Goal Setting Worksheet

We provide this worksheet to help fishery managers and stakeholders walk through the goal-setting process, which should be done *together*. However, this worksheet should be considered a rough framework only. If specific goals and objectives important to your fishery do not seem to fit into any of the categories below, they should be included anyway. They key is to identify where stakeholders in your system want your fishery to be in the short-, medium- and long-term future, determine if there are tradeoffs between any of those objectives, and then define a finalized list of goals that everyone can agree on. It will also be critical to identify which goals can be worked on now, given current capacity, and what will need to be tackled later on in the adaptive management process.

The goal setting process should be informed by climate change assessments conducted at Step 1 of FISHE. It is possible that these climate impacts will mostly impact longer-term goal setting, while shorter- and medium-term goals will focus more on the challenges currently facing the fishery. However, there may be times when expected climate change impacts will alter shorter-term goals as well. For example, if current target species are predicted to move out of your waters in the future, and new species are predicted to move in, it may be wise to have a medium-term goal that focuses on increasing the flexibility and adaptability of fishers in your community – so that they will be ready to catch, and sell, different species when the time comes.

If you have conducted a CARE analysis as part of Step 1, the outputs of that process can be very valuable to defining shorter- and longer-term goals. Short- and medium- term goals may focus on addressing the most important threats and stressors *currently* facing the system, while longer-term goals seek to address or respond to the most important threats expected in a climate-changed future (these are both outputs of CARE). Similarly, Climate Impact Profiles or other climate impact assessments can help you understand what your system and species community are likely to look like in a climate changed future, and thus inform what a thriving community might look like given those changes. For example, if currently the most important driver of change in the system is high fishing pressure, but climate change is going to bring a number of new impacts, such as increased algal blooms, acidification, coral bleaching, etc., than shorter-term goals should focus on bringing the fishery under sustainable management in order to increase system health and resilience, while longer-term goals may need to revolve around developing alternative fisheries, or training programs to prepare community members to move into alternative livelihoods all together.

Work through the following worksheet pages with all impacted system stakeholders to develop clear, shared, climate-informed goals for your fishery and fishing community.

# Defining “short-,” “medium-,” and “long-term” timelines:

The first thing you will need to do is roughly define “short-,” “medium-” and “long-term” timelines with all impacted stakeholders.

* “Short-term” may be thought of as relatively immediate – i.e., what do we want to accomplish this year, or this season. Specific start and end dates for “medium-” and “long-term” goals tend to be a bit fuzzier, but in general, medium-term goals can be thought of as the changes you’d like to see in your fishery in the near future. They are generally things that stakeholders can easily conceptualize because they are often improvements on existing conditions, but they may take a few years to come to fruition. Long-term goals, on the other hand, should seek to capture stakeholders’ ultimate vision for the future of their community. These goals often embody drastic changes or systemic transformations, and the specifics surrounding them may still be unclear. But it is important to give long-term goals sufficient attention in the early planning stage because in some cases it will be necessary to begin taking steps towards them at the same time as shorter-term goals are addressed. For example, if a long-term goal centers on implementing ecosystem-based, multi-species management, it can be very helpful to begin tracking indicators of ecosystem health at the same time as you implement monitoring systems for your individual target species.
* In the boxes below, jot down the general time periods you are referring to when you talk about “short-,” “medium-,” and “long-terms”.

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| --- | --- | --- |
| **Short-Term:** | **Medium-Term:** | **Long-Term:** |
| *E.G., within 1 year* | *E.G., within 10 years* | *E.G., within 50 years* |
|  |  |  |

# Participatory goal setting:

* Next, working with all impacted stakeholder groups, jot down your short-, medium-, and long-term goals. You may find that it is easiest to start with the long-term goals, drawing from stakeholders’ shared “vision” for a thriving community in the future. Alternatively, it may be easiest to articulate the short-term goals and immediate needs first, and then switch focus to the longer-term view. Or you may find that a combination of these approaches works best for your fishery. Be sure to think carefully about all impacted species if you are working in a multi-species fishery. You can use the table below (with examples) if it is helpful, but don’t feel limited by the three categories (biological/ ecological), economic, and social/ cultural) it includes. You can find more example goals in the table on the FISHE website (<http://fishe.edf.org/data-center/goal-setting>).

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| --- | --- | --- | --- |
| **Timeline** | **Biological/ Ecological Objectives** | **Economic Objectives** | **Social/ Cultural Objectives** |
| **Short-Term Goals** | *E.G., Remove egregious system impacts (e.g., dynamite fishing, cyanide fishing)* | *E.G., Decrease fishing costs* | *E.G., Decrease conflict* |
|  |  |  |
|  |  |  |
| **Medium-Term Goals** | *E.G., Decrease bycatch and/ or avoid serial depletion* | *E.G., Increase fishing profits* | *E.G., Protect cultural fishing traditions* |
|  |  |  |
|  |  |  |
| **Long-Term Goals** | *E.G., Improve ecosystem health, resilience, and biodiversity* | *E.G., Expand livelihood options* | *E.G., Improve community resilience and transformational capacity* |
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# Identifying trade-offs:

* + Provide a brief explanation of which of your goals might conflict with each other, such that one goal may have to be sacrificed to some degree to achieve another. Where possible, discuss potential management modifications that may lessen these trade-offs.

# Identifying synergies:

* Finally, briefly consider the steps and processes that will be necessary to achieve each of your goals and write down places where you think progress may be made toward multiple goals through a single action. E.g., implementing a monitoring system can help to achieve goals related to sustainable management of a single stock as well as toward building whole-system resilience if it is designed to track indicators of both things.