Pennsylvania
Department of
Environmental Protection

NONPOINT SOURCE (NPS) TEAM

STRATEGIC PLAN 2025–2030

PURPOSE AND OVERVIEW

To improve Pennsylvania's approach to reducing nonpoint source pollution, the Bureau of Watershed Restoration and Nonpoint Source Management (BWRNSM) and the NPS Team were formed in 2022 by integrating three key sections: Agriculture Compliance, Conservation District Support, and Watershed Support. This five-year strategic plan strengthens communication, operations, workforce development, grant management, and partnership engagement.

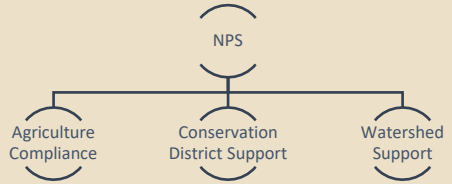
OUR MISSION

To protect, conserve, and restore waters of the Commonwealth from nonpoint source pollution for present and future generations through support programs, targeted compliance, outreach, and grants.

OUR VISION

The DEP Nonpoint Source Team will be a trusted leader and collaborator as we work with partners to demonstrate measured progress toward the protection and restoration of waters of the Commonwealth.

OUR ORGANIZATION



STRATEGIC GOALS

A Improve internal and external communication to foster a collaborative, cohesive, high-performing NPS Team.

B Strengthen operational and administrative capacities to enable the NPS Team to function effectively, efficiently, and proactively.

C Develop and retain a diverse, well-trained workforce for the NPS Team and ensure partners and DEP regional staff assisting in implementation of the NPS initiatives are well-trained.

D Improve and streamline grant processes to restore and protect waters of the Commonwealth from nonpoint source pollution.

E Assist a growing network of partners to improve and restore waters impaired by nonpoint source pollution and protect waters of the Commonwealth.

ONE TEAM · ONE PLAN
PROTECTING, CONSERVING, AND RESTORING PENNSYLVANIA'S WATERS



SUPPORTING DEP STRATEGIC GOALS

1. Empower a future-ready workforce through innovation, learning and leadership
2. Elevate customer experience in support of environmental outcomes.
3. Foster a unified, high-performing DEP
4. Build a transparent, data-driven DEP

WHERE WE WORK

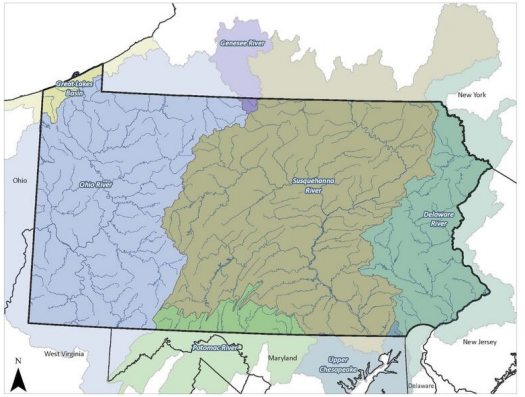


Photo Credit: WeConservePA Library

IMPLEMENTATION, MONITORING, AND EVALUATION

NPS TEAM STRATEGIC PLAN 2025–2030

IMPLEMENTATION TIMELINE

2025	2026	2027	2028	2029	2030
Launch	Finalize plan, establish baselines, and begin implementation and monitoring	Continue action steps: partnership building, tool development, new process development and testing, budgeting, monitoring, etc.	Continue action steps: partnership building, tool development and deployment, new process implementation, budgeting, monitoring, etc.	Complete action steps, evaluate outcomes	Goals and objectives achieved, enter new planning phase

GET INVOLVED

Participate in our competitive grant and allocation programs.

- Growing Greener and Section 319 grants open annually.
- Allocation programs are directly advertised to eligible recipients.

Volunteer & Partner

- Join a workgroup to improve data coordination for NPS tracking and reporting.
- Provide feedback on new tools and processes under development
- Help us streamline processes
- Tell us how we're doing – responding to evaluation and feedback requests.

AS WE WORK TOWARD ACHIEVING STRATEGIC GOALS A-E, THE NPS TEAM IS COMMITTED TO:

A

- increase the effectiveness of the NPS Team's communication with external partners over the next 5 years.
  - Increase coordinated collaboration within BWRNSM, within DEP, and across Commonwealth agencies to achieve common goals by June 2027.
  - Maximize internal communication efficiencies to reduce overscheduling of meetings by June 2027.
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B

- Reduce fiscal adjustments due to coding mistakes by 50% by July 2028.
- Achieve 80% of programs having current and clear internal and external SOPs, guidance, and forms by December 2026. (Baseline estimate 30%)
- Increase the ability to function proactively versus reactively by 50% by Jan 2027. (Baseline estimate 80% reactive)
- Increase statewide consistency in agricultural enforcement and compliance to 90% by 2030.

C

- Have a Succession Plan in place by June 30, 2027.
- Achieve an appropriate balance of workload to staff and appropriate classification based on job specific duties for all NPS Team positions on an annual basis.
- Meet the professional development and technology training needs of all NPS Team staff annually.
- Grow the pool of qualified job candidates available to meet the NPS Team's position needs annually.
- Increase staff's cross program knowledge annually.
- Increase the effectiveness of the training to the partners and DEP regional staff implementing the NPS initiatives to ensure objectives are achieved annually.

D

- Reduce time to prepare and approve the grant solicitation package to 4 months by December 2027. (Baseline 7 months)
- Reduce timeframe for grant awards to 4 months by December 2027. (Baseline 8 months)
- Reduce the number of days for NPS Team Staff to process applications for reimbursement to maximum of 10 business days by December 2028.* (Baseline 20 business days)
- Reduce the number of days to process major modifications to grant amendment requests to 15 business days by July 2028. (Baseline 3-4 months)
- Have an improved and simplified grants management system by July 2028.*
- Achieve 60% customer satisfaction rate for NPS Team grant programs by 2030.*
- Have clear and consistent standards, guidance and SOPs for grant administration so all advisors and grantees are following the same standardized submission guidelines by December 2026.
- Achieve 90% grantee integrity in fulfillment of grant requirements by 2030.
- Increase tracking and grant monitoring to confirm grant deliverables by December 2028.
- Reduce data entry errors found by BWRNSM staff during the quality assurance of PracticeKeeper data to achieve less than 20% error rate by 2030. (Baseline estimate 50%)
- Increase coordinated collaboration of Commonwealth grant programs to achieve common goals, consistent procedures, and strategic use of Commonwealth funds by 2030.

*Related to SalesForce implementation

E

- Annually report on the implementation of the Pennsylvania NPS Management Plan in coordination with all statewide partners.
- Update the Pennsylvania NPS Management Plan on a 5-year cycle in coordination with all statewide partners. (Baseline: current plan approved 2025)
- Maintain and grow the high level of public and partner involvement in protecting and restoring waterways.



Bureau of Watershed Restoration and Nonpoint Source Management | NPS Team
https://www.pa.gov/agencies/dep/programs-and-services/water/bwrnsm/nonpoint-source

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