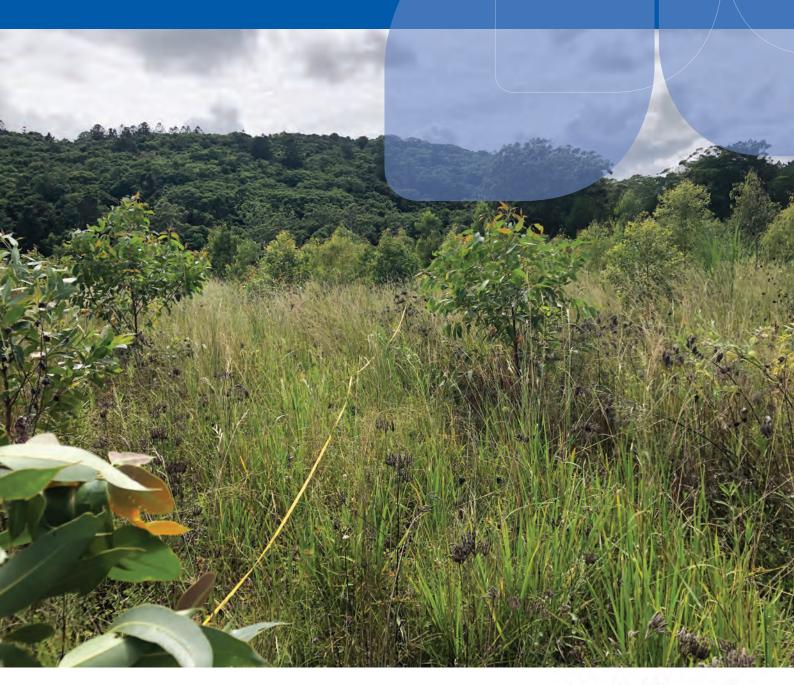
Monitoring, Evaluation, Reporting and Improvement Framework 2020-2025

Regional Strategic Weed Management Plan





WEEDS ACTION PROGRAM

No Space for Weeds

Published by the Local Land Services

Monitoring, Evaluation, Reporting, and Improvement Framework 2020-2025: for the implementation of the North Coast Regional Strategic Weed Management Plan

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More information

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Disclaimer: The information contained in this publication is based on knowledge and understanding at the time of writing September 2020. However, because of advances in knowledge, users are reminded of the need to ensure that information upon which they rely is up to date and to check currency of the information with the appropriate officer of Local Land Services or the user's independent adviser.

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Introduction

The North Coast Regional Weed Committee (RWC) developed the North Coast Regional Strategic Weed Management Plan (RSWMP) to guide weed management in the North Coast Local Land Services region. The RSWMP prioritises activities, clarifies expectations and helps guide investment for more coordinated, efficient and effective weed management.

The RSWMP is implemented by the RWC member organisations, with the main funding source being the NSW Weeds Action Program. With this funding (and other contributions) the RWC has a responsibility to ensure that the RSWMP is being implemented across the region.

This Monitoring, Evaluation, Reporting, and Improvement (MERI) Framework 2020-2025 explores how the Actions and Outcomes identified in the RSWMP are being monitored and evaluated. It also outlines reporting requirements to measure the delivery of the RSWMP and where the lessons learned should be used to improve weed management in the region.

Aim

To monitor and evaluate the implementation of the RSWMP and use the information learned to improve weed management in the North Coast Local Land Services region.

Objectives

The objectives of this Framework are to:

- Identify how the RSWMP actions are being implemented and the outputs that demonstrate this;
- Determine the delivery status of each RSWMP action and identify areas for improvement;
- Develop indicators that could be used to determine if the outcomes of the RSWMP are being met;
- Outline how and when these indicators will be reported against to measure the effectiveness of the RSWMP; and
- Establish how this information will be used to improve weed management and planning in the region.

Audience

This Plan has been developed for use by the North Coast Regional Weed Committee. It is also a mandatory document as part of the North Coast Weeds Action Program.

What is MERI

MERI is a process designed to look at a project or programs: Effectiveness, Impact, Appropriateness, Efficiency and Legacy. Assessing program performance and any change over time, against short, medium or long term desired outcomes, is an objective of the MERI framework.

The approach supports adaptive management over the life of a project or program. It helps develop a bank of foundational knowledge and supports the development and implementation of good governance and accountability. It provides opportunities to improve program and project design and delivery and to reorient investment at key decision points, throughout the life of the investment strategy or policy (Beever, G. 2019).

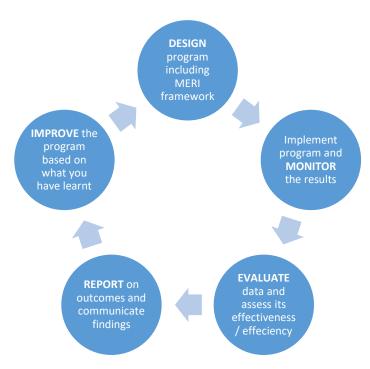


Figure 1: The MERI cycle

Monitoring

The implementation of the RSWMP can be monitored by identifying specific outputs against the RSWMP actions and using existing reporting / RWC member knowledge to capture how well these actions are being delivered. Table 1 (below) is a key to the color coding system used in Table 2 (over the page) that is used to indicate how the implementation of each action is being achieved and tracking at the time of preparing this Framework.

Table 1: Key to the delivery of RSWMP actions and outputs detailed in Table 2.

Color	Definition
Green	On track
Yellow	In progress
Orange	Not started
Red	Identified gap

Table 2: RSWMP actions, outputs and delivery status

Goal 1: Responsibility 1	Goal 1: Responsibility for weed biosecurity is shared by the North Coast community				
Strategy	Action	Output*	Status	Responsibility	
1.1 Promote weed management and behavioural change in the community	1.1.1 Develop and implement a strategic marketing and communication plan that promotes delivery of weed management on the North Coast.	North Coast Weed Biosecurity Communication and Engagement Plan		• RWC	
	1.1.2 Develop products promoting behavioural change and the profile of weed management on the North Coast, including promotional campaigns and events, sponsorship, media releases, social media, web sites, e-newsletters, brochures and other publications.	 Develop and maintain regional media promotions schedule for high risk and high priority weeds Extension events conducted (field days, workshops, presentations) New weed incursion media campaigns conducted and distributed 		• RWC	
1.2. Build stronger partnerships that support weed	1.2.1 Develop partnerships that support tenure neutral weed management.	 Tropical Soda Apple Taskforce Bitou Bush Biosecurity Zone Management group 		• DPI • LLS	
management	1.2.2 Foster networks, alliances and Aboriginal engagement that support communities and stakeholders in weed management activities.	 NSW Aboriginal Land Council representative on North Coast Weed Advisory Committee Local Aboriginal Land Council representatives on Local Weed Working Groups Core Cultural Learning: Aboriginal and Torres Strait Islander Australia Foundation Course 		LLSLCAsRWC	

	1.2.3 Develop and implement mechanisms to protect biodiversity and support management of weeds on non-productive land.	 Lord Howe Island World Heritage Property management actions LCAs Bush Regeneration team programs LLS Natural Asset Protection team projects NSW National Parks and Wildlife Service (NPWS) bush regeneration programs (e.g. Saving Our Species) Relevant Crown Reserves Improvement Fund projects Various other projects delivered by Landcare 	 LCAs LLS NPWS Crown Lands Landcare
1.3 Enhance community-wide capacity in sharing responsibility for weed management	1.3.1 Develop, promote and assist with interpretation of information outlining stakeholder roles, obligations and implications in weed management.	 Stop Weeds at the Gate flyers Weed Identification booklets No Space for Weeds calendar 	• RWC
	1.3.2 Enhance existing communication networks to increase effective dissemination of information and understanding of shared responsibility and a whole of community approach to weed management.	Stakeholder partnerships in the delivery of the North Coast Regional Strategic Weed Management Plan project with Landcare	LLS, LCAs and Landcare
	1.3.3 Provide greater opportunities for education, training and community based programs that support behavioural change and increase community capacity to manage priority weeds.	Community Based Social Marketing projects	• RWC

Goal 2: Weed biosecurity supports profitable, productive and sustainable primary industries Goal 3: Weed biosecurity supports healthy, diverse and connected natural environments

234. 3. 11334 51333411	ly supports healthy, diverse and connected i			
Strategy	Action	Output*	Status	Responsibility
2-3.1 Improve surveillance, reporting and tracing systems for weeds	 2-3.1.1 Improve surveillance, reporting and tracing for weeds Widen implementation of early detection by encouraging partners to become involved in the High Risk Pathways and Sites inspection program and report via the DPI Biosecurity Information System Develop tools, systems and services (e.g. drones) to allow for efficient weed mapping Build community capacity to assist with surveillance and reporting Undertake coordinated surveillance activities for high risk species. 	 North Coast High Risk Species, Sites and Pathways Plan High risk species inspection Aerial inspection Early detection training for groups regarding high risk species, sites and pathways 		• RWC • LCAs
	2-3.1.2 Support state-wide processes in development of more efficient ways of demonstrating proof of freedom from weeds.	 Collect property inspection data in BIS (where, weeds present = no) to demonstrate proof of freedom from weeds Support other state-wide processes as required 		LCAsRWC
2-3.2 Improve prevention, preparedness and response to weed	2-3.2.1 Improve cross-jurisdictional collaboration on consistent and effective approaches to preventing establishment of new weed species.	North Coast High Risk Weed Species, Sites and Pathways Plan		• RWC
emergencies	2-3.2.2 Manage high risk pathways, using strategic intentional surveillance, regionwide and consistent industry codes, education and enforcement mechanisms.	 High risk pathway inspection High risk pathway treated North Coast Weed Biosecurity Inspection and Compliance Procedure 		LCAs RWC

	2-3.2.3 Improve prevention and response to weed biosecurity emergencies through improved identification processes, improved communication and reporting networks, and rapid responses to management of new high priority weeds.	 Weed identification services publicised to landholders and the community Social media and/or websites maintained and updated with high risk weed information and weed reporting capability 	• RWC
2-3.3 Eradicate or prevent the spread of new weeds	 2-3.3.1 Develop standardised and consistent planning for: Weeds listed in Appendix 1 of this plan New weed incursions, including rapid response plans and associated cost sharing arrangements. 	 North Coast New Weed Incursion and Rapid Response Plan Cost sharing arrangements for rapid response to new weed incursions developed 	• RWC
	2-3.3.2 Work with other jurisdictions to standardise weed biosecurity arrangements across regional and state borders.	 Cross border meetings with Northern Tablelands region Cross border meetings with Hunter region Cross border meetings with Queensland weed professionals Regional Weed Coordinators meetings 	 DPI, LLS and KSC DPI, LLS, PMHC DPI, LLS and RCC DPI and LLS
	2-3.3.3 Ensure management occurs for high priority weeds in alignment with relevant State, Regional or Sub-regional objectives.	High risk species treated Undertake monitoring in accordance with DPIE Monitoring Manual	• LCAs
2-3.4 Contain and manage impacts of widespread weeds	2-3.4.1 Develop and promote integrated land management practices and best practice weed management to minimise the spread and reduce the impacts of established weeds.	Communicate biosecurity obligations and best practice weed management to landholders and the general community Regional Weed Management Plans (for containment priority weeds)	• RWC • LLS
	2-3.4.2 Support the ongoing development and coordination of new and existing cooperative programs for reducing or controlling the current extent of widespread weeds in priority sites.	Representatives from state agencies / utilities and other key stakeholders invited and encouraged to attend RWC meetings	LLS and RWC

	2-3.4.3 Actively manage high priority and widespread weeds which threaten key sites/assets in alignment with State, Regional or Sub-regional objectives.	Bitou Bush Biosecurity Zone management	• LLS
	2-3.4.4 Continue to contribute to new and existing state and national arrangements for managing established weeds.	Participate in and support NSW Biological Control programs	LLS and LCAs
2-3.5. Support weed research and implement developments in weed science and technology	2-3.5.1 Document invasive weed species research priorities in collaboration with government, industry, research providers, the Aboriginal community, and the wider community and report these to the State Weeds Committee.	 Develop a short list of weeds to be assessed using the Weed Risk Management system RWC shortlist research priorities for North Coast region Survey of other North Coast stakeholders regarding research priorities Final list of weed research priorities for the North Coast provided to the State Weeds Committee 	• RWC
	2-3.5.2 Strengthen research partnerships and actively participate in the development of new technologies and innovative approaches to weed management.	Assist researchers (where relevant) Attend and/or present at weed related conferences e.g. NSW Weeds Conference	• RWC
2-3.6 Assess and respond to changing weed risks associated with climate change	2-3.6.1 Identify the likely weed species and the environmental, social and economic values that will be vulnerable to invasive weeds under a changing climate.	Weed Futures website information used to predict weed responses to climate change	• LLS
similate sharige	2-3.6.2 Implement actions that promote resilience and minimise the risk of high risk invasive weeds under a changing climate.	Post fire Tropical Soda Apple control programs	LLS and LCAs

Goal 4: Weed biosecurit	Goal 4: Weed biosecurity is supported by coordinated, collaborative and innovative leadership				
Strategy	Action	Output*	Status	Responsibility	
4.1 Provide governance and leadership that supports collaborative,	4.1.1 Work in a collaborative partnership with all stakeholders to implement the RSWMP.	Weed Advisory CommitteeRegional Weed Committee		• LLS	
effective and efficient weed management	4.1.2 Support the functions and business needs of the State Weeds Committee.	Inform the State Weeds Committee of relevant issues that require statewide discussion/determination		• RWC	
	4.1.3 Support a coordinated regional approach to strategic and investment planning; monitoring, performance evaluation and reporting; weed risk assessment review; and weed emergency management preparation, response and recovery processes.	Regional Weed Coordinator role		• LLS	
4.2 Adopt adaptive, effective and collaborative planning and processes	4.2.1 Develop the components of the Regional (Annual) Business Planning Framework that underpins the implementation of this plan.	 North Coast Annual Business Plan is linked (through identified KPIs) to the delivery of the RSWMP NSW Weeds Action Program funding submission NSW Weeds Action Program Logic 		• LLS	
	4.2.2 Work with stakeholders to develop and update local implementation plans using best available standards, local knowledge, research and technology, as required.	 Local Weed Working Groups Local Weed Management Plans (if required) 		• LCAs	
	4.2.3 Review and update existing Regional and Sub-regional weed risk assessments where and when required.	LLS and LCAs undertake Weed Risk Management assessments		LLS and LCAs	

	4.2.4 Share information with other jurisdictions and regions on approach, progress and innovation with weed management.	 Advertise weeds awareness events to weeds professional by using the Weeds Extranet calendar Weeds professionals check the Department of Primary Industries website and Weeds Extranet for training opportunities Weeds professionals regularly check the Weeds Extranet Weeds professionals subscribe to the Weeds Extranet - New Content Bulletin Weed professionals contribute information to the Weeds Extranet 	• RWC
4.3 Develop a regional invasive weed knowledge base and information system that	4.3.1 Support the continuing development of standardised regional data (including weed mapping) capture, storage, record keeping and retrieval processes.	RWC include standing agenda items to discuss Weeds Information Database content	• RWC
supports state standards	4.3.2 Encourage wider use of the Biosecurity Information System to improve weed distribution and impacts data and management information.	Information contributed to the Biosecurity Information System (BIS) in line with the latest version of the NSW Weeds Metadata Standard	• RWC
	4.3.3 Ensure that weed information and research data are readily available to stakeholders for use in weed management and planning.	Analysis of BIS data and preparation of regional maps and reports for RWC	• LLS
4.4 Develop consistent systems for monitoring, evaluating and reporting on the effectiveness of	4.4.1 Develop and implement indicators that assess the performance of the RSWMP and progress towards achieving strategic outcomes.	Regional Monitoring, Evaluation, Reporting and Improvement (MERI) Framework	• RWC
weed management	4.4.2 Develop and implement standard local monitoring and reporting protocols that support region and state-wide needs.	MERI principles incorporated into LCA and agency programs	• RWC

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4.4.3 Use the information collected from research, local MERI programs and the Biosecurity Information System to inform an adaptive management approach to North Coast weed management projects, plans, programs, policies and reforms.	Review North Coast Regional Strategic Weed Management Plan 2017-2022		• RWC
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^{*} The outputs in this table to not represent all the activities completed by the RWC member organisations that contribute to the delivery of the RSWMP

Evaluation

Further to knowing which outputs deliver against each activity, it is important to understand if the RWC are reaching the desired outcomes of the RSWMP and achieving meaningful results. For example, does holding an extension event lead to the community, industry and government sharing responsibility for weed management and having a clear understanding of their roles and obligations?

There are two parts of this question that should be evaluated in this instance:

- 1) How can we measure this? and
- 2) What are the assumptions we are making?

If a RWC member organization holds an extension event (such as a field day), but no one attends, then it is highly unlikely that it will lead to the community sharing responsibility for weed management and having a clear understanding of their roles and obligations. So an indicator to measure this could be the number of participants that attended the event and were therefore exposed to the information.

The assumption in this example is that; attendees will listen to the presentations if they are there and develop a better understanding of their roles and obligations as result (~probably). Another assumption is that this increased understanding will lead to them sharing responsibility for weed management in the region (~maybe).

If the RWC wanted to know if the attendee's behaviors changed after attending the event and they were in fact taking responsibility for weeds management after intervention, then they may wish to survey the attendees and/or develop and deliver a Community Based Social Marketing project around this.

Table 3 (over the page) details which indicators and data sources the RWC will use (as a minimum) to determine if they are truly delivering the outcomes of the RSWMP. The assumptions relevant to these indicators are also noted.

Table 3: Indicators for monitoring progress towards the outcomes of the RSWMP

Outcome	Indicator	Data source and method	Responsibility
Community, industry and government are sharing responsibility for weed management and have clear understanding of their roles and obligations	 Number of extension events conducted Number of participants at extension events (Action 1.1.1 and 1.1.2) 	WAP reports and other RWC records	• RWC
People have the skills, knowledge, capacity and capability to deliver weed management activities	Number of flyers, weed identification booklets and calendars printed and distributed in the region (Action 1.3.1 and 1.3.2)	 Regional print run records Other LCA records 	• LLS • LCAs
Strong supportive partnerships have improved weed management for all partners	Number of tenure neutral weed control projects that result from Tropical Soda Apple Taskforce and/or Bitou Bush Biosecurity Zone meetings (Action 1.2.1, 1.2.2, and 1.2.3)	 Taskforce and Biosecurity Zone meeting minutes RWC members updates 	• RWC
Awareness of weed management in the region has improved, with communication and engagement, proactive and inclusive	Number of Community Based Social Marketing projects executed (Action 1.3.3)	WAP reports and other RWC records	• RWC
• • • • • • • • • • • • • • • • • • • •	ble, productive and sustainable primary indu y, diverse and connected natural environmen		
Outcome	Indicator	Data source and method	Responsibility
Weed management is integrated and co- ordinated across all tenures	 Number of high risk species inspections Number of people trained in high risk species, sites and pathways inspections (Action 2-3.1.1 and 2-3.1.2) 	WAP reports and other RWC records	• RWC

Weeds are monitored at landscape and industry scales and developing problems are proactively managed	 Number of cross border meetings held Hectares of high risk species controlled Significantly decreased weed density and/or area covered (Action 2-3.3.1, 2-3.3.2 and 2-3.3.3) 	WAP reports and other RWC records Results from monitoring of sample sites using DPIE Monitoring Manual	• RWC
Weed management is supporting landscape health and key assets important to biodiversity	 National Parks and Wildlife Service, Crown Lands and Forestry Corporation attending RWC meetings Number of cooperative programs to protect key assets (Action 2-3.4.2) 	RWC meeting minutes and other records	• RWC
Primary industries are using leading weed management practices that contribute to increases in productivity, sustainability and market access with minimal impacts on natural resources	 Researchers assisted (where relevant) Number of staff from RWC member organisations attending weed conferences (Action 2-3.5.1 and 2-3.5.2) 	RWC meeting minutes and other records	• RWC
Sensitive Aboriginal cultural heritage areas protected	 Number of sensitive Aboriginal cultural heritage areas identified and protected Number of RWC members completed Core Cultural Learning (Action 1.2.2) 	 WAC meeting minutes and other records LWWG meeting minutes and other records Cultural Learning records 	• LLS • LCAs
Weed biosecurity threats are continually identified, assessed and prioritised across North Coast region environments and primary Industry sectors	 North Coast High Risk Weed Species, Sites and Pathways Plan being implemented Number of weed reports through North Coast Weeds Action Group Facebook page (Action 2-3.2.1 and 2-3.2.3) 	 WAP reports and other RWC records Facebook page messages and content 	RWC Facebook administrators

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Weed biosecurity emergencies and high risk pathways are well managed	 Kilometres of high risk pathways inspected Kilometres of high risk pathways treated (Action 2-3.2.2) 	WAP reports	• LCAs
Impacts on high priority assets have been minimised through risk based weed management programs	Number of regional Weed Management Plans developed and implemented (Action 2-3.4.1?)	Regional Weed Management Plans and WAP records	• LLS • RWC
Goal 4: Weed biosecurity is supported by	coordinated, collaborative and innovative le	eadership	
Outcome	Indicator	Data source and method	Responsibility
Engagement, collaboration and involvement of people in decision making are co-ordinated	 Number of attendees at Weed Advisory Committee meetings Number of attendees at Regional Weed Committee meetings (Action 4.1.1, 4.1.2 and 4.1.3) 	WAC meeting minutesRWC meeting minutes	• LLS
Relevant and timely information supports decision making by North Coast Regional Weed Committee and the State Weeds Committee	 Local Weed Working Groups providing recommendations to the RWC Number of Weed Risk Management assessments completed RWC members using the Weeds Extranet (Action 4.2.1, 4.2.2, 4.2.3 and 4.2.4) 	 Emails to Regional Weed Coordinator and RWC meeting minutes WAP reports and other RWC records 	• LCAs • RWC
Information, monitoring, performance, evaluation and reporting systems provide for benchmarking, continuous improvement, stakeholder feedback and innovation	This plan being implemented and used to guide the review of the North Coast Regional Strategic Weed Management Plan (Action 4.4.1, 4.4.2 and 4.4.3)	RWC meeting minutes and other records	• RWC
A strong evidence and knowledge base is supporting innovation and strengthening research	BIS data is being collected and uploaded to the Department of Primary Industries (Action 4.3.1, 4.3.2 and 4.3.3)	WAP reports and Weed Information Database content	• LCAs

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Changes in weed behaviour under a
changing climate are being understood and
monitored

- Number of planning documents that utilise Weed Futures data
- Number of post fire Tropical Soda Apple programs

(Action 2-3.6.1 and 2-3.6.2)

- North Coast High Risk Weed Species, Sites and Pathways Plan
- LLS contracts and variation letters
- RWC
- LLS and LCAs

Assumptions

The following assumptions have been made in relation to the Indicators shown in Table 2:

- Attendance at extension events increases the likelihood of attendees to take responsibility for weed management and develop an understanding of their roles and obligations
- The number of flyers, booklets and calendars printed is indicative of how many articles may be distributed within a year
- People who receive flyers, booklets or calendars will read the content and have increased knowledge and capacity to deliver weed management activities as a result
- Tenure neutral weed control projects benefit all partners / land managers
- Representatives from National Parks and Wildlife Service, Crown Lands and Forestry Corporation will identify widespread weed issues that are impacting on key assets important to biodiversity with the RWC
- RWC members (LLS and LCAs) will assist National Parks and Wildlife Service, Crown Lands and Forestry Corporation manage widespread weeds in identified areas (e.g. through compliance or control) and hence form cooperative programs
- By assisting researchers, the RWC is assisting the development of weed science and technology
- Attendees at weed conferences share leading weed management practices with landholders in the Primary Industries sector

Reporting

The implementation of the RSWMP (Table 2) and a measure of the outcome indicators (Table 3) should be completed and reported on once every three years to the NSW Department of Primary Industries and State Weed Committee.

Improvements

Improvements identified in through the reporting process should be considered and (where possible) incorporated into the RSWMP during the mid-term review (year 3 of the plan) and full review (year 5 of the plan) of the RSWMP. The learnings from this Framework should also be considered in the development of the North Coast Weeds Action Program in 2025.

More information

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Acknowledgments

North Coast Regional Weed Committee comprising: Local Land Services; Department of Primary Industries; National Parks and Wildlife Service; Forestry Corporation; Crown Lands; North Coast Landcare; Rous County Council; Clarence Valley Council; Coffs Harbour City Council; Bellingen Shire Council; Nambucca Valley Council; Kempsey Shire Council; Port Macquarie-Hastings Council; and Lord Howe Island Board.

Department of Primary Industries NSW Weeds Action Program

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