

Biennial Strategy Review System: Logic Table and Work Plan

Instructions: The following Logic Table should be used to articulate, document, and examine the reasoning behind your work toward an Outcome. Your reasoning—or logic—should be based on the Partnership’s adaptive management [decision framework](#). This table allows you to indicate the status of your management actions and denote which actions have or will play the biggest role in making progress.

Some Management Strategies and Work Plans will not immediately or easily fit into this analytical format. However, **all GITs should complete columns one through four** to bring consistency to and heighten the utility of these guiding documents. The remaining columns are recommended for those who are able to complete them. If you have any questions as you are completing this table, please contact SRS Team Coordinator Laura Free (free.laura@epa.gov).

The instructions below should be used to complete the table. An example table is available on the [GIT 6 webpage](#) under “Projects and Resources”.

1. For the first round of strategic review (2017-2018): Use your existing Work Plan actions to complete the **Work Plan Actions** section first. Make sure to number each of the actions under a high-level Management Approach, as these numbers will provide a link between the work plan and the logic table above it. Use color to indicate the status of your actions: a **green** row indicates an action has been completed or is moving forward as planned; a **yellow** row indicates an action has encountered minor obstacles; and a **red** row indicates an action has not been taken or has encountered a serious barrier.
2. **Required:** In the column labeled **Factor**, list the significant factors (both positive and negative) that will or could affect your progress toward an Outcome. The most effective method to ensure logic flow is to list all your factors and then complete each row for each factor. Consult our Guide to Influencing Factors (Appendix B of the Quarterly Progress Meeting Guide on the [GIT 6 webpage](#) under “Projects and Resources”) to ensure your list is reasonably comprehensive and has considered human and natural systems. Include any factors that were not mentioned in your original Management Strategy or Work Plan but should be addressed in any revised course of action. If an unmanageable factor significantly impacts your outcome (e.g., climate change), you might choose to list it here and describe how you are tracking (but not managing) that factor.
3. **Required:** In the column labeled **Current Efforts**, use keywords to describe existing programs or current efforts that other organizations are taking that happen to support your work to manage an influencing factor but would take place even without the influence or coordination of the Chesapeake Bay Program. You may also include current efforts by the Chesapeake Bay Program. Many of these current efforts may already be identified in your Management Strategy; you may choose to link the keywords used in this table to your Management Strategy document for additional context. You may also choose to include some of these efforts as actions in your work plan; if you do, please include the action’s number and hyperlink.
4. **Required:** In the column labeled **Gap**, list any existing gap(s) left by those programs that may already be in place to address an influencing factor. These gaps should help determine the actions that should be taken by the Chesapeake Bay Program through the collective efforts of Goal Implementation Teams, Workgroups, and internal support teams like STAR, or the actions that should be taken by individual partners to support our collective work (e.g., a presentation of scientific findings by a federal agency to a Chesapeake Bay Program workgroup). These gaps may already be listed in your Management Strategy.
5. **Required:** In the column labeled **Actions**, list the number that corresponds to the action(s) you are taking to fill identified gaps in managing influencing factors. Include on a separate line those approaches and/or actions that may not be linked to an influencing factor. To help identify the action number, you may also include a few key words. Emphasize critical actions in **bold**.
6. **Optional:** In the column labeled **Metric**, describe any metric(s) or observation(s) that will be used to determine whether your management actions have achieved the intended result.
7. **Optional:** In the column labeled **Expected Response and Application**, briefly describe the expected effects and future application of your management actions. Include the timing and magnitude of any expected changes, whether these changes have occurred, and how these changes will influence your next steps
8. **Optional:** In the column labeled **Learn/Adapt**, describe what you learned from taking an action and how this lesson will impact your work plan or Management Strategy going forward.

Fish Habitat Outcome Logic Table and Work Plan

Primary Users: Goal Implementation Teams, Workgroups, and Management Board | **Secondary Audience:** Interested Internal or External Parties

Primary Purpose: To assist partners in thinking through the relationships between their actions and specific factors, existing programs and gaps (either new or identified in their Management Strategies) and to help workgroups and Goal Implementation Teams prepare to present significant findings related to these actions and/or factors, existing programs and gaps to the Management Board. | **Secondary Purpose:** To enable those who are not familiar with a workgroup to understand and trace the logic driving its actions.

Reminder: As you complete the table below, keep in mind that removing actions, adapting actions, or adding new actions may require you to adjust the high-level Management Approaches outlined in your Management Strategy (to ensure these approaches continue to represent the collection of actions below them).

Long-term Target: (the metric for success of Outcome):

Two-year Target: (increment of metric for success):

KEY: Use the following colors to indicate whether a Metric and Expected Response have been identified.	
Metric	Specific metrics have not been identified
	Metrics have been identified
Expected Response	No timeline for progress for this action has been specified
	Timeline has been specified

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
<i>What is impacting our ability to achieve our outcome?</i>	<i>What current efforts are addressing this factor?</i>	<i>What further efforts or information are needed to fully address this factor?</i>	<i>What actions are essential to achieve our outcome?</i>	<i>Optional: Do we have a measure of progress? How do we know if we have achieved the intended result?</i>	<i>Optional: What effects do we expect to see as a result of this action, when, and what is the anticipated application of these changes?</i>	<i>Optional: What did we learn from taking this action? How will this lesson impact our work?</i>
Partner Coordination: Engaging partners, local organizations and government to develop and	N/A	Coordination and planning meetings with the Fish Habitat Workshop Steering Committee and partner	<u>1.1, 2.1, 4.1</u>			

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
<i>What is impacting our ability to achieve our outcome?</i>	<i>What current efforts are addressing this factor?</i>	<i>What further efforts or information are needed to fully address this factor?</i>	<i>What actions are essential to achieve our outcome?</i>	<i>Optional: Do we have a measure of progress? How do we know if we have achieved the intended result?</i>	<i>Optional: What effects do we expect to see as a result of this action, when, and what is the anticipated application of these changes?</i>	<i>Optional: What did we learn from taking this action? How will this lesson impact our work?</i>
conduct a Fish Habitat Workshop to inform a potential Chesapeake Bay fish habitat assessment.		coordination to reach out to these audiences and analyze response.				
Government Agency, Nongovernmental organization, and local engagement: Acquiring and analyzing feedback and utility for fish habitat decision-making tools and datasets. Ensuring that fish habitat restoration and conservation practitioners have access to available resources.	Large variety of tools and datasets exist.	Feedback from local community members, organizations, and government officials are needed to inform the workshop approach and demonstrate what datasets and tools would be beneficial in supporting restoration and conservation efforts. Need to communicate these resources to the practitioners who could utilize them for the protection, creation and enhancement of fish habitat.	1.2 , 2.1 , 4.1 , 4.2			
Scientific and Technical Understanding: Compiling a comprehensive listing of available fish habitat datasets and tools. Conducting research to close data gaps on less data-rich areas.	A preliminary Fish Habitat Spatial and Data Tools Inventory exists through the Fish Habitat Action Team. Funding for a shoreline threshold study which will target nearshore areas that are often underrepresented in long-term fish and benthic species surveys.	Within the Chesapeake Bay, there are numerous tools and datasets that can be used to inform restoration and conservation efforts, however, finding the most relevant resource can be challenging for practitioners. Through researching and compiling this information	1.1 , 1.2 , 2.1 , 3.1, 5.1			

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
<i>What is impacting our ability to achieve our outcome?</i>	<i>What current efforts are addressing this factor?</i>	<i>What further efforts or information are needed to fully address this factor?</i>	<i>What actions are essential to achieve our outcome?</i>	<i>Optional: Do we have a measure of progress? How do we know if we have achieved the intended result?</i>	<i>Optional: What effects do we expect to see as a result of this action, when, and what is the anticipated application of these changes?</i>	<i>Optional: What did we learn from taking this action? How will this lesson impact our work?</i>
		into a single location and incorporating practitioner needs, we can ensure that these resources are utilized to improve fish habitat efforts in the Chesapeake Bay.				

WORK PLAN ACTIONS

Green - action has been completed or is moving forward as planned **Yellow** - action has encountered minor obstacles

Red - action has not been taken or has encountered a serious barrier

Action #	Description	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
Management Approach 1: Identify and prioritize threats to fish habitat at the jurisdictional and Baywide scale and propose actions to manage the threats.					
1.1	Plan a fish habitat workshop to evaluate habitat conditions and stressors in the Chesapeake Bay.	Fish Habitat Workshop Steering Committee will meet regularly to develop workshop structure, agenda, participant list, and refine expectations for deliverables.	Fish Habitat Workshop Steering Committee	Baywide	March 2018
		Compile fish habitat dataset metadata to identify stressors and assess fish habitat condition for a Chesapeake Bay regional fish habitat assessment.	USGS, NOAA, Fish Habitat Workshop Steering Committee, Fish Habitat Action Team	Baywide	March 2018

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Action #	Description	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
1.2	Complete the Shoreline Threshold Condition study, communicate the results, and identify management implications.	Complete the Shoreline Threshold Condition study and consider how the results can be applied to shoreline management.	Winning bidder, Forage Action Team and Fish Habitat Action Teams	Baywide	February 2019 (study completion date)
		Present results of study at the semi-annual Sustainable Fisheries GIT Meeting.	SFGIT	Baywide	June 2019
		Share results with the contacts for the Fish Habitat Watershed Implementation Plan Fact Sheet or create other tools for community planners/managers.	Fish Habitat Action Team, Forage Action Team, Habitat GIT	Baywide	Fall 2019

Management Approach 2: Compile and identify available data on habitats, habitat vulnerabilities and fish utilization at different life stages to develop a set of criteria for identifying areas of high-value fish habitat.

2.1	Convene the fish habitat workshop. Draft a workshop report and associated workshop deliverables.	Prepare pre-workshop materials to facilitate discussions and provide examples of national and regional fish habitat assessments.	USGS, NOAA, Fish Habitat Workshop Steering Committee	Baywide	April 2018
		Convene fish habitat workshop participants and use participant expertise to prioritize compiled datasets for use in a Chesapeake Bay regional fish habitat assessment and determine weighing and scaling of data needs.	Fish Habitat Workshop Steering Committee and Workshop Participants	Baywide	April 2018
		Draft a workshop report and workshop deliverables to capture discussion, actions, local fish habitat needs, and fish habitat assessment development and prioritization.	Fish Habitat Workshop Steering Committee	Baywide	August 2018
		Develop a strategy for implementing recommendations from the Fish Habitat Workshop and the survey to local communities, agencies, and organizations.	Fish Habitat Workshop Steering Committee, Fish Habitat Action Team	Baywide	February 2019

Management Approach 3: Map and target high-value fish habitat for improved conservation and restoration. Partners will work with the science and management community to develop spatial tools for priority habitats and species to inform management decisions.

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Action #	Description	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
3.1	Explore options for overlaying fish habitat assessment datasets in a geospatial context.	Work with NOAA and USGS to collect and build a geodatabase from data selected and prioritized at the fish habitat workshop	NOAA, USGS, Fish Habitat Workshop Steering Committee	Baywide	February 2019
Management Approach 4: Communicate importance of fish habitat to the general public and local community leaders by engaging in a conversation about the tradeoffs associated with competing uses of land and water.					
4.1	Assess fish habitat data and tool needs from local communities and government officials. Engage, assess and communicate fish habitat needs with CBP partners and local communities.	Request input from local groups (including LGAC and CAC) to assess fish habitat data and tool needs to assist in on-the-ground restoration as well as communication needs.	LGAC, CAC, Fish Habitat Workshop Steering Committee	Baywide	February 2018
		Utilize the local community and government agency fish habitat survey results to guide data acquisition and compilation for the fish habitat assessment.	LGAC, NOAA, USGS, Fish Habitat Workshop Steering Committee	Baywide	April 2018
4.2	Engage and communicate fish habitat with partners and stakeholders to communicate the value of habitat to people including ecosystem services.	Develop Watershed Implementation Plan communication materials and other strategic communication materials to inform and engage with local partners such as local communities, watershed implementation planners, and restoration practitioners.	Fish Habitat Action Team	Baywide	January 2018 (Complete WIP Fact Sheet); July 2018 (Workshop communication materials); ongoing
		Develop options for a fish habitat communications strategy that seeks to inform stakeholders and other parties about fish habitat research, tools, and other resources.	Fish Habitat Action Team	Baywide	Ongoing
Management Approach 5: Evaluate ways to enhance fish habitat protection by reviewing examples from other regions (e.g., the Puget Sound Partnership) and actively engaging with the Atlantic Coast Fish Habitat Partnership.					
5.1	Research existing fish habitat assessments and incorporate feasible elements into the planning and organization of a	Collaborate with experts from the National, Northeast and Southeast regional assessments to determine how the steering committee can build off previous fish habitat assessments to identify needed	Fish Habitat Steering Committee, NFHP Fish Habitat Assessment experts	Baywide	Ongoing

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Action #	Description	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
	Chesapeake Bay regional fish habitat assessment.	datasets and develop an approach to conducting a regional Chesapeake Bay fish habitat assessment.			