

Core Element: Program Implementation and Reporting
Sub-element: Financial Management

NOTE: The EPA expects that, in order to be a Fully Performing Program, all baseline expectations are met. Performance measures in the Good and Excellent levels are not required. They are benchmarks for what the Program can do to improve performance given the Program's priorities and organizational capacity.

EXCELLENT	PERFORMANCE MEASURES (FINANCIAL MANAGEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
x	The Program researches, identifies, and tracks prospective donors and funding opportunities (applicable for non-profit organizations).	The total SFEP Program budget has gone from \$9 million in FFY 2009-2010 to over \$35 million in FFY 2013-2014. The Program has successfully applied for and been awarded over \$23 million in competitive grants in the last 12 months (FFY13-14). The full work plan of the SFEP rests on 40+ multi-year grants and contracts supporting over 70 individual projects designed to implement a suite of actions called for in the CCMP. SFEP does not rely on donors and philanthropic organizations for funding except to support the biennial State of the Estuary Conference or other special events.
x	Program staff, Management Conference members, and volunteers have received finance/fundraising training if appropriate.	We have a team of professional contract and grant managers who work with us here at SFEP, ABAG and the Regional Water Board. We periodically hold internal trainings on project management.
x	The majority of the Program's outreach materials contain funding information (e.g., thanking donors, acknowledging project funding, including a membership form, etc.).	When required by contract or grant, our work products credit the funding source but as we have a wide range of funding sources, this is often not required.
GOOD	PERFORMANCE MEASURES (FINANCIAL MANAGEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program has a current finance plan (approved by the Management Conference within the past six years) that includes estimated costs, funding sources, goals, responsibilities, and milestones.	The Partnership maintains detailed accounts of all grants and contracts that make up the funding network of the SFEP. Most of the staff acts to identify and seek out projects and funding sources. We have a very rapid and successful response effort to funding opportunities and a turn-around time that would quickly make obsolete any formal finance plan.
	The Program integrates finance planning into its annual workplan (i.e., an assessment of funding obtained in the previous year, current funding, and funding to be pursued in the coming year).	Financial planning is an on-going effort of SFEP staff. Partnership staff are always on alert for the newest opportunities to seek funding to support SFEP efforts and the over 40 current funding sources are testimony to the success of this diversified funding approach over time.
	The Program has a monthly revenue and expenditure tracking system.	SFEP and ABAG maintain sophisticated accounts and expenditure tools. ABAG, fiscal agent for SFEP, produces monthly auditable financial statements on each project including an Income Statement, payroll report, and expense report. The oracle accounting system can also produce project to date statements of all income and expenses. Additionally, SFEP maintains individual project spreadsheets to track subcontractor project expenses as invoices are received and processed to ensure expended costs are within contract limits.
	The Program has a case statement (a brief statement outlining accomplishments and results that could occur with additional resources).	The Partnership produces project and funding need materials on an as needed basis depending on the potential funding source, timing, and pending critical program needs.
FULLY PERFORMING	PERFORMANCE MEASURES: Baseline Expectations (FINANCIAL MANAGEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program meets its non-federal match obligation and provides detail in the annual	As noted in the annual work plan, the San Francisco Bay Regional

	workplan submittal to the EPA about match funding sources and uses (e.g., workplan tasks).	Water Quality Control Board provides an estimated \$784,310 annually in leveraged funds by housing the SFEP and providing in-kind support for office space, computers, email, phones, mailing costs, supplies, etc. Local agency contracts for technical support related to permit compliance serve as NEP match funds. Additionally, ABAG provides direct project match as well as in-kind support for financial statements, payable reports, invoicing, and legal assistance. SFEP consistently leverages NEP funds by amounts ranging from 25:1 (FFY 09-10) to 26:1 (FFY 13-14).
	The Program has a plan for diversifying and augmenting funding sources that is approved by the Management Conference and includes estimated costs, goals, responsibilities, and milestones.	See above
	The Program has the partnerships and strategic alliances to identify and secure resources to implement its CCMP.	Implementing partners include members of the SFEP Implementation Committee as well as a multiplicity of project partners as noted in the Narrative Summary project links.
MINIMALLY PERFORMING	PERFORMANCE MEASURES (FINANCIAL MANAGEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program does not meet <u>all</u> of the performance measures in the Fully Performing level.	

Core Element: Program Implementation and Reporting
 Sub-element: **Program Planning and Administration**

NOTE: The EPA expects that, in order to be a Fully Performing Program, all baseline expectations are met. Performance measures in the Good and Excellent levels are not required. They are benchmarks for what the Program can do to improve performance given the Program's priorities and organizational capacity.

EXCELLENT	PERFORMANCE MEASURES (PROGRAM PLANNING and ADMINISTRATION)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program encourages professional development opportunities for staff members.	SFEP staff has access to trainings both through the home agency [the Association of Bay Area Governments] and the host agency, the Water Boards for free and a training budget supports other training requests for use of outside vendors. Annual evaluations call for a review of what training each employee needs to perform at the highest level.
	The Program is a leader in the transfer of lessons learned in watershed management.	The Program completely redesigned and upgraded it's website in 2013 adding visual interest, new media and many more available watershed resources. The 2-day biennial State of the Estuary Conference held every other September/October is attended by over 700 scientists and resource professionals. SFEP also runs the Delta Science Conference every two years for the Delta Science Program attended by over 1,000. Our well-respected Clean Boating Program works in the Delta and Bay with boaters to keep sewage and pollutants out of the waters. We provide overall support to the only regional watershed organization –Bay Area Watershed Network (BAWN]) and support that website. However, it needs to be remembered that SFEP is only one of several major organizations working on bay and estuary issues and each of these organizations contributes in its own way to watershed lessons.
GOOD	PERFORMANCE MEASURES (PROGRAM PLANNING and ADMINISTRATION)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program has a Management Conference that: <ul style="list-style-type: none"> o has a written vision statement and/or mission and goals; o is fully engaged in developing and implementing the workplan; o assists in building active partnerships; o ensures broad stakeholder representation in priority setting and Program oversight; 	The SFEP Implementation Committee meets quarterly and approves the annual work plan prior to submittal to EPA. SFEP has recently defined new focus areas of implementation and successfully identified and added new IC

	<ul style="list-style-type: none"> o provides a clear and transparent decision-making process that includes the public (e.g., operating procedures, agreements and/or bylaws for committees, etc.); and o has a mechanism for identifying existing and emerging issues. 	members with that focus. IC materials are posted online prior to each meeting. The Committee's simple Operating Procedures are also posted online. The IC members are deeply engaged in the current redrafting of the CCMP.
	The Program is seen as a leader in watershed management.	SFEP hosts the annual BAWN meeting for the regional watershed organizations and groups. However, with 12 counties and a dozen major watersheds ringing the estuary [without considering the Delta and the upstream watersheds of the Sacramento and San Joaquin] there is a great deal of work ongoing in watershed stewardship. Among other resources, the Oakland Museum maintains a website of watershed information [see http://museumca.org/creeks/wb-resc.html] SFEP works with a strong regional network of watershed entities which communicate well among themselves and with the public..
FULLY PERFORMING	PERFORMANCE MEASURES: <i>Baseline Expectations</i> (PROGRAM PLANNING and ADMINISTRATION)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	<p>The Program has a Management Conference that:</p> <ul style="list-style-type: none"> o is fully staffed; o provides Program direction; o oversees development and approves annual budget and workplan; o ensures sufficient Program resources; o sets a framework for bringing together diverse interests in a collaborative fashion (e.g., develop synergy among various organizations); o ensures communication between Program committees; o ensures Program actions are based on both stakeholder priorities and good science; o communicates about and supports the Program; and o has a process for reevaluating its priorities. 	The Implementation Committee is staffed by SFEP and provides Program direction. However, the IC does not "ensure sufficient Program resources" and does not view that as a role for the IC but rather relies on the ED and staff to maintain funding sources for the program. Our associated 501c(3) has recently become much more active in the important issue of adequate freshwater flows and is building strong ties with local elected officials around this issue.
	The Program staff coordinates and supports Management Conference responsibilities.	Staff supports the IC which meets quarterly, and when needed, meetings of the Executive Council.
	The Program has human resources principles in place (e.g., staff members have position descriptions and periodic performance reviews).	ABAG provides a policy and procedures manual to all staff; each staff has a PD and has a performance review on an annual basis.
	The Program office has autonomy with regard to the host entity (e.g., sets and follows its own priorities, exhibits visibility in the watershed, etc.).	SFEP maintains its own website, outreach materials, staff, and is physically co-located with the Regional Water Board. The autonomy of the Partnership is extremely high.
MINIMALLY PERFORMING	PERFORMANCE MEASURES (PROGRAM PLANNING and ADMINISTRATION)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS

	The Program does not meet all of the performance measures in the <i>Fully Performing</i> level.	
--	--------------------------------------------------------------------------------------------------------	--

Core Element: Program Implementation and Reporting
Sub-element: Outreach and Public Involvement

NOTE: The EPA expects that, in order to be a Fully Performing Program, all baseline expectations are met. Performance measures in the Good and Excellent levels are not required. They are benchmarks for what the Program can do to improve performance given the Program's priorities and organizational capacity.

EXCELLENT	PERFORMANCE MEASURES (OUTREACH and PUBLIC INVOLVEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program supports citizen recommendations by implementing/supporting priority projects via the annual workplan.	The IC relies more on staff recommendations for project development. Staff manages more than 30 projects that are regionally significant and which have been vetted through our Integrated Regional Watershed Management Program (IRWMP) committees comprised of water agencies, NGO's and regional agencies. IRWMP is a multi-billion dollar state-wide program and SFEP is the management entity for over \$50 million of these regional projects. http://bairwmp.org/
	The Program has a media/marketing campaign underway, such as a social marketing campaign, with a specific behavior change message related to a CCMP priority issue(s).	SFEP has worked with partners on several efforts to change behavior – use of greener pesticides; reducing ant spray use; was our most current effort. Documenting behavior change has proven extremely difficult in an urban area with 7.5 million people. Methods to do such documentation, at reasonable cost, would be a welcome conversation with EPA HQ as we have not identified a robust method [behavior surveys for example cost tens of thousands of dollars]; counting website hits has been our method but only secondarily targets the actual behavior of not purchasing harmful pesticides. Pesticide manufacturers do not willingly provide sales information.
	The Program has a brand/image and related graphics, tag lines, etc. that effectively promote and create widespread recognition of the Program.	As a 20+ year program SFEP is well recognized in the arena of our focus work. We do not focus our efforts on branding to the wider public as our primary partners and supporters are government agencies and environmental non-profits.
	The Program has socio-economic indicators to monitor and report on the impact of outreach and public involvement activities.	Not currently, however, work is underway through SFEP to develop socio-economic indicators as part of the State of the Estuary Report update. SFEP monitors public involvement by tracking website hits; number of recipients of our quarterly Estuary Newsletter, and conference attendance.
	Efforts exist to achieve and document behavior change.	.Methods are being tried per reduction in pesticide use but results proving very hard to measure.
GOOD	PERFORMANCE MEASURES (OUTREACH and PUBLIC INVOLVEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program has an active CAC or analogous structure that proposes workplan projects and is represented during Management Conference or executive committee meetings.	We have an associated 501(c) (3) "Friends of the Estuary" which has public outreach as part of its mission. How well that is done is up for evaluation. The Friends board has a seat on the IC.
	The Program, through the communication plan, actively conducts outreach through such things as signage, radio/TV spots, special events, public presentations, topic-specific workshops, etc.	The Partnership hosts media events, the biennial State of the Estuary Conference, special forums, topic specific workshops, webcasts, the Estuary newsletter, and a continuously updated website.
	The Program supports efforts to develop and implement such things as environmental education curricula, teacher training, ecotourism programs, small grant programs, estuary celebrations, and/or citizen recognition programs.	Our associated 501(c)(3) has recently become much more active in the important issue of adequate freshwater flows and is building strong ties with local elected officials around this

		issue. SFEP staffs local Earth Day celebrations, and makes awards at each biennial State of the Estuary Conference to citizen activists for work done to benefit the estuary. We have supported projects for environmental educational curricula, teacher training and small grant programs.
	The Program shares innovations and lessons learned at regional and national meetings (e.g., Estuarine Research Federation (ERF) biennial meeting, The Coastal Society (TCS) biennial meeting, Coastal Zone (CZ) biennial meeting, NEP national meeting, etc.).	We focus on our own biennial State of the Estuary Conference. In recent years staff have presented programs of SFEP at RAE conferences, the NEP national meetings, state storm water conferences and other venues. We participate in the national and regional Aquatic Invasive Species task forces.
	The Program reports annually programmatic results to the public and stakeholders (via the Program's website, public database, hard copies, and/or other media) as specified in the NEP Funding Guidance and describes progress linked towards annual workplan goals and milestones.	We just completed a 20 year retrospective on the successes of the Partnership published in our award-winning Estuary News magazine. The quarterly magazine provides an ongoing forum for delivering information about Partnership projects as does our revamped website.
FULLY PERFORMING	PERFORMANCE MEASURES: Baseline Expectations (OUTREACH and PUBLIC INVOLVEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	Citizens are involved in Program decision-making and implementation (e.g., Citizens Advisory Committee (CAC) or analogous structure, system for public input, open meetings, public notice of meetings and events, and/or opportunities for reviewing and prioritizing outreach and public involvement projects, etc.).	The Partnership is currently working with well over 100 other agencies, NGO's of all sizes, water purveyors and elected decision makers. This touches hundreds of citizens on an ongoing basis. We work with regional partners in implementing our 70+ projects and responsibly managing the total program budget of \$65 Million. We rely on our Estuary Magazine and our website and Facebook to bring interested public members up to speed on the Program.
	The Program has a multi-year, strategic communication plan that includes needs, target audience(s), objectives, project descriptions, deliverables, and deadlines.	We have a series of planned communications in place which are well planned for and repeated on quarterly, annual or biannual cycles. These include our magazine, our conferences and taking advantage of other organization's events to get information out about the Partnership's work. For example, we are leading the topic development for this year's General Assembly for ABAG where all 101 cities and counties in the region will hear about new stormwater ideas and LID. http://abag.ca.gov/events/ga/2015/GA_Agenda.pdf

	The Program has multi-media communication tools (e.g., newsletters, annual reports, fact sheets, website, listserves, and/or videos/CDs, etc.) that are updated as needed.	Described above and available on website www.sfestuary.org
	The Program reports programmatic results to the public and stakeholders (via the Program's website, public database, hard copies, and/or other media) as specified in the NEP Funding Guidance.	Described above
MINIMALLY PERFORMING	PERFORMANCE MEASURES (OUTREACH and PUBLIC INVOLVEMENT)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program does not meet <u>all</u> of the performance measures in the Fully Performing level.	

Core Element: Ecosystem Status and Trends
Sub-element: **Research***

NOTE: The EPA expects that, in order to be a Fully Performing Program, all baseline expectations are met. Performance measures in the Good and Excellent levels are not required. They are benchmarks for what the Program can do to improve performance given the Program's priorities and organizational capacity.

*The Program has the option to report a "not applicable" for the **Research** sub-element. However, if not applicable, the Program must include justification that either (1) research is not a priority for the Management Conference, or (2) lack of resources does not allow the Program to conduct or support research efforts.

EXCELLENT	PERFORMANCE MEASURES (RESEARCH)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
x	Research is used to change policy.	The monitoring and research arm of the Estuary Partnership is the San Francisco Estuary Institute established by the CCMP. SFEP does not expend staff time or dollars on monitoring or research as this would be duplicative. SFEI is a sister agency to SFEP; the staffs work together on a number of projects and support one another in a variety of ways. SFEI has an annual Regional Monitoring Program (RMP) to monitor water quality in the estuary. SFEI has a robust research program and offers many practical "outcome" seminars on topics of interest such as fate of mercury in the estuary system. The regulatory community {our local regional water quality control board}, as well as regulated dischargers and natural resource trustee agencies are major end users of the information which SFEI develops. SFEI is a major contributor to the pending 2015 State of the Estuary Report. The 2008 Delta Science Report is under revision by the Delta Science Program [the upper segment of the estuary) Use of the SFEI and Delta Science work is directly used to make significant policy decisions by the State Water Board and other regulatory agencies. See http://sfei.org/rmp and http://deltacouncil.ca.gov/science-program/delta-science-plan-0 And http://www.sfestuary.org/about-the-estuary/sotb/
	The Program shares its science and technology research and findings at regional and national meetings (e.g., Estuarine Research Federation (ERF) biennial meeting, The Coastal Society (TCS) biennial meeting, Coastal Zone (CZ) biennial meeting, NEP national meeting, etc.).	SFEI does this; SFEP sends our aquatic invasive species specialist to regional and national workgroups and conferences.
	Scientific and technical reports produced by the NEP are peer reviewed.	For significant reports, like the State of the Estuary Report, yes.
	Program staff sits on state and national science boards and committees.	SFEP staff participates on regional and national Aquatic invasive species committees. In addition, SFEI staff support many state and national science boards and committees. [See http://sfei.org]
GOOD	PERFORMANCE MEASURES (RESEARCH)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	Research is conducted by appropriate partners.	Yes, explained above
	Research identifies significant, missing data that warrant additional monitoring or sampling.	SFEI's RMP does this. http://www.sfei.org/programs/what-rmp and Delta Science Plan is linked above.

	The Program uses research results to develop management options and implement solutions.	The Regional Water Board [state lead agency] is active in many research efforts related to CCMP issues such as stormwater, nutrients, trash and other issues.
	Results from research are combined and translated into plain English for reporting to the public.	Our Estuary News magazine is noted for this effort.
	The Program or its partners have established a process to regularly reevaluate its research needs.	Both the RMP and Delta Science Program and Regional Water Board are in continual evaluation of research needs for the estuary.
FULLY PERFORMING	PERFORMANCE MEASURES: Baseline Expectations (RESEARCH)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program or its partners has a process to identify research needs.	Yes, explained above.
	The research needs are consistent with CCMP goals and actions.	Yes.
	The Program's research needs are approved by the Management Conference.	No, research needs are approved through processes part of the Regional Monitoring Program and Delta Science Program, both are multi-million dollar programs funded by stakeholders and advised by science and stakeholders.
MINIMALLY PERFORMING	PERFORMANCE MEASURES (RESEARCH)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program does not meet <u>all</u> of the performance measures in the Fully Performing level.	

Core Element: Ecosystem Status and Trends
 Sub-element: **Assessment and Monitoring**

NOTE: The EPA expects that, in order to be a Fully Performing Program, all baseline expectations are met. Performance measures in the Good and Excellent levels are not required. They are benchmarks for what the Program can do to improve performance given the Program's priorities and organizational capacity.

EXCELLENT		
	PERFORMANCE MEASURES (ASSESSMENT and MONITORING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The monitoring plan produces sufficient data to support a comprehensive and integrated analysis of environmental conditions.	Yes, see http://www.sfei.org/programs/what-rmp
	The Program or its partners seeks more efficient and cost-effective technologies for monitoring as appropriate.	Yes, see above.
	The Program trains volunteer groups to improve the quality of data collection.	No, SFEP's 501(c)(3) used to do this type of work, but the vast amount of monitoring being undertaken in the estuary is done by PhD's working through SFEI, the National Estuarine Research Reserve, USGS, and the many academic institutions around the region. Citizen science is being discussed in terms of smart phone apps and other simple techniques. Research and monitoring and data collection is highly valued in the estuary and used for decision-making that affects millions of state citizens and impacts billions of dollars of private investment. There is not much room for non-QAQC'd data in the process.
GOOD		
	PERFORMANCE MEASURES (ASSESSMENT and MONITORING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program uses monitoring data to assess and re-direct management actions and programs implemented under the CCMP as necessary.	Monitoring data reported in the RMP is used to direct management actions by partner agencies and programs implemented under the CCMP.
	The monitoring plan has a schedule for review/updates that is approved by the Management Conference.	See RMP discussion. SFEI has a Board of Directors including agency personnel and Water Board personnel that approve the regional monitoring plans and program.
	The Program uses monitoring data to identify gaps in knowledge.	We are advised on this by our research and monitoring partners.
	Available data is analyzed for ecosystem status and trends.	SFEP published the 2011 State of the Bay report http://www.sfestuary.org/about-the-estuary/sotb/ and is in the process of developing the 2015 State of the Estuary report laying out for both technical and lay readers ecosystem status and trends.
	The Program promotes the establishment of volunteer monitoring groups to supplement NEP monitoring efforts.	No. See above
FULLY PERFORMING		
	PERFORMANCE MEASURES: Baseline Expectations (ASSESSMENT and MONITORING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program has a Scientific and Technical Advisory Committee (STAC) or analogous structure to ensure that Program decision-making is tied to good science.	We rely on the Delta Science Program and the San Francisco Estuary Institute for this role. Both are active partners with SFEP.

	The Program has indicators in use that are recognized by the Management Conference.	Yes and these indicators have been published by SFEP since the 2011 State of the Bay report.
MINIMALLY PERFORMING	PERFORMANCE MEASURES (ASSESSMENT and MONITORING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program does not meet <u>all</u> of the performance measures in the Fully Performing level.	

Core Element: Ecosystem Status and Trends
Sub-element: **Reporting***

NOTE: The EPA expects that, in order to be a Fully Performing Program, all baseline expectations are met. Performance measures in the Good and Excellent levels are not required. They are benchmarks for what the Program can do to improve performance given the Program's priorities and organizational capacity.

*Refers to **Reporting** of Ecosystem Status and Trends in the Program study area.

EXCELLENT		PERFORMANCE MEASURES (REPORTING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	Reports discuss adaptive management strategies.		Creating adaptive management strategies have been the focus, and is the ongoing focus, of many major regional efforts including the recent update to the Bay Habitat Goals Project http://www.sfestuary.org/estuary-news/back-to-the-future/ and the goals project recently completed for the subtidal portions of the Bay. http://www.sfbaysubtidal.org/report.html SFEP was a partner in both efforts.
	Reports recognize new and emerging issues to be considered in updates or revisions to the CCMP.		The 2015 State of the Estuary Report is feeding directly into the current work to revise the CCMP scheduled to be completed by 2016.
GOOD		PERFORMANCE MEASURES (REPORTING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program has an environmental progress report that communicates ecosystem status and trends to the public every three to five years (e.g., "State of the Bay" report, Environmental Report Card, significant newspaper insert, newsletters, websites, etc.).		Yes, see http://www.sfestuary.org/about-the-estuary/sotb/
	Major reports: <ul style="list-style-type: none"> o discuss the Program's goals and priorities, indicators in use, ecosystem status and trends, and maps of study area; o discuss the health of the estuary (i.e., habitat, water quality, and living resources); and o include conceptual models that represent the best understanding of current ecosystem processes. 		Yes http://www.sfestuary.org/about-the-estuary/sotb/ and Delta Science Report http://deltacouncil.ca.gov/science-program/delta-science-plan-0
FULLY PERFORMING		PERFORMANCE MEASURES: Baseline Expectations (REPORTING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program has an environmental progress report that communicates ecosystem status and trends to the public on a periodic basis (e.g., "State of the Bay" report, Environmental Report Card, significant newspaper insert, newsletters, websites, etc.).		See above
	Major reports: <ul style="list-style-type: none"> o are linked to CCMP actions, goals, priorities, indicators, and monitoring systems; o feature a narrative description of the Program's study area in plain English explaining the relationship between human activities and impacts on resources; and o are approved by the Management Conference. 		See above

MINIMALLY PERFORMING	PERFORMANCE MEASURES (REPORTING)	EVIDENCE/WORKPLAN CITATION and, if necessary, CLARIFYING COMMENTS
	The Program does not meet <u>all</u> of the performance measures in the Fully Performing level.	