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| **\_\_\_\_\_x\_\_\_\_\_ Outcome** Effective date: 2016-2018    **Goal**: *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*  **Outcome**: *By 2025, \_\_\_\_\_\_\_\_\_\_\_\_\_*  **Long term Target**: *300 x by 2025*  **2 year Target**: *75 by 2016*  **Partner contributions to 2 year target**: *MD 25x; VA 40x; DC 10x.* | | | | | | | | |
| **Management Approach 1:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | | | |
| **Key Action**  *Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.* | **Performance Target(s)**  *Identify incremental steps to achieve Key Action* | **Partners**  **Responsible**  *Identify responsible partner for each step.* | **Geographic Location** | **Timeline**  *Identify completion date (month and year) for each step.* | **Estimated Project Cost** *Best estimate total cost of project (need)* | **Available funding by Partner** | **Total**  **Available Funding**  *Roll up of estimated funding* | **Factors Influencing and/or Gap**  *ID related factor or gap in Mgmt. Strat* |
| 1. Conduct detailed assessments and prepare construction designs | Technical assistance - establish metrics and standards requirements | STAC, STAR | n/a | Oct. 2015 | n/a – staff | n/a | n/a | Permitting requirements, funding |
| Design assessment tool | Partner x | n/a | Dec. 2015 | n/a – staff |  | n/a |
| Conduct 75 assessments and 45 construction designs | Jurisdiction x | Counties: x, y, z | April 2016 | $150,000 | $50,000 | $50,000 |
| Jurisdiction x | Counties: x, y, z | July 2016 | $50,000 | $25,000  (gap $25k) |
| Jurisdiction x | X River | July 2016 | $50,000 | $50,000 |
| 1. Develop a pilot project to improve outreach and develop tools targeted toward diverse populations who subsistence fish in areas of concern. | Develop communication tools | Diversity Action Team, Toxics workgroup, Comm. workgroup | TBD | July 2016 | $2,000 | $2,000 | $2,000 | Targeting Comm. & Outreach Efforts |
| Pilot test in 5 locations | $8,000 | $3,000 | ($3,000  (gap $5k) |
| 1. Identify legislative, budgetary and policy needs to advance the goals of the Chesapeake Bay Agreement. | Pursue state legislative changes on X issue in xyz states. | Partner x | n/a | Dec 2017 | n/a – staff time | n/a | n/a | Political climate; financial resources |
| Seek support for federal appropriations to support x. |
| Provide support for research and a formal report on x issue. |
| 1. Improve monitoring programs to better measure and explain progress toward x. | STAC/STAR collaboration to reduce model uncertainty by integrating three key pieces of related information to better assess and communicate progress | STAR  STAC  Partner x | n/a | March 2016 |  |  |  |  |
| 1. Find ways to create and expand employment opportunities to under-represented individuals and communities. | Form an ad hoc employment workgroup to make recommendations on best approaches for increasing employment and professional engagement. | X (lead) |  | Dec. 2015 |  |  |  |  |
| In 2015, evaluate all existing diversity programs to determine if there is a need to develop a strategy for improvement. | Diversity workgroup |  | Dec. 2015 |  |  |
| Improve existing and develop new environmental career opportunity outreach programs at 3 universities and 5 community college systems. | X (lead) | X county  X  X state | Dec. 2016 | $5k |  |
| 1. Restore Submerged Aquatic Vegetation | Identify sites with suitable water quality and high potential to benefit living resources | X (lead) |  |  |  |  |  | Habitat condition, human impacts |
| Pilot x sites for restoration projects | X state |  |  |  |  |  |
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| **Management Approach 3:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | | | |
| **Key Action**  *Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.* | **Performance Target(s)**  *Identify incremental steps to achieve Key Action* | **Partners**  **Responsible**  *Identify responsible partner for each step.* | **Geographic Location** | **Timeline**  *Identify completion date (month and year) for each step.* | **Estimated Project Cost** *Best estimate total cost of project (need)* | **Available funding by Partner** | **Total**  **Available Funding**  *Roll up of estimated funding* | **Factors Influencing and/or Gap**  *ID related factor or gap in Mgmt. Strat* |
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| **Management Approach 4:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | | | |
| **Key Action**  *Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.* | **Performance Target(s)**  *Identify incremental steps to achieve Key Action* | **Partners**  **Responsible**  *Identify responsible partner for each step.* | **Geographic Location** | **Timeline**  *Identify completion date (month and year) for each step.* | **Estimated Project Cost** *Best estimate total cost of project (need)* | **Available funding by Partner** | **Total**  **Available Funding**  *Roll up of estimated funding* | **Factors Influencing and/or Gap**  *ID related factor or gap in Mgmt. Strat* |
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| **Management Approach 5:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | | | |
| **Key Action**  *Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.* | **Performance Target(s)**  *Identify incremental steps to achieve Key Action* | **Partners**  **Responsible**  *Identify responsible partner for each step.* | **Geographic Location** | **Timeline**  *Identify completion date (month and year) for each step.* | **Estimated Project Cost** *Best estimate total cost of project (need)* | **Available funding by Partner** | **Total**  **Available Funding**  *Roll up of estimated funding* | **Factors Influencing and/or Gap**  *ID related factor or gap in Mgmt. Strat* |
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