Salmon-Safe Certifies Portland
— from Salmon-Safe, www.salmonsafe.org

Mayor Charlie Hales announced in late October that the City of Portland has taken action across city operations to earn Salmon-Safe certification, making it the first city in the world to achieve the third-party designation for its systematic approach to improving water quality and restoring salmon habitat. Portland City Council formally adopted the findings of Salmon-Safe’s assessment, three years in the making.

The designation means that city operations have conditionally passed the organization’s comprehensive science-based evaluation of land and water management practices.

Performance Reviews, cont.
Continued from page 17

To me this is a perfect example of how measuring something publicly helps get it done.

Another general manager meets weekly with each of her department managers and, among other topics, reviews with them the people they will soon be evaluating. (The payroll bookkeeper prints out the evaluation schedule every pay period.) In many cases all the department manager has to do is to tell the GM who they will be evaluating and who they have just evaluated. But if the GM and department manager have reason to anticipate that an evaluation might be difficult, they discuss the game plan the department manager will use, and even role-play the review meeting.

If the whole store is running behind and there are many evaluations as late as 3 months, consider going to a common date evaluation system. In this scenario, the entire store (or entire department) schedules all the annual reviews to occur within a 2 to 4 week time period. This can be planned for a month that has historically been slow. Sometimes it’s easier to deal with all the reviews in one big wave than to handle the irregular drip of evaluations based on anniversary of hire. Certainly common-date reviews are less likely to fall through the cracks.

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Carolee Colter is a member of CDS Consulting Co-op and lives in Nelson, B.C. She can be reached at caroleecolter@cdsconsulting.coop.

Looking for Opportunities in the Face of Darkness
— by Katherine DiMattia, Sustainable Food Trade Association, www.sustainablefoodtrade.org

Yes, negative environmental impacts and mitigation are primary features and outcomes in the report, however shifting the focus to farmer productivity and increased farm income are messages that can resonate broadly. The farm practices highlighted are more easily understood and acceptable than conversion to organic or biodynamic production although the pioneers of soil health as the keystone of farming practices.

The Gang of Five

The five farms that make up the Gang of Five are pioneers of soil health as the keystone of farming practices. The farms have been interviewed in depth for the report and are the most widely recognized for their contributions to soil health. These farms are:

1. Colorado State University. The Cool Farm Tool developed by the Sustainable Food Lab with Unilever and the University of Colorado, is now the property of the Cool Farm Alliance. The Alliance members are food retailers, manufacturers, input suppliers, NGOs, universities and consultants because changing farming practices goes beyond the farm. It is imperative that business leaders and organizations also understand and support the transition to healthy soil and regenerative agriculture.

2. Deep Roots Farm. This organic farm based in Montana and owned by 50 family members, has been developing a model for large-scale regenerative agriculture in the West.

3. Paul Jorgensen’s Oregon Coast farm. The farm has been a leader in regenerative agriculture and in 2016 was named a Cool Farm Alliance Pioneer.

4. The Organic Farming Research Foundation (OFRF). The OFRF has been a leader in the regenerative agriculture movement and has played a key role in developing the standards for regenerative agriculture.

5. The Sustainable Food Trade Association. The Sustainable Food Trade Association (SFTRA) is a global trade organization committed to promoting sustainable and socially responsible food trade. The organization works to develop and promote best practices in the food supply chain.

Together, these improvements could create a value of $7.4 billion annually for society and $37 million net annually for farmers. At full adaptation, soil health solutions can address up to $50 billion in social and environmental impacts across the U.S. Even a 1 percent increase in soil organic carbon drastically can increase topsoil’s ability to hold water by up to 12,000 gallons per acre and protect farms from drought.”

Katherine DiMattia is the Executive Director of the Sustainable Food Trade Association. She can be reached at katherines@sustainablefoodtrade.org.