

Action Teams for Target Development

The Protected Lands Workgroup is setting up action teams to aid in the development of targets for the following priority landscapes:

- Wetlands
- Greenspace
- Natural areas supporting healthy streams
- Agricultural lands

If you are interested in joining an action team, please fill out this form:

<https://forms.gle/d1216wJSLw6wF1Gm7>

If you have any questions, please contact the Protected Lands Coordinator, Sophie Waterman (sewaterman@usgs.gov)

1. Time Commitment

Participants should anticipate:

- 1–1.5-hour meetings every 2–3 weeks
- **Some homework between meetings**, such as reviewing materials, refining ideas, or contributing to draft target options
- The work will continue **until target options are developed**, with a hard deadline of the **end of 2027**

This cadence allows teams to maintain momentum while giving members enough space between sessions to think creatively and process information.

2. Purpose of Meetings

Action Team meetings will be:

- **Collaborative brainstorming spaces**
Members generate ideas, compare approaches, and explore emerging concepts.
- **Analysis workshops**
The team will work through data, logic, constraints, and feasibility related to each potential target.
- **Target development sessions**
Teams will translate their brainstorming and analysis into concrete, defensible target options to present to the Protected Lands workgroup.

These meetings are meant to be **interactive, generative, and solution-oriented**, not passive updates.

3. Expectations for Participation

Team members should be prepared to:

- **Contribute actively and consistently**
- **Engage in constructive discussion**, question assumptions, and support evidence-based decisions
- **Complete homework assignments** that may include reviewing background materials, drafting components of target options, or gathering information
- **Coordinate with others between meetings** as needed to keep work moving

Clear, reliable participation helps ensure the quality and credibility of the resulting targets.

4. Outputs of the Action Teams

By the end of the process, each Action Team will produce:

- **A set of developed target options**, including rationale, assumptions, and considerations
- **Documentation of analytical approaches**, including key data sources and methodological steps
- **A presentation to the parent workgroup**, summarizing the team's thinking, alternatives considered, and recommended next steps

These outputs will feed directly into decision-making for the relevant priority area.

5. Team Dynamics and Culture

Action Teams work best when:

- Members bring **diverse expertise and perspectives**
- The environment supports **open dialogue and creativity**
- The team embraces an **iterative process**, refining ideas over time
- Everyone is committed to the shared objective of producing meaningful, actionable targets