

Management Strategies for Goal [#]: [Goal Name]

Goal

[copy and paste Goal language from the CBWA]

[[Numbering format used throughout the Strategic Plan, Management Strategies, and Workplan documents: [Goal Number*].[Outcome Number].[Management Approach Number].[Workplan Activity Number]

*"0" is used as the Outcome number for Goal-level analyses]

Situation Analysis for Goal [#]: [Goal Name]

In the table below, the Goal Team has summarized the most critical challenges facing each of its Outcomes that are within CBP's ability to impact or influence. The Goal Team and its Workgroups, as appropriate, have identified those challenges show in **bold** as critical for Workgroups to begin addressing within the next six years via the development and implementation of Management Approaches. Challenges associated with Changing Environmental Conditions are denoted with an asterisk (*). [In the table below, add "Challenges" in the first column, then place an "X" to identify which Outcomes are facing that challenge. Do not include all challenges identified by Workgroups. Where feasible, Goal Teams should establish shared terminology to describe challenges that exist across Outcomes. Partnership groups are encouraged to first brainstorm situation analysis responses at the Outcome-level, then have Goal-level discussions about commonalities, differences, relative importance, and trade-offs to addressing identified challenges. While workgroup discussions may consider factors influencing Outcome attainment that are both within and outside of CBP's ability to control, Goal Team documentation in the situation analysis should focus on those challenges that CBP can impact. Challenges and changing environmental condition considerations may not apply to all Outcomes within the Goal; some may be unique. Conversations and the following documentation should drive towards identifying and elevating challenges that have the potential to make the greatest impact, either because they are associated with multiple Outcomes or because they are critical to making progress towards a single Outcome. Goal Team are encouraged to consider the following criteria when prioritizing challenges to be addressed by the partnership:

1. PSC priorities
2. Workgroup expertise and background materials provided
3. Whether or not the challenge is within CBP's ability to influence
4. Where a partnership approach to addressing the challenge adds value
5. The relative importance and expected impact of addressing each challenge with respect to Outcome attainment
6. The partnership's capacity to pursue initiatives related to challenges within the next six years]

	Outcomes					
	[[[[[[
	o	o	o	o	o	o
	u	u	u	u	u	u
	t	t	t	t	t	t
	c	c	c	c	c	c
	o	o	o	o	o	o
	m	m	m	m	m	m
	e	e	e	e	e	e
	n	n	n	n	n	n
	a	a	a	a	a	a
	m	m	m	m	m	m
	e	e	e	e	e	e
]]]]]]
Challenges						

Management Approaches for Goal [#]: [Goal Name]

[Management Approaches will outline the general approach needed to fill existing gaps and identify the partnership’s role in that approach. These are the actions that the program will undertake to address the challenges to goal and outcome attainment that are described in the Situation Analysis. The Management Approach section should include how local governments and other stakeholders will be kept informed and involved.

- Each Management Approach should seek to address one or more stated challenge(s).
- Management Approaches should be specific enough to guide partnership efforts over the coming six years and to enable the partnership to determine if work related to the Management Approach has progressed at an appropriate pace. Example: a Management Approach would not be “communications and outreach,” but rather “Assess Blue Crab Stock Status and Communicate the

Results to Managers and the Public.” Management Approaches should be specific enough to be meaningful and provide transparency about the work that partners will collaboratively undertake.

- Management Approaches at the Goal and/or Outcome-level should describe and seek to address “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 to do their part; and what steps are necessary to facilitate greater participation in achieving the Outcome.”
- Goal-level Management Approaches should speak to the strategies and actions that Chesapeake Bay Program Partners should undertake over the next six years to address challenges that impact multiple Outcomes within the Goal.
- For each Goal-level Management Approach, a statement should be included to describe which Outcome workplans will include related actions.]

Management Approach [Goal number].0.1: [Management Approach Name]

[Brief description of the Management Approach, identification of the challenge(s) that it seeks to address, and a statement about which Outcome Workplan(s) will incorporate related actions to implement the approach.]

Approach [Goal number].0.2: [Management Approach Name]

[Brief description of the Management Approach, identification of the challenge(s) that it seeks to address, and a statement about which Outcome Workplan(s) will incorporate related actions to implement the approach.]

Backyard Birds Outcome

[Outcome Name]: [copy and paste Outcome language from the CBWA]

- [copy and paste Target language from the CBWA]

Baseline and Current Condition

[Outcome or Target Name]

[Describe the baseline and/or current condition from which progress will be assessed]

[Outcome or Target Name]

[Describe the baseline and/or current condition from which progress will be assessed]

[Outcome or Target Name]

[Describe the baseline and/or current condition from which progress will be assessed]

Monitoring Progress and Indicators

[Indicator name hyperlinked to Chesapeake Progress]

[Brief description of the Indicator]

Monitoring: [Outcome or Target Name]

[If an Indicator will be developed but does not yet exist, describe the future Indicator, along with the plan and timeline to attain and report the necessary information]

Monitoring: [Outcome or Target Name]

[If an Indicator will not be developed, describe how progress toward Outcome or Target attainment will be demonstrated, how often progress will be assessed and how CBP will communicate progress to support partner decision-making]

[Outcome Name] Situation Analysis

The following table identifies challenges that will impact progress towards attaining this outcome and its targets. This analysis considers scientific, environmental, fiscal or policy-related developments that have already or may influence work during the upcoming six-year Management Strategy cycle. Consideration is given to which challenges are within and outside of CBP's ability to influence. Challenges associated with Changing Environmental Conditions are denoted with an asterisk (*). Challenges listed in bold font have been identified by the Goal Team and its Workgroups as being priorities for the Workgroup to seek to address or make progress against through the development and implementation of Management Approaches. [\[Add or remove rows from the following table as needed to document challenges to Outcome and/or Target attainment. Place an "X" in the corresponding box to classify each challenge as being "within CBP's ability to influence" or "outside of CBP's ability to influence"\]](#)

[illegible]

Snapshot of Signatory Programs [hyperlink text below to relevant programs]

Managing a large and difficult restoration and conservation program with “no assurance about the level of funds that may be available beyond the short term” (GAO, 2028) is a challenging undertaking that requires individual and collaborative action from signatory partners, as well as the many communities and individuals who live, work, play and learn in our region. This “Snapshot of Signatory Resources” seeks to better recognize the significant contribution that individual signatory partners and federal agencies make towards outcome attainment. The existing programs and funding spotlighted below are not intended to represent the full range of resources available or required to support progress towards outcome attainment; only the “biggest ticket” programs are included for each outcome and signatory partner. It is important to note that funding is reported from a single point in time (fiscal year 2025) and is not representative of future investments. Identifying the most critical programs and resources that exist at a particular moment in time can help the partnership focus its collaborative efforts on activities that have the greatest impact, and which don’t duplicate the work of existing programs.

[Signatory Name]

- [Featured Program with hyperlink] ([Appropriations for Fiscal Year 2025]) [one sentence max description of how program relates to Outcome attainment]

[Signatory Name]

- [Featured Program with hyperlink] ([Appropriations for Fiscal Year 2025]) [one sentence max description of how program relates to Outcome attainment]

[Signatory Name]

- [Featured Program with hyperlink] ([Appropriations for Fiscal Year 2025]) [one sentence max description of how program relates to Outcome attainment]

[Signatory Name]

- [Featured Program with hyperlink] ([Appropriations for Fiscal Year 2025]) [one sentence max description of how program relates to Outcome attainment]

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[Signatory Name]

- [Featured Program with hyperlink] ([Appropriations for Fiscal Year 2025]) [one sentence max description of how program relates to Outcome attainment]

[Signatory Name]

- [Featured Program with hyperlink] ([Appropriations for Fiscal Year 2025]) [one sentence max description of how program relates to Outcome attainment]

Management Approaches for Outcome [#]: [Outcome Name]

[Management Approaches will outline the general approach needed to fill existing gaps and identify the partnership's role in that approach. These are the actions that the program will undertake to address the challenges to goal and outcome attainment that are described in the Situation Analysis. The Management Approach section should include how local governments and other stakeholders will be kept informed and involved.

- Each Management Approach should seek to address one or more stated challenge(s).
- Management Approaches should be specific enough to guide partnership efforts over the coming six years and to enable the partnership to determine if work related to the Management Approach has progressed at an appropriate pace. Example: a Management Approach would not be “communications and outreach,” but rather “Assess Blue Crab Stock Status and Communicate the Results to Managers and the Public.” Management Approaches should be specific enough to be meaningful and provide transparency about the work that partners will collaboratively undertake.
- Management Approaches at the Goal and/or Outcome-level should describe and seek to address “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 to do their part; and what steps are necessary to facilitate greater participation in achieving the Outcome.”
- Outcome-level Management Approaches should speak to the strategies and actions that Chesapeake Bay Program Partners should undertake over the next six years to address challenges that impact specific Outcomes.
- For each Goal-level Management Approach, a statement should be included to describe which Outcome workplans will include related projects or actions.]

Management Approach [Goal number].[Outcome number].1:

Management Approach [Goal number].[Outcome number].2:

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**

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- **Other Partners**

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Appendix 1. Signatory Statutory Authorities Driving Outcome Attainment

The law and regulation of signatory partners may support, justify or motivate their participation in the collaborative work of the Chesapeake Bay Program related to the attainment of specific Outcomes and Targets of the Watershed Agreement.

The following documentation identifies core statutory authorities that provide part of the impetus for the attainment of Chesapeake Bay Watershed Agreement Outcomes and their related Targets. While Chesapeake Bay Program partners acknowledge that the Chesapeake Bay Watershed Agreement is voluntary, subject to the availability of appropriated funds, and does not preempt, supersede or override any other law or regulation applicable to each signatory, they also acknowledge that the law or regulation of individual signatories can support each partner’s participation in outcome attainment. The table below is not an exhaustive list of all relevant laws and regulations. Rather, this appendix identifies the driving motivators that can bring about signatory partner engagement in efforts described in this Strategic Plan, associated Management Strategies, and Workplans.

Goal [#]: [Goal Name]

[illegible]