



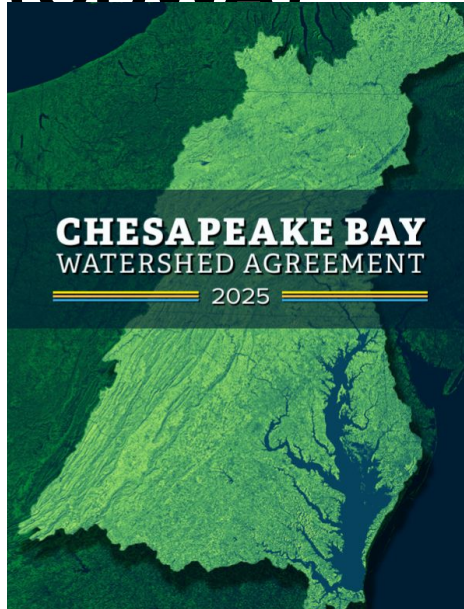
Chesapeake Bay Program  
*Science. Restoration. Partnership.*

May 18, 2026

# **Demystifying Chesapeake Bay Program Management Strategies**

Sarah Brzezinski, EPA CBPO

# The Chesapeake Bay Watershed Agreement (CBWA)



- “The Goals and Outcomes contained in [the CBWA] are collective commitments made by the signatories to advance the restoration, conservation and protection of the Chesapeake Bay ecosystem and its watershed.”
- “[Management] strategies shall outline the means for accomplishing each Outcome and its Targets...”

Chesapeake Bay Watershed Agreement

# CBWA States That the MS Will

## Describe:

- How partners will address changing environmental conditions
- How signatories, other state and federal agencies, local governments, Indigenous representatives, **nonprofit and private partners are engaged**
- Where actions, tools, financial support and technical assistance are needed to **empower local governments and others**
- **What steps are necessary to facilitate greater participation in achieving the Outcome**

Chesapeake Bay Watershed Agreement

# Balancing Long and Shorter-term

## Planning

Management Strategies (included within the Strategic Plan) will be developed, implemented, and reviewed in a **six-year cycle**

- Workplans, which describe the shorter-term activities that will be collaboratively undertaken by Chesapeake Bay Program partners, will have a **three-year period**

Sufficient implementation time  
to glean impacts of strategies

Nimble response to emerging  
challenges and opportunities



# Strategic Plan Chapters & Subsections



---

---

# Introduction and Accountability

- **Chapter 1 Introduction** – state the Strategic Plan's purpose, describe how it was developed, and provide any context needed to understand the document
- **Accountability** – describe program-wide structures processes, and tools for accountability and adaptive management (see slides 14 & 15) as well as monitoring, assessing, and reporting processes

---

---

# Goal Management Strategies Chapters

- Goal Language
- Goal Situation Analysis
  - Shared challenges for partnership to address, including Changing Environmental Conditions
- Optional: Management Approaches for the Goal
  - Strategies that partners should collaboratively undertake to address challenges that impact multiple Outcomes within the Goal

---

---

# Outcome Sub-Sections

- Outcome language (including targets)
- Baseline and Current Condition
- Monitoring Progress and Indicators
- Outcome Situation Analysis
- Snapshot of Signatory Programs
- Management Approaches for the Outcome
- Participating Partners

NOTE: Signatory Statutory Authorities, organized by goal and outcome, will be included, likely as an Appendix

---



---

---

# Authorship and Approval: Strategic

## Plan

- Goal Team leadership will draft their Goal chapter and may delegate the drafting of Outcome sub-sections
  - Goal Teams align PSC priorities and workgroup expertise
- Goal Team co-chairs, with support from EPA staff, will develop the Introduction and Accountability chapters, as well as the Executive Summary and any appendices.
- The Policy Steering Committee will approve the Strategic Plan

# Workplans

- A separate Workplan will be produced, including:
  - Narrative summary
  - Descriptions of the major actions to be undertaken
  - Project lead and participating partners
  - Human and financial resources needed and committed, as well as potential sources to fill gaps
  - Timeline for completion

---

---

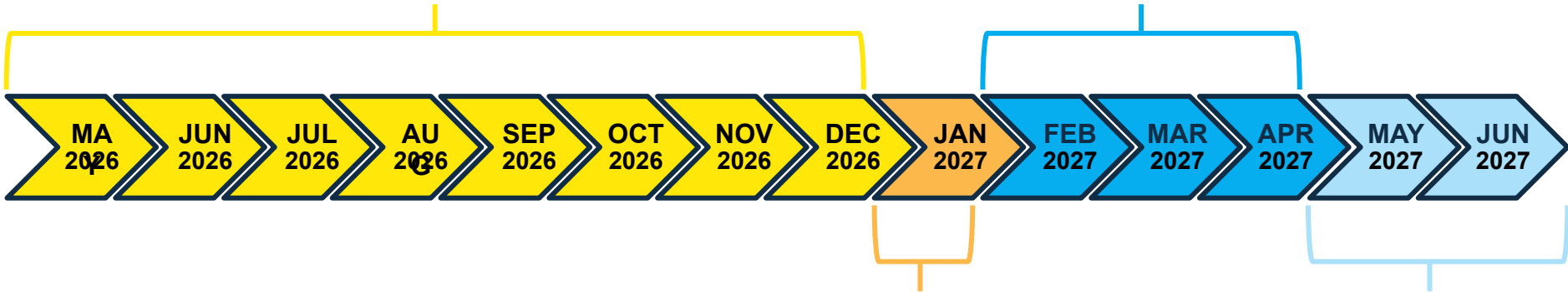
# Authorship and Approval: Workplans

- A separate Workplan will be produced for each Outcome to describe the actions that will be collaboratively implemented over the upcoming three-year period
- Outcome Authors are being identified by Goal Team co-chairs to develop each Workplan
- Outcome Authors, designated by Goal Team chairs, will develop Workplans for Goal Team approval
- Goal Teams will approve the Workplans for their respective Outcomes

# Timeline

**MAY – DECEMBER 2026**  
**Drafting**

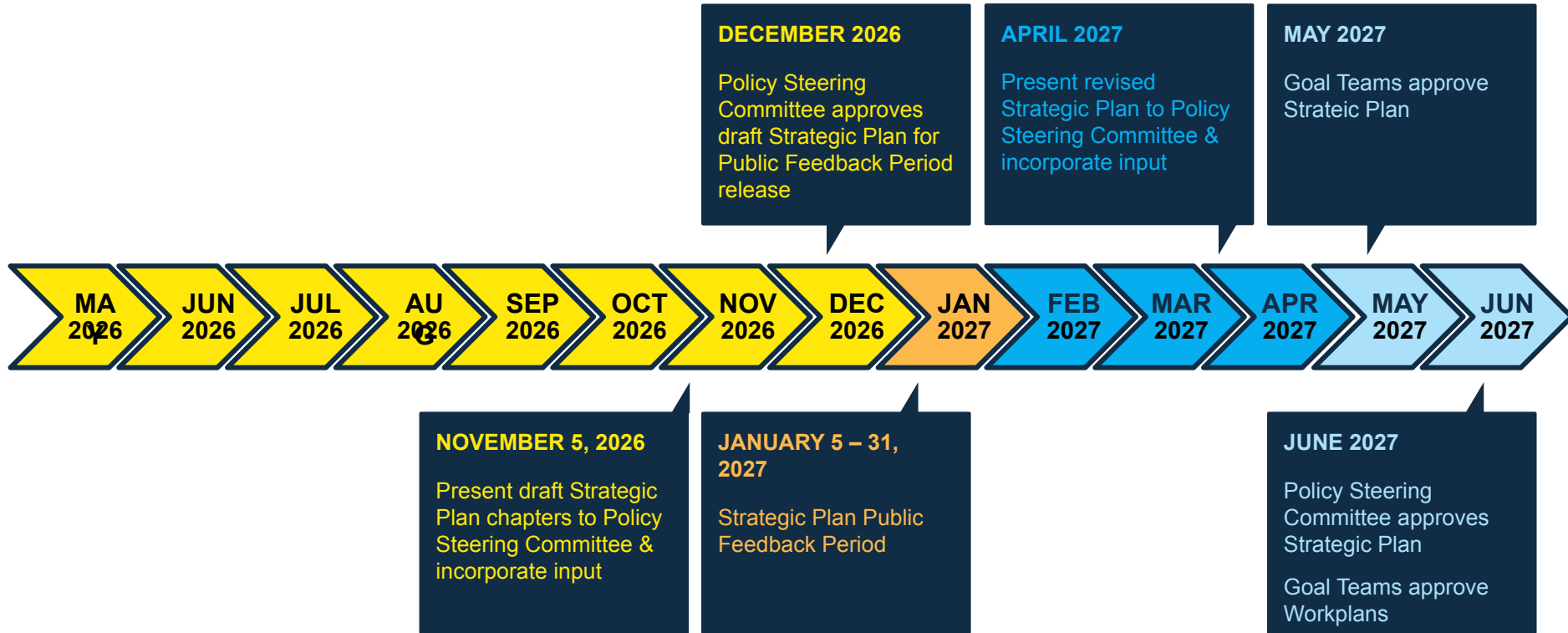
**FEBRUARY - APRIL 2027**  
**Incorporate feedback**



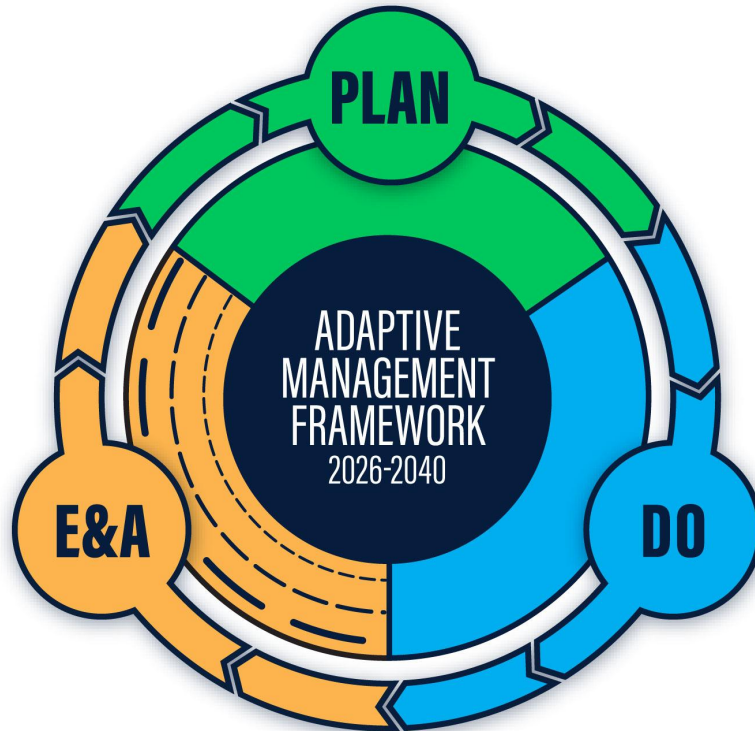
**JANUARY 5 – 31, 2027**  
**Strategic Plan**  
**Public Feedback Period**

**MAY – JUNE 2027**  
**Strategic Plan and Workplan**  
**finalization and approval**

# Timeline



# Accountability and Adaptive Mana



## PLAN

Define goals, priorities, and strategies that guide the work.

## DO

Coordinate and implement initiatives, and monitor progress toward goals.

## EVALUATE & ADJUST

Review outcomes, apply lessons learned, and adapt accordingly.

----- Annual Check-ins

===== Triennial Review (2030 & 2036)

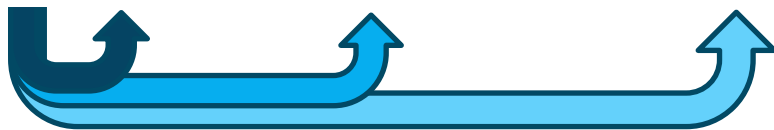
===== Strategy & Program Evaluation (2033 & 2040)

# Accountability and Adaptive

## Management



2026   2027   2028   2029   2030   2031   2032   2033   2034   2035   2036   2037   2038   2039   2040



- Annual Check-Ins** – extended PSC meetings that communicate progress, and address and prioritize implementation needs
- Triennial Reviews** – cross-program review & symposium to document successes and challenges and initiate new Workplans
- Strategy and Program Evaluation** – assess the current progress towards achieving the Goals and Outcomes of the Agreement, evaluate the efficacy of existing Management Strategies and identifies opportunities for improvement
- In 2040, the Strategy and Program Review will prompt revision to the Chesapeake Bay Watershed Agreement



# Stakeholder Engagement





---

---

# MS Development & Implementation

- Stakeholder groups are welcome and encouraged, as they are able, to **contribute to the development and implementation** of the Management Strategies through workgroup discussions and time allotted by Goal Teams.
  - Proposing inclusion of related language in the Introduction
  - Entities that engage in this way would be listed as “Participating Partners” in the relevant Outcome subsection(s)

---

---

# Strategic Plan Public Feedback Period

- “Specific Management Strategies will be updated in consultation with stakeholders, organizations and other agencies, and will include **a period for public input and review** prior to final adoption.”
- The Public Feedback Period: **January 5 – 31, 2027**
  - Please help us spread the word in December!

Stakeholders are encouraged to provide

---

---

# Guidance in the Workplan Template

- Authors should include management approaches/projects and related action(s) that seek to address where tools, financial support and technical assistance are needed to empower local governments and others and what steps are necessary to facilitate greater participation in achieving the Outcome.
  - Ex: Provide X technical assistance to Y organizations by Z
  - Ex: Collaborate with X NGOs to develop and spotlight 5 county or municipality-scale case studies highlighting Y
- In instances where specific projects aren't planned, include a narrative description of how partnership will incorporate these



# Thank you!

# Questions?

Sarah Brzezinski

[brzezinski.sarah@epa.gov](mailto:brzezinski.sarah@epa.gov)

EPA Region 3

Chesapeake Bay Program Office

Photos courtesy of Will Parson, CBP



# **IMAGINARY**

## **Goal Management Strategies**

### **Backyard Birds Example**



# Goal Situation Analysis

	Outcomes					
	1.1 Vernal Ponds	1.2 Salamanders	1.3 Pollinators	1.4 Backyard Birds	1.5 Fields & Pastures	1.6 Woodlands
<b>Challenges</b>						
Habitat conversion, fragmentation and loss	X	X	X	X	X	X
<b>Property owner willingness to adopt practices</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>Workforce knowledge and capacity for conservation</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
Herbicide and pesticide use	X	X	X	X	X	
<b>CBP capacity to sustain long-term monitoring</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>		
<b>Land use changes and development pressure</b>	<b>X</b>	<b>X</b>			<b>X</b>	<b>X</b>
Mortality associated with the spread of diseases		X	X	X		X
Changing environmental conditions-related decrease in availability suitable habitat*	X	X		X		
<b>Increasing pressure from invasive species</b>			<b>X</b>	<b>X</b>		<b>X</b>
Increasing timber harvest rates		X				X
Fire and fuel management*					X	X
<b>Mortality associated with windows/building glass</b>				<b>X</b>		
<b>Nutrient management</b>					<b>X</b>	



# Goal Management Approaches

## Management Approaches for Goal 1: Community Habitats and Wildlife

Management Approach 1.0.1: Design and conduct a survey to understand barriers to homeowners' willingness to adopt practices and opportunities to reduce those barriers. All Outcomes within the Community Habitats and Wildlife Goal Team identified property owner willingness to adopt environmental practices as a key challenge to address within the next six years. The Goal Team will create and conduct a survey to determine what factors impact homeowners' willingness to adopt specific environmental practices and what solutions can reduce those barriers. Outcome subject matter experts will identify the specific environmental practices that should be included in the survey. Survey findings will be used to reduce barriers to the adoption of environmental practices, with specific actions identified in Outcome Workplans.

Management Approach 1.0.2: Assess the viability of leveraging Artificial Intelligence and satellite data to expand CBP's capacity for long-term monitoring.

Leveraging technological expertise from signatory partners, universities, NGOs, and workgroup data providers, the Community Habitats and Wildlife Goal Team will stand up a temporary action team to determine if Artificial Intelligence and satellite data can provide a cost-effective means of expanding CBP's for long-term monitoring capacity for tracking progress across multiple outcomes. This action team will collaborate with Outcome leads to define priority monitoring needs, inventory available datasets and computing needs, run pilot studies to benchmark AI models against current monitoring methods, and assess the cost-effectiveness and accuracy of various methods.

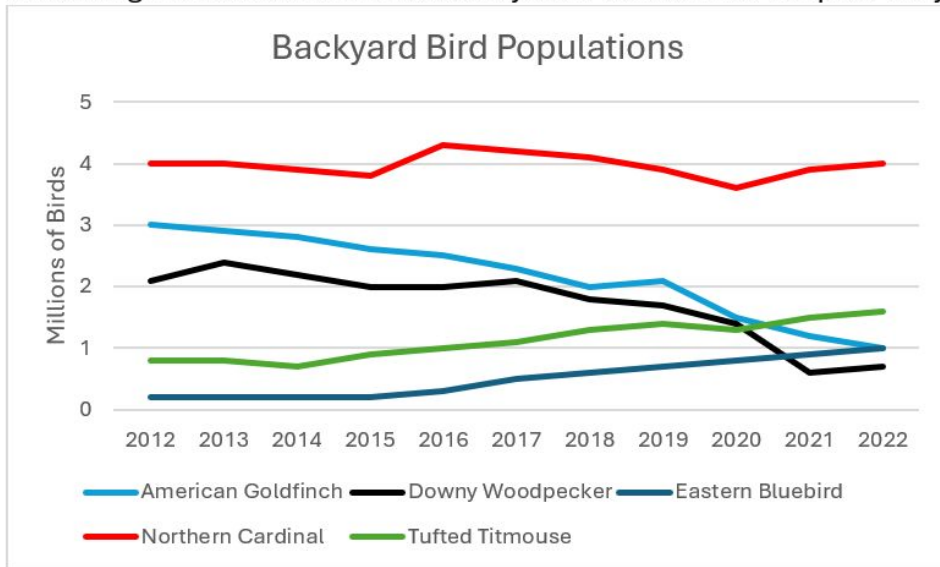
# Outcome Sub-Section n

## Baseline and Current Condition

### Baseline and Current Condition

#### Backyard bird populations

Estimates of breeding-season adult bird populations in the Chesapeake Bay Watershed are provided below by species based on data collected and analyzed for the [Imaginary Chesapeake Bird Survey](#) [add hyperlink to Chesapeake Progress]. Baselines for each species are derived from the average population size between 2012 and 2022. These baselines will be used to assess progress towards the Backyard Bird Outcome on an annual basis. The current condition of each species is listed as decreasing, increasing or remaining the same based on an analysis of trends from the past ten years.





# Outcome Sub-Section n Monitoring Progress and Indicators

## Monitoring Progress and Indicators

[Indicator: Chesapeake Bird Survey](#) [hyperlink text to Chesapeake Progress Indicator]

The Chesapeake Bird Survey was established in 2012 to monitor the abundance of common species of breeding adult birds that can frequently be observed in backyard habitats across the region. Data will be collected, analyzed and reported on an annual basis.

[Monitoring: Creation of bird-friendly habitat \(hyperlink to Chesapeake Progress\)](#)

An Indicator will not be used for this Outcome or Target. The creation of new bird-friendly habitats will be assessed by calculating the acreage of restoration projects after installation is completed. Bird-friendly habitat monitored for this effort will meet the definition and parameters established in the [Backyard Bird Workgroup's Welcoming Birds to our Shared Spaces document](#). Federal, state, and participating NGO partners will report acreage of bird-friendly habitat created through direct restoration activities and as a result of grant funding to the Workgroup. At the conclusion of each calendar year, the target will be reported as Complete or Incomplete in Bay Barometer.

[Indicator: Human-related causes of bird mortality](#)

The Human-Related Causes of Bird Mortality Indicator estimates Chesapeake Bay watershed-wide bird deaths attributable to key anthropogenic sources – electric lines, poisons, vehicles, building glass, and feral and domestic cats – via a hazard-weighted proxy during sampling years (occurring every three years, starting in 2023). It integrates locally parameterized models with regional data (e.g., bird-safe retrofit counts,

# Outcome Sub-Section n

## Situation Analysis

	Within CBP sphere of influence	Outside of CBP sphere of influence
<b>Challenges</b>		
<b>CBP capacity to sustain long-term monitoring</b>	X	
Cost, supply chain, & availability of materials (native seeds, window decals, native saplings)		X
Household income/ability to pay for bird-friendly projects		X
<b>Property owner willingness to adopt practices</b>	X	
<b>Workforce knowledge and capacity for conservation</b> – window retrofits and native landscaping for wildlife	X	
Homeowner attitudes toward native landscaping	X	
Public awareness of bird-window collisions and solutions	X	
Potential for AI bird identification with birdfeeder cameras	X	
Emerging use of remote sensing for bird abundance est.	X	
Partnership development of social networks for birding	X	
<b>Mortality associated with windows/building glass</b>	X	
Mortality associated with the spread of diseases	X	
Mortality from feral and domestic cats	X	

# Outcome Sub-Section n

## Snapshot of Signatory Programs

### Commonwealth of Neverland

- [Indoor Cats Program](#) (\$100K in FY 25) helps owners transition roaming cats to safe indoor lives through lending libraries and [quick-build](#) catio pop-up events.

### Commonwealth of Oz

- [Cats Safe at Home Program](#) (\$160K in FY 25) partners with veterinarians, shelters, and neighborhood groups to education, spay/neuter vouchers and a voluntary pledge that helps owners keep cats indoors, while protecting backyard birds.
- [Feathered Neighbors Grant Program](#) (\$400K) supports community efforts to turn lawns, balconies and shared green spaces into connected bird habitat through easements, native plant vouchers and seed- and fruit-rich garden templates.

### State of Narnia

- [Keeping Cats Indoor Program](#) (\$180K in FY 25) helps families shift to indoor-only cats, protecting pets and local birds alike through how-to workshops, enrichment starter kits and DIY catio plans.
- [Songbird Sanctuaries Program](#) (\$300K in FY 25) protects and restores shrubland, forests, and meadows across public and residential lands, creating connected corridors and engaging communities in stewardship and songbird monitoring.
- [Building for Birds](#) (\$190K in FY 25) offers a tax credit to Narnia small businesses and community organizations for the installation of treated windows or the retrofit of permanent decals on existing windows to reduce bird collisions.

# Outcome Sub-Section n Management t Approaches

## Management Approaches

Management Approach 1.4.1. Identify barriers and increase homeowner willingness to install habitats for backyard birds and pollinators

The availability of habitats that support healthy populations of backyard birds have decreased over the past decades. Practices installed on residential properties can create critical corridors and suitable habitats to support migratory and non-migratory species. The Backyard Birds Workgroup will contribute expertise to support the Goal Team's survey of factors that impact homeowners' willingness to install practices and opportunities to reduce those barriers. Using survey results, the workgroup will develop programs and materials that seek to address top barriers to bird-friendly habitat installation.

Management Approach 1.4.2: Decrease window collisions as a source of bird mortality

Bird collisions with building windows result in an estimated 1 billion bird deaths each year. Policy alignment, technical assistance to local governments, and capacity building efforts to expand workforce knowledge, skills and abilities can help communities and homeowners install or retrofit bird-safe window treatments that reduce bird mortality.

Management Approach 1.4.3: Engage citizen scientists in monitoring backyard bird populations and communicate results to participants and stakeholders

Citizen science can expand the availability of data on backyard birds to build capacity for long-term monitoring efforts. Engaging residents as co-researchers can also build skills that translate into sustained public support and volunteer capacity for bird conservation. This Approach trains volunteers across the watershed to run standardized yard counts,



# Outcome Sub-Section n

## Participating Partners

The following partners participated in the creation of this Management Strategy and expressed their intention to collaborate on Management Strategy implementation over the next six years. Per the Chesapeake Bay Watershed Agreement, “participation in developing Management Strategies or in the achievement of Outcomes varies by signatory based on differing priorities across the watershed. This participation may include commitments such as sharing knowledge, data or information, educating the public, working on future legislation and developing or implementing programs or verified practices” (2025). Signatory partners may join implementation efforts at any time. Partners also recognize that Signatory participation is voluntary and may vary accordingly.

- **Signatory Partners**
  - Commonwealth of Neverland
  - Commonwealth of Oz
  - State of Camelot
  - State of Narnia
  - State of the Shire
  - State of the Zootopia
  - U.S. Ministry of Magic
  - Wonderland National Birding Service
- **At Large Members of the Backyard Birds Workgroup**
  - University of Zootopia
  - Mid-Atlantic Birders
  - the Chesapeake Birding Society
  - Tumnus Foundation
  - Lollipop Guild Birders
  - Chesapeake Conservators
  - Old Forest Nurseries
  - Hobbiton
  - Emerald City Planning and Zoning Department
  - District 12

# Outcome Sub-Section n

## Signatory Statutory Authorities

### Goal 1: Community Habitats and Wildlife

Outcome: Backyard Birds	
Signatory	Statutory Authority (Note: include hyperlinks)
Commonwealth of Neverland	<a href="#">4 Neverland Administrative Code (NAC)-400-120-Bird-Friendly Building Features</a>
	<a href="#">4NAC-123-456-Neighborhood Habitat Corridors</a>
Commonwealth of Oz	<a href="#">58 OZ Code § 147.815 Community Bird Habitat Program</a>
	<a href="#">58 OZ Code § 137.55 Feeder Disease Prevention</a>
State of Camelot	<a href="#">7 CAM Admin. Code 3900-13.0 Bird-Friendly Community Greenspaces</a>
	<a href="#">7 CAM Admin. Code 3900-14.0 Residential Bird Collision Reduction</a>
State of Narnia	<a href="#">Code of Narnia Regulation (CONAR) 05.02.20.05 Residential Bird-Safe Construction</a>
	<a href="#">CONAR 08.03.20.01 Backyard Birds</a>
	<a href="#">CONAR 08.03.21.15 Songbird Sanctuaries</a>
State of the Shire	<a href="#">Shire (Sh.) Code R. § 58-66-3 Backyard Bird Conservation Grants</a>
	<a href="#">Sh. Code R. § 58-67-2 Migration-Friendly Electric Lines</a>
State of the Zootopia	<a href="#">6 Zootopia Codes, Rules and Regulations (ZCRR) Part 196 Songbird Sanctuaries</a>
	<a href="#">6 ZCRR Part 197 Bird-Friendly Building Design</a>
U.S. Ministry of Magic	<a href="#">Backyard Birds Act § 404, 33 MOMC § 1399</a>



# **IMAGINARY Workplan Backyard Birds Example**



**BACKYARD BIRDS OUTCOME WORKPLAN**

JULY 2027 – JUNE 2030

CREATED: MARCH 10, 2026

UPDATED: MARCH 30, 2026

**MANAGEMENT APPROACH 1.4.1: IDENTIFY BARRIERS AND INCREASE HOMEOWNER WILLINGNESS TO INSTALL HABITATS FOR BACKYARD BIRDS AND POLLINATORS**

**Narrative Summary:** A sample of 50 homeowners will be interviewed by staff from Wonderland National Birding Service and the Shire to identify barriers to bird-friendly habitat installation and homeowner-preferred methods for information and support delivery. Subsequently, the Backyard Birds Workgroup will develop and launch stamp and rebate programs to help homeowners identify, select and purchase native species that provide food and habitat for birds and pollinators. The Backyard Birds Workgroup will use survey results to develop program materials that seek to address top-identified barriers to bird-friendly habitat installation, ultimately improving homeowner capacity for habitat installation through preferred engagement channels.

**Expected Impact on Outcome and Target Attainment:** An estimated 1,000 acres of bird-friendly habitat will be created on residential lands by year 3. If successful, this work could be scaled up in 2030 – 2033 to increase acreage.

## DESCRIPTION OF ACTIVITIES

Activity Number	Lead Signatory and Participating Partners	Actions	Resource Needed, Committed, and Potential Sources to Fill Gaps	Target Date	Performance Targets and Deliverables	Status Activity Completion
<b>1.0.1.1</b> <b>1.4.1.1</b> (this example cross-lists this activity with a goal-level mgmt approach & action)	<b>Lead:</b> Wendy Darling, Commonwealth of Neverland. Goal Team 1 Co-Chair  Cat Cheshire, Wonderland National Birding Service  <b>Signatories:</b> Wonderland National Birding Service and the Shire	A survey of homeowners will be coordinated by the Goal Team to address a challenge faced by multiple Outcomes. A sample of 50 homeowners in each jurisdiction will be interviewed.  Through GT interviews, identify barriers to bird-friendly habitat installation, as well as how best to deliver information and materials that would reduce barriers to installation of bird-friendly habitats.	Staff time at Goal Team meetings is <b>Needed and Committed</b> to coordinate survey preparation and discussion of results.  Staff time to conduct and analyze results of homeowner surveys – <b>Needed and Committed</b> by Wonderland National Birding Service and Shire  No additional resource needs	July 2027 – January 2028	50 homeowners interviewed  One report on findings produced  5 greatest barriers identified	



1.4.1.2	<p><b>Lead:</b> Cat Cheshire, Wonderland National Birding Service</p> <p>Ent Treebeard, Shire, Pollinators Workgroup coordinator</p> <p><b>Signatories:</b> Neverland, Narnia, the Shire, the U.S. Ministry of Magic and the Wonderland National Birding Service.</p> <p><b>Other Partners:</b> University of Zootopia, Mid-Atlantic Birders, Chesapeake Birding Society, Hobbiton Government, Old Forest Nurseries</p>	<p>Develop and launch a backyard bird-friendly stamp program to help homeowners identify native species that provide food and habitat for birds and pollinators, and establish a rebate program to incentivize initial plant purchase and installation</p>	<p><b>Needed:</b> \$50,000 needed to pilot a native plant rebate program</p> <p><b>Committed:</b> No resources currently committed.</p> <p><b>Filling Gaps:</b> Neverland, Narnia, and the Shire have expressed initial interest in providing financial support to pilot a rebate program, pending year 2 &amp; 3 appropriations</p>	January 2028 - June 2030	<p>25,000 homeowners submit rebate forms for native plants</p> <p>25,000 native plants planted on residential properties</p>	
1.4.1.3	<p><b>Lead:</b> Cat Cheshire, Wonderland National Birding Service</p> <p><b>Signatories:</b> Neverland, Narnia, the Shire, the U.S. Ministry of Magic and the Wonderland National Birding Service.</p> <p><b>Other Partners:</b> University of Zootopia, Mid-Atlantic Birders, Chesapeake Birding Society, Hobbiton Government, Old Forest Nurseries</p>	<p>Pending survey results, address identified barriers to bird-friendly habitat installation and improve homeowner capacity for habitat installation and maintenance through preferred engagement channels. For example, if native plant selection and garden design are identified as barriers and flyers made available at nurseries are preferred, the workgroup will develop several garden templates to make available for distribution at nurseries.</p>	<p><b>Needed:</b> \$25,000 needed to produce materials in support of addressing TBD barriers</p> <p><b>Committed:</b> No resources currently committed.</p> <p><b>Filling Gaps:</b> Wonderland National Birding Service, Neverland, Narnia, and the Shire have expressed interest in providing financial support to produce materials, pending years 2 &amp; 3 appropriations</p> <p>Staff time from Wonderland National</p>	January 2028 - June 2030	<p>Estimated 1,000 new acres of habitat</p> <p>TBD number and type of products developed to address barriers</p> <p>TBD number and type of engagements delivered</p> <p>Ex: 50,000 flyers distributed at 50 nurseries to help</p>	

#### MANAGEMENT APPROACH 1.4.2: DECREASE WINDOW COLLISIONS AS A SOURCE OF BIRD MORTALITY

**Narrative Summary:** To reduce bird-window collisions, signatory and academic partners from the Backyard Birds Workgroup will convene establish recommendations for the installation or retrofitting of bird-safe window treatments. Signatory partners will discuss and, where possible, align regulations to support bird-safe window treatments or retrofits. The Backyard Birds Workgroup will then provide technical assistance to help local governments incorporate recommendations and retrofit activities into existing programs and grants, targeting those associated with housing or building weatherization assistance, energy conservation, and community development. Workgroup members will host regional capacity building workshops to expand workforce knowledge, skills and abilities for installing or retrofitting bird-safe window treatments. Through partnership efforts, bird-safe decals will be installed on the windows of 1,000 public buildings and 4,000 private residences to model bird-friendly retrofits and facilitate adoption by others.

**Impact on Outcome and Target Attainment:** By year 3, fatal bird collisions with windows will be reduced by an anticipated 5%. This results in a 1.5% overall reduction to human-related causes of bird mortality in support of the Target of reducing human-related causes of bird mortality by 15% by 2040.

##### DESCRIPTION OF ACTIVITIES

Activity Number	Lead Signatory and Participating Partners	Actions	Resource Needed, Committed, and Potential Sources to Fill Gaps	Target Date	Performance Targets and Deliverables	Status Activity Completion
1.4.2.1	<b>Lead:</b> Susan Pevensie, Narnia Birding Department, and Dorothy Gale, Oz Wildlife Division <b>Signatories:</b> Narnia, Oz, Shire and the U.S. Ministry of Magic <b>Other Partners:</b> Narnia State University, University of Zootopia	Establish recommendations and seek to align state regulations for bird-safe window treatments and retrofits (e.g., threat factor $\leq 30$ products or 2x2/2x4 exterior patterning).	<b>Needed &amp; Committed:</b> Narnia, Oz, Shire and the U.S. Ministry of Magic have identified staff to collaborate on recommendation development and policy alignment discussions. <b>Filling Gaps:</b> N/A	July 2027 - July 2028	One report on bird-safe window treatment recommendations  Number of signatory partners adopting recommendations /aligning policies	
1.4.2.2	<b>Lead:</b> Susan Pevensie, Narnia Birding Department  Samwise Gamgee, the Shire, Local Government Leadership Workgroup	Provide technical assistance to <b>local governments</b> on bird-safe window regulations, prioritizing the integration of decals, exterior films, screens, or patterned glazing in retrofits	<b>Needed:</b> \$450,000 for bulk purchase of window decals <b>Committed:</b> N/A <b>Filling Gaps:</b> Pending	July 2028 – July 2029	100 local governments receive technical assistance  Number of local governments that	

	<p><b>Signatories:</b> Narnia, Oz, Shire, and the U.S. Ministry of Magic</p> <p><b>Other Partners:</b> Tumnus Foundation, Lollipop Guild Birders, Chesapeake Conservers, Emerald City Planning and Zoning Department, and District 12</p>	<p>conservation programs, weatherization assistance, and community development grants. Partners will provide local governments with bird-safe window decals for 1,000 public buildings that will model bird-friendly retrofits.</p> <p>This activity will provide tools and technical assistance to empower local governments and facilitate their participation in achieving the Outcome.</p>	<p>the U.S. Ministry of Magic's Regulation of Magical Creatures Department has expressed interest in offering a \$450,000 grant for decals</p>		<p>recommendations and promote the installation of bird-safe window treatments</p> <p>1,000 public buildings install &amp; model window treatments to reduce bird casualties</p>	
1.4.2.3	<p><b>Lead:</b> Dorothy Gale, Oz Wildlife Division</p> <p>Hermione Granger, U.S. Ministry of Magic, Workforce Workgroup coordinator</p> <p><b>Signatories:</b> Narnia, Oz, Shire, and the U.S. Ministry of Magic</p> <p><b>Other Partners:</b> Tumnus Foundation, Lollipop Guild Birders, Chesapeake Conservers, Emerald City Planning and Zoning Department, and District 12</p>	<p>Build a workforce with the knowledge, skills and abilities to retrofit windows with bird-safe treatments by hosting regional capacity building workshops and providing trainees with decals necessary for installation on 4,000 private residences.</p>	<p><b>Needed:</b> \$450,000 for bulk purchase of window decals. Staff time and facilities space for hosting capacity building workshops</p> <p><b>Committed:</b> The Emerald City Planning and Zoning Department and District 12 will pilot capacity building workshops in their jurisdictions in year 2.</p> <p><b>Filling Gaps:</b> Narnia, Oz, and Shire have each expressed interest in hosting three capacity building workshops in their jurisdictions in years 2 and 3 and may be able to cover material costs of decals. Public-private partnerships may also be explored to</p>	<p>July 2028 – July 2030</p>	<p>100 members of the workforce trained in the installation of bird-safe window treatments</p> <p>Windows of 4,000 private residences are retrofitted with bird-safe decals</p>	