

Okeechobee Soil and Water Conservation District

Annual Performance Measures

Fiscal Year October 1, 2024-September 30, 2025

Summary: This table lists all annual and long-term performance measures for the Okeechobee Soil and Water Conservation District for Fiscal Year 2024-2025. It includes each goal, its associated performance measure description, the performance term, the status, and a narrative evaluation of progress.

Goal	Performance Measures	Term	Status	Evaluation
Ten [10] Monthly public meetings	Board of Supervisor meetings	Annual	Fail	Eight [8] meetings were held with a quorum, with two canceled due to Hurricanes Helene and Milton.
Complete Form 1 Statement of Financial Interest and certify ethics training	Commission on Ethics	Annual	Pass	All Supervisors and District Administrator filed timely.
Professional development	Educational conferences	Annual	Pass	One [1] Supervisor and two [2] staff attended the National Association of Conservation Districts conference. The District Administrator attended the Public Risk Management of Florida (PRM) and the Florida Association of Conservation Districts conference. Both staff members attended the Southeast Conservation District Employees Association conference. District Administrator is enrolled in the Human Resources Professional program with PRM.
Review internal procedures	Policy documents	Annual	Pass	The personnel handbook was reviewed, and a new travel policy was adopted.
Maintain District Website	Website Maintenance	Continuous	Pass	Monthly maintenance performed by staff referencing the Florida Special Districts Handbook requirements. ADA compliance software is used to monitor the website monthly, as well.
Conduct a financial audit	Audit report	Annual	Pass	A financial audit was conducted and submitted to the State by the deadline.
Develop strong outreach programs for youth and adults	Classroom presentations	Annual	Fail	No classroom presentations or workshops were conducted.
Educational Outreach to agricultural and non-ag audience	Community engagement	Annual	Pass	Educational display and outreach at the annual Farm City Day Luncheon and the Cattlemen’s Allied Trade Show. Social media video made in conjunction with the National Association of Conservation Districts (NACD) on wetlands.

Promote partnering agency and organization programs	Office engagement	Continuous	Pass	Assist USDA Natural Resources Conservation Service (NRCS), USDA Farm Service Agency (FSA), FDACS Office of Ag Water Policy with program information and enrollment.
Promote partnering agency and organization programs	Educational grants	Annual	Pass	Awarded UF/IFAS Okeechobee Extension Service with soil testing funding for residential constituents. Awarded Okeechobee Adventure with funding for reusable water bottles for over five hundred [500] students and teachers.
Appear four (4) times per year in the local newspaper	Media engagement	Ongoing	Fail	Two (2) articles were printed in the local newspaper on poster contest and Stewardship Week.
Maintain a social media presence	Media engagement	Ongoing	Pass	At least two (2) posts on social media are made per week. Analytics are reviewed quarterly to track engagements.
Promote the District	Literature distribution, media	Ongoing	Pass	District professional photos were made to display in the USDA Service Center, website, and the local community guide. Give-a-way items were purchased for outreach events.
Increase program applications	Contract and agreement applications	Ongoing	Pass/Fail	The number of Farm Bill applicants increased from ninety-three [93] to one hundred fifty-five [155] from the previous year. However, the number of BMP Cost Share applicants decreased from fifty [50] to thirty-three [33] due to limited funding.
Seek out innovative and diversified funding sources	Partner agencies and nongovernmental organizations	Annual	Pass	Secured a \$225,000 National Association of Conservation District (NACD) grant for feral swine management. Entered into agreement with Sarasota SWCD to manage their NACD grant for administrative fees.
Communicate with governmental officials on a constant basis	Meeting engagement and correspondence	Ongoing	Pass	Presented at the Board of County Commissioners Budget Workshop. Presented at the County Delegation meeting before State Legislative officials.