

Q1 What part(s) of the SRS process did you find most beneficial?

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	It was beneficial to have a reason to look back at our progress and develop new plans and actions looking ahead for the next couple of years.	2/25/2019 10:26 AM
2	In theory, good incentive for multiple outcomes under one cohort to reconnect and share information through strategy and workplan updates.	2/21/2019 9:25 AM
3	Present to MB and request help from MB	2/20/2019 10:20 PM
4	It's been beneficial for me to learn the "why" of our work through the process of guiding document revision, to know exactly what is happening and why going on. Incoming staffers/WG Chairs don't always have that background information. I appreciate that this review process has spurred conversation toward solutions for some of our WGs' most progress limiting issues.	2/20/2019 2:41 PM
5	2-year workplans are valuable for determining achievable, time-bound actions, and going back to reference workplans periodically helps workgroups stay on track with making progress to outcomes	2/20/2019 1:47 PM
6	(1) Presenting to STAR and the management board: personally, this gave me good experience putting together and giving a comprehensive presentation. (2) Gives a good foundation of the workgroup guiding documents	2/20/2019 12:35 PM
7	The logic table, the mentors, and the clarity in schedule	2/20/2019 10:30 AM
8	How it helped our GIT to prioritize actions for the next two years and not just put down a laundry list of actions.	2/20/2019 9:32 AM

Q2 What part(s) of the SRS process did you find most frustrating?

Answered: 8 Skipped: 0

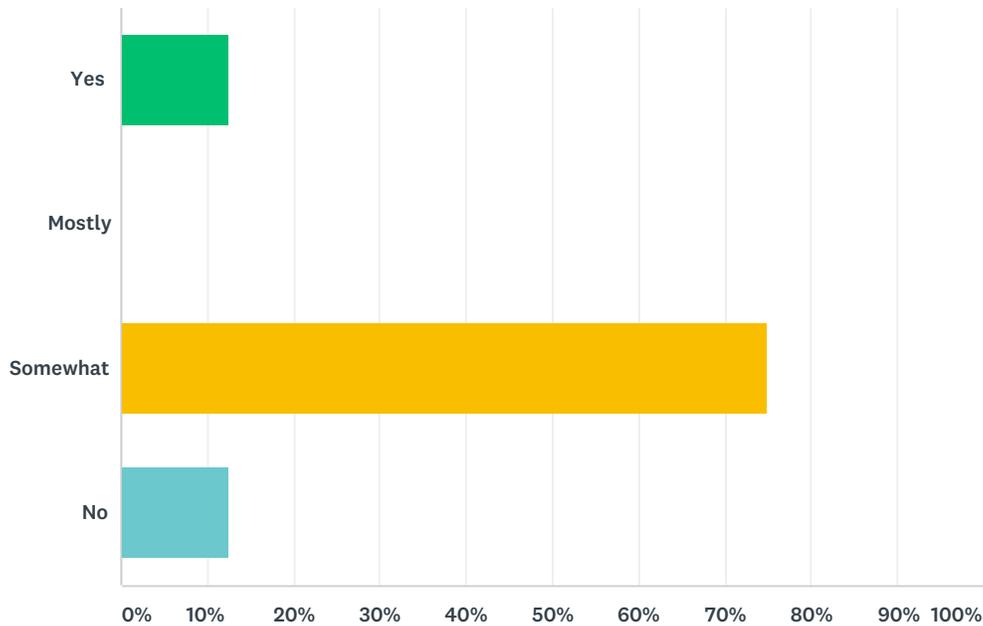
#	RESPONSES	DATE
1	The most frustrating thing about the SRS process was the consistently spent hours of valuable time pouring over the many guiding documents and examples trying to understand how everything fits together. The overall process was confusing, unclear, and far from concise. I felt that my time was being wasted focusing on formatting and trying to create a product that was deemed "correct" by the SRS team. This time should have been spent creating a concise usable document tailored to my GIT, in whatever variation of the documents that may be. In addition, the majority of the work fell to the staffer spending hours of time tracking down answers from many different groups/people. The members of the GITs don't seem to find this valuable, and therefore had no stake in the matter, and no desire to contribute, which made it very difficult.	2/25/2019 10:37 AM
2	Speaking from WQGIT perspective, there are already extensive adaptive management processes in place (WIPs, midpoint assessment, 2-year milestones, annual BMP progress). Rewriting strategies and workplans to the SRS templates is a lot to ask of the WQGIT on top of existing reporting, and adds very little value to WQGIT work for the effort required. SRS feels less like a useful tool and more like a paperwork exercise in my experience. Additionally, SRS work falls mainly on the staffers rather than the workgroups or coordinators. This is bad for the CBP organizationally because staffers are short-term employees being asked to do long term planning that they won't be involved in. This is bad for the staffers because the SRS process subtracts from professional development and independent project time, which is already squeezed by staffers' regular administrative duties for their GITs and workgroups.	2/21/2019 10:00 AM
3	Fill out logic tables	2/20/2019 10:21 PM
4	-Having to do a majority of the work (reviewing, processing the logic, editing, rearranging, asking constantly for input), sometimes for multiple outcomes at once. I am not a subject expert and it's been difficult to get the subject experts (Workgroup (WG) and Action Team (AT) members) to understand/pay attention at all to the process and provide input. -The structure of some Workgroups and Action Teams are less incompatible with the process. SRS takes up a significant amount of time for a few groups who meet on a less frequent basis to begin with. My Workgroup/Action Team Chairs and I elect to do a majority of the work so that we don't overwhelm and possibly burnout our teams with process related requests. -I find it much more difficult to collaborate with WG/AT chairs who don't work on-site or in Annapolis. When this is the case, I end up doing a lot more of the work/rewriting parts of guiding documents for which I lack the technical background. -WG/AT are often in the field doing work when SRS is occurring, making it difficult to reach them. -The Management Board (MB) itself doesn't always seem to come to meetings prepared with an understanding of the factors, efforts, challenges/gaps, and asks. It feels like we spend a lot of time explaining instead of discussing solutions during presentations. -Specific document expectations seem to change without explicit forewarning (ex. SRS Team members have requested that different sections of a Management Strategy be organized two different ways at once). It is not always clear what is expected of us, even as we follow the templates/guidelines.	2/20/2019 3:32 PM
5	the inconsistency with which we were asked to update management strategies, it was unclear whether the value outweighed the effort of adjusting these documents for changes that did not impact the overall long-term strategy for achieving outcomes, especially when the lengthy process requires multiple levels of approval	2/20/2019 1:51 PM

SRS Survey GIT Staffers February 2019

6	<p>(1) The inconsistency: - The SRS team often seemed to not have consistent messaging about the process. I received some mixed instructions and confusion based on who I was contacting. - As the cohorts moved through, the process was continually changing and the expectations for materials was often not communicated clearly. It was frustrating to finish working on something, only to get feedback that it wasn't correct based on new guidelines. - There is not very clear information about who gets the materials when the staffers are done with them, and who is keeping track of the status of things. Some of my materials were on hold for months because I thought they were all finished, but I had not sent them to the right person. (2) It is frustrating that all the work falls to the staffers, and our best judgement is often what gets passed forward. Getting constructive involvement and feedback from the workgroup chairs is highly unlikely. They will give a final thumbs up on content that staffers have written to the best of our ability. Furthermore, this is too much work in the given time frame. Like I mentioned earlier, many people will be doing 2 or 3 workgroup SRS processes at once - effectively absorbing most of our time. (3) Timing in the year - the cohorts that start in the summer are at an even larger disadvantage because most of the workgroup members are field staff and aren't in the office very much in the summer. This complicates the review and participation process even further. (4) management board disengagement - The management board seems disinterested in our problems and asks. They continually push the problems back onto the workgroup to come up with a solution.</p>	2/20/2019 12:35 PM
7	<p>Trying to walk outcome leads (who are on the periphery) through the SRS process from start to finish is a lot. From explaining how to move through the logic table, to making sure all dates and expectations for pre- and post-meeting activities, it's just a ton of information for any one person to receive and retain. Even when they are open and willing to embrace the process as a learning exercise, it's still a huge shift in how we think/work.</p>	2/20/2019 10:33 AM
8	<p>I felt like the staffers/coordinators had to do most of the work writing the new workplans which was very time consuming. Because some workgroups were not fond of what we were asking of them, it was hard to get them to fill in what we wanted in the time we wanted it. Some workgroups were more cooperative than others. It was also difficult to incorporate everyone's feedback as some groups like environmental literacy have over 100 workgroup members. Hence, we were forced to only have our leadership team make changes and when the time came to disseminate the new workplans to the full workgroup, there was a lot of confusion and some complaints for not including them from the beginning.</p>	2/20/2019 10:00 AM

Q3 Did the advance materials provide the right level of detail for the Management Board to make decisions on your request(s)?

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	12.50% 1
Mostly	0.00% 0
Somewhat	75.00% 6
No	12.50% 1
TOTAL	8

#	IF APPLICABLE, PLEASE PROVIDE SPECIFIC EXAMPLES OF STRENGTHS AND OPPORTUNITIES, AND/OR TARGETED SUGGESTION(S) FOR IMPROVEMENT.	DATE
1	If this is referring to the MB presentation slides, I don't think it provided enough detail for the MB to fully understand, and make a decision on the matter. For the less complicated "asks" I think it's sufficient, but for the more complex asks, I think a 20 minute presentation of highlights is not truly enough to have the full MB understand the importance.	2/25/2019 10:39 AM
2	Not all issues can be handled the same way and can't all be addressed within the prescribed template materials. Also, it takes longer than 15 minutes to communicate complex needs and challenges and reach an informed decision. Additionally, it's not clear the level at which Management Board is best suited to making decisions and what kinds of commitments they can make. If workgroups need staff, funding, etc, can/will Management Board members do that? Where the Management Board has committed to taking action (e.g. wetlands, black duck staffing needs), what is the general timeline and success rate for follow-through on these needs? It seems that for a lot of GIT/workgroup needs, the Management Board either doesn't have enough information to make a decision, or they endorse requests but cannot deliver resources needed to address the gap. In those cases, GITs and workgroups need to know clearly what the Management Board can and can't do, and if they can't then workgroups and GITs need to be allowed to look elsewhere for assistance.	2/21/2019 11:03 AM

SRS Survey GIT Staffers February 2019

3	We follow the templates and provide answers to all questions in the Narrative document ahead of the meetings, yet it still seems that our discussion time is spent clarifying points we've provided in advance and presented on just minutes before. Some Outcome asks have been addressed, some have not. It is possible that the documents don't provide MB what they need to understand each situation.	2/20/2019 3:47 PM
4	we have heard that the materials provided too much detail for MB, especially the logic tables, so perhaps reducing the scope of that exercise	2/20/2019 1:51 PM
5	The decision at my quarterly progress meeting was frustrating because the management board didn't volunteer any ideas or innovative solutions. There was a lot of push back to our asks that could've been addressed before the meeting. I got the feeling that the MB members didn't understand the gravity of our situation and did not reach out to the state representatives to start the conversation before the meeting. This "on the ground" level of detail was vital to the conversation, but not included in the previously prepared materials.	2/20/2019 12:35 PM
6	I hear the concerns of the MB that they are being provided with too much detail, but I think that it's important that they still learn how to "read/speak the language" of those documents. Even if they don't review them in depth before a Quarterly Progress Meeting, knowing how to process that level of detail may be helpful to them down the line if they have a question of how or why Work Plans and Management Strategies have been revised or developed the way they have.	2/20/2019 10:36 AM
7	For the majority of actions, we wanted the Management Board to be supportive of and not necessarily make direct decisions that influenced the outcomes of those actions.	2/20/2019 10:00 AM

Q4 What would you suggest to improve the development of materials?

Answered: 7 Skipped: 1

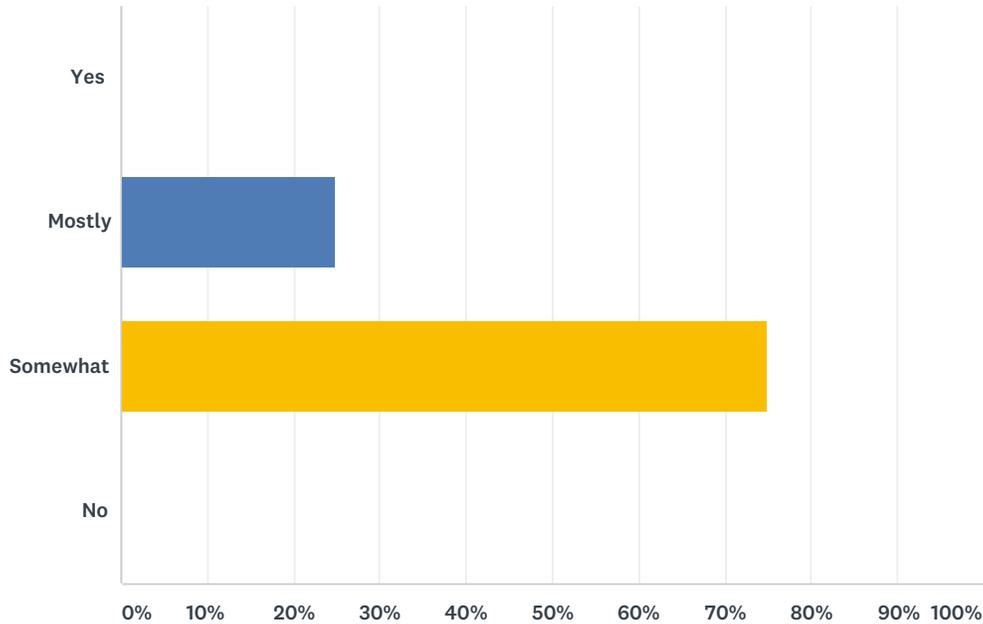
#	RESPONSES	DATE
1	1. Support the creation of a full-time staff or coordinator position devoted solely to SRS support for all outcomes. This would be helpful to have a go-to person with plenty of time to help GITs develop their materials. 2. There should be one handbook with step-by-step instructions that details recommended steps week-by-week. This should include an outline of documents, deliverables, and background on the purpose of each step in the process and how they relate. 3. If GIT member input is important to these documents, they must be simplified so that staffers, coordinators, and others involved on the day-to-day understand them as well as GIT members that are not ingrained in CBP lingo. 4. Allow GITs to have variations of the formatted materials to suit their needs. The point of these documents are for use by the GIT to track progress and identify actions moving forward. Not all GITs will fit into the strict formatting layout, and it should not be a priority over the content of the documents.	2/25/2019 10:44 AM
2	Many, many suggestions. Below is adapted from a written document WQGIT staffers sent to our SRS mentors a few months ago. Dispense with the dozens of guiding documents. There should be one handbook with step-by-step instructions that details recommended steps month-by-month and week-by-week. This should include an outline of documents, deliverables, and background on the purpose of each step in the process and how they relate. The framework needs to be stable cycle-to-cycle. Pick management approaches or factors/gaps/actions and stick to that for several years. The hybrid is confusing and relearning all the new jargon each cycle is frustrating. Consider page or word limits for management strategies and workplans. Also consider if combining several outcomes is helpful or confuses the process by introducing too many authors of the same document. The Current Efforts section needs to be simplified. A management strategy should not have to document every single program or project that the workgroup, CBPO, and every jurisdiction is doing in the watershed, and it's not a good use of staff time to track down these entities every two years to update every single item in current efforts. This results in a white paper-like review of work in the watershed, but not particularly useful as a working reference to the workgroup or GIT. Stagger timelines for updating strategies vs workplans. Two years is ok for workplans, but strategies should be more stable and should only update every 4 years or even 6 years. For priority projects that can't be assigned responsible parties for lack of FTEs, technical or financial resources, or would be better pursued after the two-year span of the workplan, consider a "parking lot" concept to capture those ideas without committing to unachievable workplan commitments (not a huge spreadsheet like the SRS science needs, just an optional list of informal bullets in an appendix or somewhere in the management strategy). The public input process/30 day public notice period is unnecessary. Workgroup and GIT meetings are already public (otherwise why do we post materials and meeting information to the website?) and every stakeholder who should be involved in review of materials should already be a member or interested party or would be invited to the workgroup/GIT meetings and calls themselves to participate in real-time review during meetings. In general, the development of materials needs to go one of two ways: it either needs to be extremely simplified or serious consideration must be given to creating a coordinator and/or staffer position exclusively devoted to the SRS process.	2/21/2019 4:17 PM
3	More consistent expectations, explicitly noted before the process begins. Is it absolutely set in stone that this needs to be a biennial process? It really is a LOT of work to be done every 2 years. The process takes from meeting/planning time for some WGs and ATs.	2/20/2019 3:51 PM
4	because staffers bear a large portion of the SRS workload, looking for more opportunities to engage workgroup leadership and members to provide feedback will be critical going forward	2/20/2019 1:51 PM
5	(1) Consistent expectations. Many of my problems related to the materials are a result of the process changing as it goes along - for example, the expectations for the management strategies are different every time I check-in with someone. (2) Less Volume. - There were a few documents that seemed redundant - especially the narrative documents. I didn't get the feeling that anyone was reading that document in preparation of the meeting. - The preparation of these materials is too much work for the time frame. Some staffers are prepping SRS materials 2 or 3 times a year, and often for longer periods of time than anticipated. The bulk of our workload is turning into preparing materials for this process.	2/20/2019 12:35 PM

SRS Survey GIT Staffers February 2019

6	I am aware of the current suggested improvements to the development of materials and have nothing further to add.	2/20/2019 10:37 AM
7	Now that we have an understanding of how to build the new workplans, we might be able to do away with the logic table. I liked the lessons learned piece.	2/20/2019 10:00 AM

Q5 Were you satisfied with the Management Board's response to your request(s)?

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
Mostly	25.00%	2
Somewhat	75.00%	6
No	0.00%	0
TOTAL		8

#	IF APPLICABLE, PLEASE PROVIDE SPECIFIC EXAMPLES OF STRENGTHS AND OPPORTUNITIES, AND/OR TARGETED SUGGESTION(S) FOR IMPROVEMENT.	DATE
1	They were very responsive to SAV's requests and somewhat responsive to Brook Trout's. I can't recall any follow up from the 1st cohort's membership issue request.	2/20/2019 3:55 PM
2	N/A was not a staffer during last MB request, but have heard that some asks for our team were not fully addressed	2/20/2019 1:51 PM
3	I continually felt like the management board was handing the challenges right back to the workgroups to solve. The conversations at the MB meetings rarely include brainstorming how to solve problems effectively from above, which I think could benefit the workgroups who are struggling. There were a few meetings that resulted in a clear path forward, but many resulted in a workgroup with a task list longer than when they arrived at the meeting.	2/20/2019 12:35 PM
4	There was a request made to the outcome lead by the Management Board that I am not sure is going to produce something new, or that will move the need on the Local Leadership outcome. Certain MB members expressed this same concern at the beginning of 2019, and I have seen other examples of a request to the MB being handed back to the "asking" team. I think further "vetting" of these requests before the QPM, and proactively establishing what additional information the MB may ask from the outcomes, could help address this.	2/20/2019 10:40 AM

SRS Survey GIT Staffers February 2019

5 Again, we were looking for them to be supportive of what was in the workplans and be ready to speak up for a cause or action if we needed their help.

2/20/2019 10:00 AM

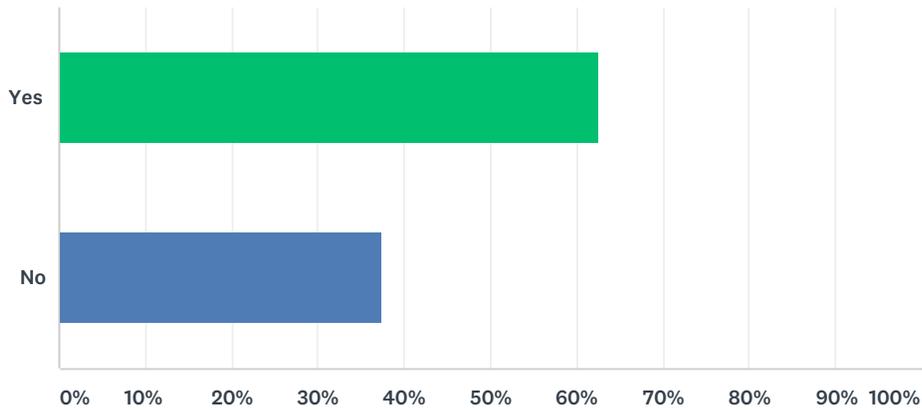
Q6 What would you suggest to improve the Quarterly Progress Review meetings with the Management Board?

Answered: 7 Skipped: 1

#	RESPONSES	DATE
1	I would suggest that there be a greater focus on what the management board could do to help the GITs if possible. It currently seems like a report out to the management board where the GITs need to justify the importance of their action items and not much is gained from the GITs out of the process.	2/25/2019 10:47 AM
2	More presentation and discussion time would be good, although I understand that there are a lot of time constraints with other business and multiple outcomes. Again, more clarity on what the Management Board can and cannot commit to would help in framing asks. It seems that Management Board is more of an endorsing and delegating body rather than technical assistance or direct resource support (staff or funding opportunities). That should be made clear in the early development phase of the quarterly presentations.	2/21/2019 4:43 PM
3	I think the powerpoint template needs an overhaul - it seems a little cluttered with unnecessary detail. It might help if Management Board posed questions to the WG/AT chairs before the meeting to clear up space during the discussion. Some Outcomes need more time than others, some struggle to come up with an ask - maybe the SRS team can vet this beforehand and allot more time to the Outcomes that need more.	2/20/2019 4:36 PM
4	N/A	2/20/2019 1:52 PM
5	(1) Encouraging state workgroup reps to be present at the quarterly meetings could make for a more fruitful conversation. The MB members could rely on their lower level experiences with the workgroup and knowledge of work happening on the ground. Many times at the MB, it felt like the MB members had a misunderstanding of what was actually happening in their state, or had to go back to their agency and check. Building in to the process these workgroup representatives could help round out the conversation between the CBP office, MB and workgroup. (2) I think that the powerpoint template for the quarterly meetings is extremely unclear and difficult to follow. It doesn't set the workgroup chairs up for a successful conversation with the management board. After giving the presentation, there still is a lot of "plain language" explaining that has to be done for the MB to understand what the workgroup wants to change or needs help addressing. (3) It may be helpful to have the management board members submit question ahead of time. This would give the staffers time to address the questions fully - therefore eliminating the need to revisit questions at a later meeting. (4) Screen workgroups that NEED to ask for something from the management board vs. having every group present. Some of the workgroups that are running smoothly and making progress, could benefit from having a decreased workload. They may be able to make minor updates to their workplans, and have a short update to the MB on progress. Having these functional workgroups go through the arduous process is a disincentive.	2/20/2019 12:36 PM
6	More focused discussion related to the requests being made by outcomes. Sometimes the discussions go off on tangents and we end the meeting with "soft" actions/next steps. I don't know how to manage that, perhaps the new Director will have a different facilitation style?	2/20/2019 10:42 AM
7	I like the quick presentations focusing on the asks of the Management Board. For our GIT, I think the biggest thing was getting more feedback from the Management Board in how they would take ownership.	2/20/2019 10:00 AM

Q7 Did you make changes to your final 2-Year Workplan actions and/or Management Strategy in response to suggestions from the Management Board?

Answered: 8 Skipped: 0

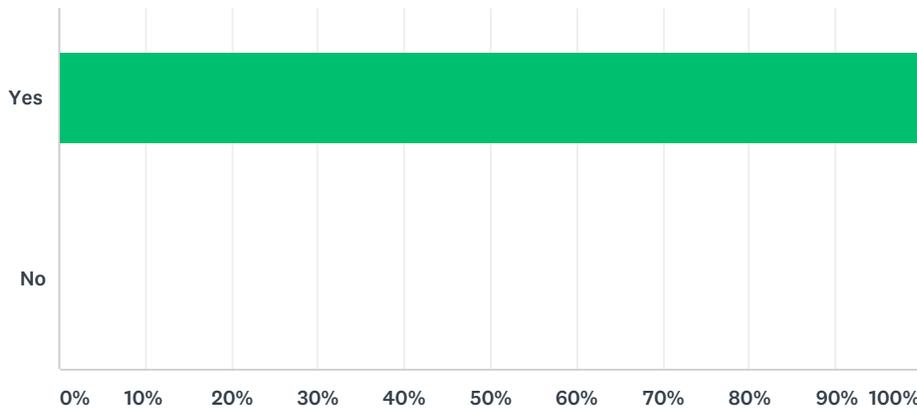


ANSWER CHOICES	RESPONSES	
Yes	62.50%	5
No	37.50%	3
TOTAL		8

#	IF APPLICABLE, PLEASE PROVIDE SPECIFIC EXAMPLES AND/OR REASONS WHY/WHY NOT.	DATE
1	Relatively small changes. For toxics, mercury trends and PCB consortium concept were changed slightly to reflect Management Board suggestions. Cross-outcome considerations were added to the WQ workplans from Management Board review. Remains to be seen if/how they will be acted on but they are documented in final materials.	2/21/2019 4:45 PM
2	I edited the wording of one Black Duck Management Strategy section (to continue to include population counts in the Outcome goal wording) based on conversation that occurred during the quarterly progress meeting.	2/20/2019 4:39 PM
3	The management board did not offer any immediate solutions to the gaps we identified. The advice we received was to try a few different methods to address the gaps ourselves and to report back - basically, the MB put the problems back on the workgroup to address. This makes the process feel circular and unfruitful.	2/20/2019 12:36 PM
4	Not applicable. The MB approved of the direction for the outcome's workplan and strategy during the QPM. Workplan and strategy pending final submission/approval by the MB.	2/20/2019 10:43 AM
5	I think we reworded some actions to make them more specific across the board. However, no specific actions come to mind.	2/20/2019 10:01 AM

Q8 Did you make changes to your final 2-Year Workplan actions and/or Management Strategy as a result of the review process and findings?

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	8
No	0.00%	0
TOTAL		8

#	IF APPLICABLE, PLEASE PROVIDE SPECIFIC EXAMPLES AND/OR REASONS WHY/WHY NOT.	DATE
1	Yes, I made changes to the final documents as a result of the review process, mostly only items that were completed and/or outdated. I don't think the review process changed the concept of the workplan and management strategy, because it is still very much the same goals we are working toward.	2/25/2019 10:49 AM
2	PCB consortium concept came about as a result of reviewing current efforts and gaps under Toxics Policy and Prevention and considering how to address interrelated issues and common challenges across states.	2/21/2019 4:47 PM
3	Yes - completed items were taken off of Workplans, both Management Strategies and Workplans were tweaked to better reflect one another.	2/20/2019 4:39 PM
4	For the workplans, we mostly removed things that were completed or were not likely to be completed in the next cycle. I think it is important to keep these documents up to date, but I also think that a 2 year time frame may be too quick of a turn around.	2/20/2019 12:36 PM
5	The workplan was revised heavily to have a more focused, achievable scope for 2 years. It also heavily references and builds on work and findings from previous GIT Funding projects. Going through the logic table really helped as we tried to polish and streamline these documents.	2/20/2019 10:44 AM
6	For environmental literacy, we decided that sustainable schools, environmental literacy planning, and students needed specific management strategies after developing the new workplans.	2/20/2019 10:01 AM

Q9 Please identify, by percentage, the effort put into developing your SRS review materials by the following person(s):

Answered: 8 Skipped: 0

ANSWER CHOICES	RESPONSES	
Workgroup (full membership)	87.50%	7
Workgroup Chair(s)/Outcome Lead(s)	100.00%	8
GIT Coordinator	100.00%	8
GIT Staffer(s)	100.00%	8

#	WORKGROUP (FULL MEMBERSHIP)	DATE
1	5%	2/25/2019 10:50 AM
2	10	2/21/2019 4:49 PM
3	1	2/20/2019 4:41 PM
4	5	2/20/2019 1:56 PM
5	1%	2/20/2019 12:36 PM
6	0	2/20/2019 10:46 AM
7	10%	2/20/2019 10:03 AM

#	WORKGROUP CHAIR(S)/OUTCOME LEAD(S)	DATE
1	15%	2/25/2019 10:50 AM
2	30	2/21/2019 4:49 PM
3	20%	2/20/2019 10:27 PM
4	8	2/20/2019 4:41 PM
5	30	2/20/2019 1:56 PM
6	2%	2/20/2019 12:36 PM
7	0/50 (0 = Workgroup Chair, did not have one) (50 = Outcome lead, in this case it was Workgroup Coordinator)	2/20/2019 10:46 AM
8	20%	2/20/2019 10:03 AM

#	GIT COORDINATOR	DATE
1	20%	2/25/2019 10:50 AM
2	30	2/21/2019 4:49 PM
3	50%	2/20/2019 10:27 PM
4	1	2/20/2019 4:41 PM
5	25	2/20/2019 1:56 PM
6	2%	2/20/2019 12:36 PM
7	0 (No GIT Coordinator during SRS review process)	2/20/2019 10:46 AM
8	30%	2/20/2019 10:03 AM

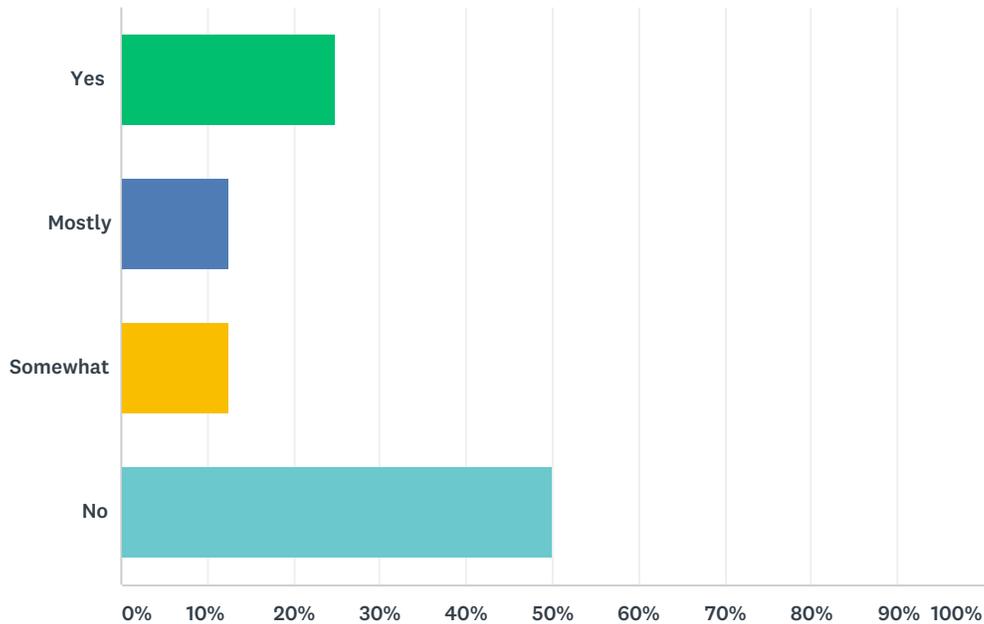
#	GIT STAFFER(S)	DATE
1	60%	2/25/2019 10:50 AM
2	30	2/21/2019 4:49 PM

SRS Survey GIT Staffers February 2019

3	30%	2/20/2019 10:27 PM
4	90	2/20/2019 4:41 PM
5	40	2/20/2019 1:56 PM
6	95%	2/20/2019 12:36 PM
7	50	2/20/2019 10:46 AM
8	40%	2/20/2019 10:03 AM

Q10 Are the roles and responsibilities of the GIT Chairs, Coordinators and Staffers, Workgroups, and Management Board in the SRS process adequately defined?

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	25.00% 2
Mostly	12.50% 1
Somewhat	12.50% 1
No	50.00% 4
TOTAL	8

#	IF APPLICABLE, PLEASE PROVIDE SPECIFIC EXAMPLES OF STRENGTHS AND OPPORTUNITIES, AND/OR TARGETED SUGGESTION(S) FOR IMPROVEMENT.	DATE
1	This is a huge issue that I came across during the SRS process. I believe the understanding of the GIT membership is that the CBPO (staffers, coordinators) are responsible for creating/editing these materials and the GIT membership only needs to review and approve them. These documents are meant for the GIT membership, and they should have the most stake in the details. With the high turnover of staffers, there needs to be a shift in mentality that the GIT itself has ownership of these documents, not the staffers or coordinators.	2/25/2019 10:52 AM
2	I don't think they are adequately defined - the SRS Team seems to be surprised when I tell them how our GIT handles the SRS process. It's been stated that a majority of the work shouldn't fall to staffers, yet across the board, it seems to.	2/20/2019 4:48 PM
3	if one could be better defined it would be roles/responsibilities of workgroups	2/20/2019 1:56 PM

SRS Survey GIT Staffers February 2019

4	I don't know of any location where the roles of these various groups are defined. Each GIT has a unique situation and I think these roles have been up for interpretation. For example, our GIT chair is only involved when there is a problem. Additionally, it seems like workgroup chairs do not fully understand the value of the SRS process. I had difficulty getting timely and complete responses from my chairs. Because these roles are not defined and have no expectations, most of the work falls to the staffers.	2/20/2019 12:36 PM
5	After teaching the GIT leads and workgroups the SRS process, the GIT leads helped steer each workgroup meeting towards identifying the priority actions we wanted to achieve. With most of the decision making coming from the GIT leads, the workgroup members could fine tune and elaborate on how they would accomplish these tasks. Other than maybe doing without the logic table the next go around, I think it will be smoother this time around since we are not building the workplans and strategies from scratch. It will be more of a refinement process this time. As for the Management Board, it will continue to be most beneficial when ownership over specific asks are taken and that they are willing to advocate for those asks.	2/20/2019 10:27 AM
