<table>
<thead>
<tr>
<th>Maturity Level</th>
<th>Agency Attributes</th>
<th>Value Added</th>
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</table>
| **Level 1: Initiation** | | ✓ Adaptation is incorporated into some projects  
✓ Existing processes that should be targeted for adaptation incorporation are identified  
✓ Staff know of funding opportunities to advance adaptation efforts |
| | ❑ Opportunities to integrate adaptation into projects identified on ad-hoc, project-to-project basis  
❑ Priority agency processes that should be adjusted for climate change identified  
❑ Funding needs, funding opportunities, and potential revenue-raising sources for adaptation strategies are identified | |
| **Level 2: Development** | | ✓ Adaptation is consistently addressed in priority agency processes  
✓ Adaptation program progress is evaluated, enabling areas for improvement to be identified  
✓ Understanding of the business case for undertaking adaptation projects, as well as legal risks and considerations  
✓ Strategies for accessing external funding can be followed  
✓ Funding for initial adaptation efforts is obtained |
| | ❑ Steps to integrate adaptation into priority agency processes are defined and implemented, collaboratively with agency planners and decision makers to better align agency’s goals and adaptation roadmap  
❑ Performance metrics to evaluate the adaptation program are identified and applied  
❑ Revenue-raising plan is created and funding for initial adaptation-related projects is obtained  
❑ Legal risks and considerations are identified and connected to longer-term climate risk projections | |
| **Level 3: Standardization** | | ✓ Adaptation is consistently addressed in agency processes  
✓ Long term adaptation program goals and short term plans are defined and progress is continuously monitored  
✓ Performance metrics, both qualitative and quantitative, are defined and linked to established adaptation performance goals  
✓ Understanding of programmatic long term financing needs and legal challenges  
✓ Funding is available for adaptation |
| | ❑ Steps to integrate adaptation into agency processes are codified  
❑ Adaptation roadmap is developed and updated on a regular basis  
❑ Create and follow a plan for implementing quantifiable performance metrics to evaluate adaptation program progress  
❑ Update revenue-raising plan to provide predictable funding to meet adaptation needs over the next 2-3 years, and obtain associated funding  
❑ Strong feedback loop between executive leadership, adaptation staff, and legal counsel to properly assess and respond to legal challenges associated with adaptation | |
| **Level 4: Optimization** | | ✓ Long term and short term adaptation goals and plans are established and continuously implemented and improved  
✓ Institutionalized integration of adaptation into all agency decision making & planning processes  
✓ Dedicated, predictable, multi-year funds with flexibility are available for adaptation |
| | ❑ Adaptation program plan is continuously updated and improved as needed based on monitoring and evaluation of program, allowing for high levels of flexibility to respond to changing needs and landscape  
❑ Collaboration occurs with other agency decision makers and planners to implement adaptation policy and integrate adaptation into all relevant agency decision making and planning processes  
❑ Climate adaptation funding is embedded into overall organizational budgeting systems and is aligned with adaptation program roadmap | |