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| **STEP-BY-STEP COMPARISON OF RESOURCE INDICATORS vs SURROGATE SPECIES APPROACH** |
| **RESOURCE INDICATORS****(SALCC)**  | **SURROGATE SPECIES****(Draft Guidance – HDQ USFWS)** |
| **Practical criteria:** Amount of overlap with existing plans and processes  | **Step 1:** Develop and clearly specify the management or conservation objectives for surrogate species selection approach  |
| **Ecological Criteria:** Sensitivity to big landscape threats in the region while having predictable and limited sensitivity to other factors such as natural variations or disturbances (i.e., high signal to noise ratio)  | **Step 2:** Identify geographic scale  |
| **Practical Criteria:** Ease of monitoring with existing programs and resources**Practical Criteria:** Ability to model indicator based on current data or existing projects**Practical Criteria:** Ease of monitoring with existing programs and resources **Social Criteria:** Ability to resonate with the American public **Social Criteria:** Ability to link with an economic value **Social Criteria:** Level of interest by public land or water managers **Social Criteria**: Level of interest by private land or water managers  | **Step 3:** Determine which species to consider  |
| **Ecological Criteria:** Ability to represent a variety of organisms and ecological attributes within that habitat type throughout a major portion of the LCC **Ecological Criteria:** Sensitivity to big landscape threats in the region while having predictable and limited sensitivity to other factors such as natural variations or disturbances (i.e., high signal to noise ratio) **Practical Criteria:** Ability to model indicator based on current data or existing projects | **Step 4:** Select criteria to use in determining surrogate species  |
| **[Establish Resource Indicators]** | **Step 5:** **Establish surrogates**  |
|  | **Step 6:** Identify species requiring special attention  |
| **Criteria for selecting targets for each indicator:**● Amount of overlap with existing plans and processes● Potential to achieve the target● Capacity to monitor the target● [In the future] Amount of overlap with cultural and socioeconomic goals | **Step 7:** Identify population objectives  |
| **Short term testing (first year of selection):** The SALCC Monitoring Team will oversee the collection and synthesis of monitoring information to produce an estimate of the how close the LCC is now to reaching the target. The SALCC Conservation Design Team will oversee modeling efforts to predict how much conservation effort will be needed to reach the target in the face of future change (urban growth, climate, sea level rise, etc.) | **Step 8:** Test for logic and consistency  |
|  | **Step 9:** Identify knowledge gaps and uncertainties |

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| **Long term testing (2 - 5 years after selection):** The SALCC Monitoring Team will oversee the regular updating and synthesis of monitoring information to produce an estimate of the current and past state of the indicator across the LCC. The SALCC Conservation Design Team will oversee a sensitivity analysis to determine how strongly the target is influencing the overall conservation design. | **Step 10:** Monitor the effectiveness of the approach  |