<table>
<thead>
<tr>
<th>Step/Task</th>
<th>STEPS (Required to Perform the Task)</th>
<th>PERFORMANCE STANDARDS (Observable &amp; Measurable Criteria)</th>
<th>TOOLS, EQUIPMENT, SUPPLIES &amp; MATERIALS (Needed)</th>
<th>REQUIRED KNOWLEDGE AND SKILLS (Math, Science, &amp; Language)</th>
<th>SAFETY (Concerns)</th>
<th>WORKER BEHAVIORS (Important to Worker Success)</th>
<th>DECISIONS (Identify Decisions that Must be Made by the Worker)</th>
<th>CUES (Identify the Data Needed for Making Correct Decisions)</th>
<th>ERRORS (Indicate What May Result if Incorrect Decisions are Made)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Consider crop rotation as a means of pest and weed control</td>
<td>1. Reviewed the pros and cons of crop rotation as a means to reduce weed and insect populations</td>
<td>1. Field records, crop rotation plan, computer</td>
<td>1. Crop knowledge, basic agronomic knowledge, basic soil science knowledge, analytical skills</td>
<td>N/A</td>
<td>Inquisitive, objective, receptive</td>
<td>1. How effective is crop rotation at reducing pest and weed problems? What is a typical crop rotation plan? Is that doable on my farm?</td>
<td>Research data, Extension publications, experience</td>
<td>1. May not employ an effective yet inexpensive method of pest and weed control</td>
</tr>
<tr>
<td>2</td>
<td>Consider the use of chemical weed and pest controls, i.e. herbicides, insecticides</td>
<td>2. Reviewed the pros and cons of chemical weed and pest control methods to manage pest and weed infestations</td>
<td>2. MSDS sheets for chemicals, product labels, pesticide publications from Extension</td>
<td>2. Knowledge of herbicides, insecticides, nematocides, fungicides, knowledge of pesticide application methods and requirements, CSA operations knowledge</td>
<td>2. Awareness of the risks associated with handling and applying pesticides</td>
<td>Knowledgeable, cautious, discerning</td>
<td>2. Do I want to use chemicals? How would that affect my organic certification? What risks do I pose to the environment or people? Can I afford to overapply chemicals?</td>
<td>Organic certification requirements, experience, budget, personal preferences or commitments</td>
<td>2. May not employ an effective pest/weed control method, may lose organic certification</td>
</tr>
<tr>
<td>3</td>
<td>Consider mechanical methods of weed and pest control, i.e. hoeing, cultivating, hand-pulling</td>
<td>3. Reviewed the pros and cons of mechanical pest control methods to manage pest and weed infestations</td>
<td>3. Pest control manual, Extension publications, organic growing methods manual</td>
<td>3. Knowledge of soil cultivation methods used to control weeds</td>
<td>3. Awareness of back injuries from bending, safe tractor operating procedures for cultivating</td>
<td>Receptive, objective</td>
<td>3. Do I have the labor needed to hoe or hand pull weeds? Do I have the equipment to cultivate? Do I have a budget that allows me to hire the people needed to hoe or pull weeds?</td>
<td>Budget, available equipment, available staffing</td>
<td>3. May not employ an effective method of pest/weed control</td>
</tr>
<tr>
<td>4</td>
<td>Consider physical methods of pest control, i.e. netting, fences, cannons</td>
<td>4. Reviewed the pros and cons of physical pest control methods to control pests</td>
<td>4. Organic growing methods manual, supplier catalogs</td>
<td>4. Knowledge of non-chemical pest control methods, basic mechanical knowledge</td>
<td>4. Awareness of hazards associated with tools and equipment associated with physical controls</td>
<td>Knowledgeable, handy</td>
<td>4. What are my options? Do I have the labor needed to perform the work required to protect the farmer? Will my budget support using any of these methods?</td>
<td>Budget, available equipment, available staffing, experience, other grower's recommendations</td>
<td>4. May not employ an effective method of pest/weed control</td>
</tr>
</tbody>
</table>

**STANDARD TASK ANALYSIS FORM**

8/12/2016

**Tools/Equipment:**
- Specific Relevant References:
  1. Extension publications
  2. Organic farming guidelines
  3. MSDS

**Analyst:** John Moser
**Expert Workers:** Al Welch

**CSA Manager:**