Monitor Threats, and Other Monitoring Needs). Technical Teams provided a narrative description of the research or monitoring need, and a priority rank of low, medium and high. As noted earlier teams were directed to focus on significant problems (medium and high). For most SGCN distribution and abundance data is the primary need.
	4:12-34	Priority research and survey needs applicable taxon-wide are broadly described in the taxa overviews
	4:41-80 B:7-86	Priority research and survey needs are described for each habitat category in the Problem and Information Needs section of each Habitat Summary
	5:1-12	Research and survey needs spanning multiple species and taxa will be addressed in the statewide wildlife monitoring and adaptive management program that will begin with CWCS implementation.
	1:11	The need for a wildlife monitoring and adaptive management program is identified as a fundamental statewide strategy

Element 4 Descriptions of conservation actions determined to be necessary to conserve the identified species and habitats and priorities for implementing such actions.		
NAAT Guidance	Chapter/Page	Detail
4A. The Strategy identifies how conservation actions address identified threats to species of greatest conservation need and their habitats.	C:7-10	Vermont's CWCS is a strategic document rather than an operational one and therefore focused on conservation strategies, not actions. We have been as explicit as possible in developing and describing conservation strategies while at the same time strategies are intentionally broad, directional, and nonspecific so as not to constrain our selection of actions for implementing strategies. Actions will be developed in the coming months and years during operational planning by the Fish & Wildlife Department and conservation partners. Generally, the connection between the problems and conservation strategies identified in the CWCS are intuitive and self-evident (e.g. habitat threatened by encroaching development would be targeted through a suite of strategies including technical assistance to developers and municipal planning authorities, conservation easements and efforts to increase funding for land acquisition).
	e.g. A2:81	Strategies are included to address immediate localized problems as well as broader, diffuse stressors and problems that may cause or exacerbate the localized problems (e.g. riparian habitat restoration to improve stream water temperatures and regional efforts to address climate change). Strategies are primarily voluntary and incentive-based.

Element 4 Descriptions of conservation actions determined to be necessary to conserve the identified species and habitats and priorities for implementing such actions.		
NAAT Guidance	Chapter/Page	Detail
4B. The Strategy describes conservation actions sufficiently to guide implementation of those actions through the development and execution of specific projects and programs.	3:14-16	Technical teams developed conservation strategies to address priority problems to SGCN and their habitats identified.
	C:7-10	Strategies are organized using categories adapted from Salafsky et al (2005)
	4:11 C:7	Strategies balance the need to guide implementation with the need to maintain relevance and flexibility through the life of the CWCS (~10 years) and therefore are broad and directional. This allows for different approaches to providing that assistance, leaves the door open to a variety of potential implementers and allows for adaptation in response to changing conditions and new information.
	5:13-15	Where strategy implementation is to be funded by the State Wildlife Grant program the approach will be consistent with the mission and strategic plan of VT Fish & Wildlife Dept, and precise procedures will be detailed in operational plans once the CWCS is finalized.
	1:9-12 4:12-34 A1-A5:all 4:41-80, B7-86	Conservation strategies are found in the following locations of the CWCS: 1) Statewide Strategies (strategies that appeared repeatedly across taxa and habitats, and strategies to address statewide, regional, and national problems). 2) Taxon-wide strategies 3) Species and invertebrate group specific strategies 4) Habitat and landscape strategies
4C. The Strategy links conservation actions to objectives and indicators that will facilitate monitoring and performance measurement of those conservation actions.	A1-A5:all 4:41-80 B:7-86	Performance measures are included for every conservation strategy in the Species/Invertebrate Group Assessment Reports and in the Habitat Summaries.
	1:11 5:5-8	Because of the inefficiencies (and impossibilities) inherent to monitoring every conservation action generated during CWCS implementation, the need for an effective plan-wide CWCS monitoring and adaptive management program is needed. Such a program could not be designed in time for inclusion in this CWCS but has been identified as statewide strategy (1:11). Guidelines and development recommendations are in chapter 5.
4D. The Strategy describes conservation actions (where relevant to the State's species and habitats) that could be addressed by Federal agencies or regional, national or international partners and shared with other States.	1:7	Vermont's CWCS is predicated on the need to engage all possible organizations, agencies and individuals in wildlife conservation efforts and therefore contains conservation strategies that these entities can address.
	4:11	Moreover, partners may be the more logical and appropriate leaders for implementation of some strategies found in this report.
	6:1	Conservation partner definition
	A1-A5 all 4:41-80 B7-86	Each conservation strategy in Species/Invertebrate Group Assessment Reports and Habitat Summaries includes a list of potential partners that could help implement it. No attempt is made to assign strategies to any partners and neither is implementation limited to this list.

Element 4 Descriptions of conservation actions determined to be necessary to conserve the identified species and habitats and priorities for implementing such actions.		
NAAT Guidance	Chapter/Page	Detail
4E. If available information is insufficient to describe needed conservation actions, the Strategy identifies research or survey needs for obtaining information to develop specific conservation actions	A1-A5 all	Research and survey needs are identified for each SGCN in its Species/Invertebrate Group Assessment Report (in the Research & Monitoring Needs section and in some cases in the Conservation Strategies section)
	4:41-80 B7-86	Research and survey needs for habitats are described in the Priority Conservation Strategy section of each Habitat Summary
	e.g.A4:49	There are cases where so little is known about a SGCN that surveys and research are needed before species specific conservation actions can be recommended here. Where this occurs (e.g., red bat, other small mammals and invertebrates), the recommended surveys and research are described in the Research and Monitoring Needs section of each Species/Invertebrate Group Assessment Report and the Conservation Strategies section does not appear.
4F. The Strategy identifies the relative priority of conservation actions.	3:15	All strategies selected for inclusion in VT's CWCS are deemed "priority" strategies and are ranked "medium" or "high" priority (low priority strategies were dropped from consideration). No further prioritization is included here. The rationale is that no prioritization that would satisfy all partners and their varied missions and interests. Detailed discussions with the Conservation Strategy Review team focused prioritization efforts on problems impacting SGCN and habitats rather than on strategies.
	A1-A5:all	For species-level conservation, strategy ranks are found in the Species Strategies section of each Species/Invertebrate Group Assessment Report.
	4:41-80 and B:7-86	For habitat level conservation, all strategies found in the Priority Conservation Strategies section of habitat summaries are considered "priorities."
	5:13-15, J	Allocation of SWG funds will require additional strategy and action prioritization. This will occur in the coming months and years according to the process described in "Allocating State Wildlife Grant Funds."

Element 5. Descriptions of the proposed plans for monitoring species identified in the 1st element and their habitats, for monitoring the effectiveness of the conservation actions proposed in the 4th element, and for adapting these conservation actions to respond appropriately to new information or changing conditions		
NAAT Guidance	Chapter/Page	Detail
5A. The Strategy describes plans for monitoring species identified in Element #1, and their habitats.	A1-A5:all	Monitoring needs are described for each SGCN/SGCN Invertebrate Group in the research and monitoring needs section of each Species/Invertebrate Group Assessment Report.
	4:41-80 B7-86	Survey and monitoring recommendations are described for habitats in the Priority Conservation Strategies section Habitat Summaries.
	5:7	Due to time constraints in the development of Vermont's CWCS, the report does not contain detailed monitoring plans for SGCN and SGCN habitats.
	1:11	Development of a monitoring plan was identified as a statewide strategy (1:11) and a framework for its development is provided in chapter 5.
	5:2-5	Existing monitoring programs addressing SGCN are reviewed.
	4:12-34	Includes monitoring needs that were frequently cited for a taxon

Element 5. Descriptions of the proposed plans for monitoring species identified in the 1st element and their habitats, for monitoring the effectiveness of the conservation actions proposed in the 4th element, and for adapting these conservation actions to respond appropriately to new information or changing conditions		
NAAT Guidance	Chapter/Page	Detail
5B. The Strategy describes how the outcomes of the conservation actions will be monitored.	A1-A5:all 4:41-80 B:7-86	Performance measures are included for conservation strategies in the Species/Invertebrate Group Assessment Reports and in the Habitat Summaries.
	5:5	Development of the monitoring plan noted in 5A will include implementation, effectiveness and validation monitoring procedures.
	5:5	Some implementation and financial monitoring protocols are already in operation for State Wildlife Grant-funded projects.
5C. If monitoring is not identified for a species or species group, the Strategy explains why it is not appropriate, necessary or possible	4:35	Not every SGCN or SGCN group will be directly monitored. Attempting to do so would quickly grind VT's CWCS program to a halt. The monitoring program that will be developed as part of VT's CWCS implementation will likely include a coarse filter strategy based on key indicators and habitats that will provide an effective means of monitoring most SGCN. The monitoring plan to be developed will also identify those SGCN that cannot be served by indicator or habitat monitoring, and those that are extremely rare or threatened. These will be monitored directly.
	5:8	
5D. Monitoring is to be accomplished at one of several levels including individual species, guilds, or natural communities.	1:11	The monitoring program to be developed as part of VT's CWCS implementation will monitor SGCN, habitats threats and actions at multiple scales from species and site specific to statewide, regional and international.
	5:7-8	
5E. The monitoring utilizes or builds on existing monitoring and survey systems or explains how information will be obtained to determine the effectiveness of conservation actions.	5:2-5 A1-A5 4:12-34	Existing monitoring and survey systems are reviewed in monitoring section of chapter 5 and noted in some Species Assessment Reports and Taxa Summaries.
	5:2	Utilizing and where needed, building on effective existing monitoring systems will be stressed in the development of VT's CWCS monitoring program.
5F. The monitoring considers the appropriate geographic scale to evaluate the status of species or species groups and the effectiveness of conservation actions.	1:11	Monitoring of species, habitats, threats and strategies should be at scales appropriate to provide meaningful data for a broad array of users.
	5:8	
5G. The Strategy is adaptive in that it allows for evaluating conservation actions and implementing new actions accordingly.	5:5 5:6-7	Implementation, effectiveness and validation monitoring will be important components of VT's CWCS monitoring program and will be used to assess our efforts and to focus future conservation actions.
	A1-A5:all 4:41-76 B:7-86	VT's CWCS encourages adaptive management by including performance measures for strategies in the Species Assessment Reports and Habitat Summaries.
	J:5	Projects funded through SWG will be required to have explicit goals and objectives that can be monitored so that data can support overall plan monitoring.

Element 6. Descriptions of procedures to review the Strategy at intervals not to exceed ten years.		
NAAT Guidance	Chapter/Page	Detail
6A The State describes the process that will be used to review the Strategy within the next ten years.	5:6-7 5:17-18	Vermont's CWCS will be reviewed on a 10-year cycle. That cycle begins almost immediately as monitoring and reporting described in the CWCS and new and ongoing collaboration with partners will contribute significantly to the review of the CWCS. In 2015 we expect to show that we've reviewed and adapted VT's CWCS accordingly from the outset.

Element 7. Descriptions of the plans for coordinating, to the extent feasible, the development, implementation, review, and revision of the Strategy with Federal, State, and local agencies and Indian tribes that manage significant land and water areas within the State or administer programs that significantly affect the conservation of identified species and habitats		
NAAT Guidance	Chapter/Page	Detail
7A. The State describes the extent of its coordination with and efforts to involve Federal, State and local agencies, and Indian Tribes in the development of its Strategy.	3:7	There are no Native American tribes within the borders of Vermont that are officially recognized by the state or by the federal Bureau of Indian Affairs. Further, there are no tribal entities that manage significant land and water areas within the state or administer programs that significantly affect the conservation of Species of Greatest Conservation Need or their habitats. However all Vermonters including Native Americans were encouraged to take part in the development of the CWCS as Conservation Partners and the general public input process
	3:7-9	Federal, State and local agencies were invited to participate in CWCS development early in the process. Many participated in CWCS development as Conservation Partners (Table 1-1) and staff from many agencies served on CWCS technical teams (Table 3-1). Agencies (with other Conservation Partners) also previewed and provided comments on drafts of the CWCS before a draft was made available to the general public.
	1:8	
	3:1-9	
7B. The State describes its continued coordination with these agencies and tribes in the implementation, review and revision of its Strategy.	5:13	Effective implementation of VT's CWCS requires ongoing collaboration and coordination among partners (including local, state, and federal agencies—as well as with neighboring states and Quebec provinces). This is stressed throughout the document.
	1:7	
	A1-A5:all 4:12-80 B:7-86	Implementation of many of the conservation strategies included here will require continued coordination and collaboration with other agencies.
	3:7-8 5:16-17	The review and revision process will follow the same process used in the development of the CWCS and will include participation by agencies.

Element 8. Descriptions of the necessary public participation in the development, revision, and implementation of the Plan.		
NAAT Guidance	Chapter/Page	Detail
8A. The State describes the extent of its efforts to involve the public in the development of its Strategy.	3:1-9	Public involvement in the CWCS is described in chapter 3. Public involvement occurred particularly through non-governmental organizations and citizen committees such as the VT Fish & Wildlife Board and the VT Agency of Natural Resources' Endangered Species Committee. Public involvement began early in the CWCS development process. Many participated in CWCS development as Conservation Partners (Table 1-1) and staff from many NGOs served on CWCS technical teams (Table 3-1). NGO's also previewed and provided comments on drafts of the CWCS before a draft was made available to the general public.
	1:8	
	D:all	Charters for Conservation Partner and technical team participation are in appendix D.
	E:all	Sample correspondence with partners is in appendix E.
	3:6 F:all G:all	General public involvement in CWCS development is described in chapter 3. Sample media coverage is in appendix F Sample outreach documents are in appendix G
	3:8	VT CWCS web address is: www.vtfishandwildlife.com/SWG_home.cfm The General public was invited to review and comment on a draft of the CWCS in July and August of 2005.
8B. The State describes its continued public involvement in the implementation and revision of its Strategy.	1:7 A1-A5:all 4:12-80 B:7-86	Implementation of many of the conservation strategies for SGCN and habitats will require public involvement.
	3:9	Ongoing outreach efforts will help inform and involve the public in CWCS implementation and revision.
	5:13	Effective implementation of VT's CWCS requires ongoing collaboration and coordination with the public. This is stressed throughout the document.
	5:16-17	The review and revision process will follow the same process used in the development of the CWCS and the public will again be encouraged to participate.

References

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