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- * Subsections described under Goal 1 should be repeated under Goal 2, 3, and 4.*

Workplan

A separate workplan will be produced. The workplan initially produced will describe collaborative projects that will be undertaken by the partnership over the course of the three-year period between July 2027 and June 2030.

Management Strategy Outline – With Descriptions

1. Executive Summary

High-level synopsis of the Management Strategy (MS) that includes concise highlights from each chapter. This can serve as a standalone document for audiences that don't require additional details.

2. Introduction

Brief description of the Chesapeake Bay Program (CBP), the Chesapeake Bay Watershed Agreement (CBWA), and how CBP leverages a partnership approach to address challenges to protecting, conserving and restoring the Chesapeake Bay and its watershed.

a. Realizing Our Vision: briefly describe the MS as the partnership's plan for making progress towards achieving the CBWA's Vision, Goals and Outcomes

I. The purpose of the Chesapeake Bay Program's Strategic Plan, and the management strategies it includes, is to "outline the means for accomplishing each [Chesapeake Bay Watershed Agreement] Outcome and its Targets as well as monitoring, assessing, and reporting progress and coordinating actions among partners and stakeholders as necessary" (CBWA, 2025).

b. Understanding the Strategic Plan: briefly state that the Strategic Plan is written primarily for internal audiences across CBP, state that it includes Management Strategies for each Goal, and provide a hyperlink to the associated documents, as needed (ex: workplans if they are produced separately).

3. Accountability

Description of program-wide structures to monitor, assess and report progress, both with respect to completion of stated actions and ecosystem impacts. This section also outlines how CBP adaptively manages, with lessons learned being identified and incorporated into partnership work across multiple timeframes. **NOTES:** Content in this section is contingent on the Governance and Management Framework (GMF) document and will be updated to ensure alignment. Pending finalization of the GMF, this section of the outline may be revised and abbreviated.

a. Programmatic Accountability

I. *Accountability and Program Governance*

i. EC is accountable to the public, stakeholders and the press for implementation and progress towards the CBWA.

ii. PSC is accountable to the EC

iii. *Goal Teams* are responsible for the development and implementation of Management Strategies within this Strategic Plan.

I. Goal Teams oversee Workgroup progress on Workplans, reporting challenges and needs to the PSC.

II. Management Strategies are subject to review and oversight of the PSC.

- II. *Addressing Our Principles*: highlight how CBP operates in accordance with partnership values.
- III. *Accountability under the Clean Water Act Section 117*
 - i. *Report to Congress* – Every five years, EPA produces and submits a Report to Congress on behalf of the Chesapeake Bay Program partnership.
 - ii. *CBARA* – short paragraph describing what it is and the transparency it provides. Include a hyperlink to Chesapeake Progress

b. Monitoring, Assessing and Reporting Progress

- I. *Assessing Our Actions*: briefly describe how CBP will assess and report on the status of projects described in the Workplan (no progress, in progress or completed). State how and when associated challenges, successes and opportunities for improvement will be shared within CBP.
- II. *Ecosystem Impact*: briefly describe standard processes and platforms that are used across the program
 - i. Briefly define what indicators are, how CBP uses them, and state that associated Analysis and Methods documentation provide additional details.
 - ii. Highlight Chesapeake Progress and Bay Barometer as platforms that are used to report progress.
 - I. Describe the intention for data and trends to be accompanied by better integration of storytelling (case studies on successes) in future reporting efforts.

c. Managing Adaptively

- I. *1-3 year Workplan and Progress check-ins*: aligns with Assessing Our Actions and Indicator reporting, as cycles allow. Check-in on completion of Workplan projects, along with associated challenges, successes, and opportunities for improvement
- II. *2033 Evaluation and Course Corrections*: greater focus on ecosystem responses to management actions with consideration given to if progress towards Outcome attainment is on track, off track or uncertain, based on Indicator monitoring, assessing and reporting. Also determine whether Workplan projects have had the intended impact and/or if there are indications that CBP actions have supported progress towards Outcome Attainment. Update the Strategic Plan and associated Management Strategies with course corrections, as needed.
- III. *2040 Evaluation and Watershed Agreement Revision*: fundamental assessment of CBP progress towards achieving CBWA Outcomes and deliberation on how effectively program structure has facilitated implementation. As appropriate, revise Vision and Principles. Holistic

reconsideration of what Goals and Outcomes CBP should prioritize and pursue.

4. Goal 1: Thriving Habitat, Fisheries & Wildlife

- a. **Goal Language:** copy and paste the goal language from the CBWA.
- b. **Situation Analysis:** document current challenges (including changing environmental conditions) to achieving Outcomes that fall within this Goal and describe where a partnership approach adds value to addressing these challenges. This situation analysis should ultimately inform the identification of projects and development of Workplans for each Outcome and prompt collaboration across Outcomes.

- i. *Shared challenges for partnership to address:* develop a table that summarizes the most important challenges that the partnership will seek to address for Outcomes within this Goal. The Goal Team should use bold font to identify those challenges that are top priorities for workgroups to begin addressing within the next six years via the development of Workplan projects. Use an asterisk (*) to identify considerations associated with changing environmental conditions that, if pursued collaboratively by CBP partners, would enable progress towards attainment and resilience of Outcomes within this Goal Team. Where feasible, Goal Teams will seek to establish shared terminology with which to describe challenges across Outcomes. When appropriate, describe where a cross-Outcome partnership approach is suited to make progress in the face of these challenges.

NOTES: 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:

- i. PSC priorities
 - ii. Workgroup expertise and background materials provided
 - iii. Whether or not the challenge is within CBP's ability to influence

- iv. Where a partnership approach to addressing the challenge adds value
- v. The relative importance and expected impact of addressing each challenge with respect to Outcome attainment
- vi. The partnership's capacity to pursue initiatives related to challenges within the next six years

c. Sub-Chapter for each Outcome

A sub-section for each Outcome should state the Outcome, including target language, and a description of the baseline and current condition from which progress will be measured. Each sub-section should also include a list of signatory statutory authorities, as well as existing signatory programs with a snapshot of associated funding. A table summarizing Workplan projects that the partnership will collaborate on to help achieve the Outcome will be included.

- I. *Outcome Language:* copy and paste the exact Outcome and Target language from the CBWA.
- II. *Baseline and Current Condition:* state the starting point from which progress towards the Outcome will be measured or explained using a specific value or graph wherever possible. If historic monitoring data is available, it should be summarized here alongside a summary of recent trends. Define critical terms or standards needed to measure future progress. **NOTE:** If the Outcome does not have a baseline or current condition, explain why (ex: Workforce is a new Outcome) and what progress will be measured from (ex: progress towards directly engaging at least 400 local government leaders will be measured starting from zero each year).
- III. *Monitoring Progress and Indicators:* List the Indicator(s) for this Outcome and provide a hyperlink to where additional information is provided on Chesapeake Progress. Additionally, provide a hyperlink to the Analysis and Methods documentation for each Indicator. Briefly summarize how progress toward the Outcome will be tracked and assessed. State the frequency or schedule for planned updates. Where possible, Outcomes are encouraged to align Indicator assessment schedules with the schedule for progress check-ins in 2030 and 2036 and for robust evaluations in 2033 and 2039/40. **NOTES:** If the Outcome does not have an Indicator, but one will be identified in the future, describe the plan and timeline to attain and report the necessary information. If an Outcome does not have an Indicator and there are no plans for the development of a new indicator, describe how progress toward the Outcome will be demonstrated, how often progress will be assessed and how CBP will communicate progress to support partner decision-making.
- IV. *Outcome Situation Analysis:* document current challenges to achieving the Outcome and its Target(s), with consideration given to

which factors are within and outside of CBP's ability to influence. Consider any scientific, environmental, fiscal or policy-related developments that have already or may influence work during the upcoming six-year Management Strategy cycle. Use an asterisk (*) to identify considerations associated with changing environmental conditions that, if pursued collaboratively by CBP partners, would enable progress towards attainment and resilience of the Outcome and its Target(s). This situation analysis and Goal Team prioritization of challenges should ultimately inform the identification of projects developed for the three-year Workplan.

- V. *Snapshot of Signatory Resources*: spotlight the existing programs and priorities of individual signatory partners alongside the financial resources they contribute to making progress towards Outcome attainment. This section is intended to demonstrate the investments and commitments of individual signatory partners and the role they play towards Outcome attainment. **NOTE: this section focuses on what we do as individual partners; the Workplan Summary and separate Workplan are intended to document those things that we will work on together as a partnership.**
- VI. *Workplan Summary*: describe the high-level projects that will be collaboratively undertaken by the CBP partners to impact and support Outcome attainment. In table format, provide a title to describe of each project that will be completed for this Outcome within the next one to six years, along with the anticipated timeline for completion. A separate workplan will be developed to provide additional details about those projects that will be completed within the next one to three years.
- VII. *Participating Partners*: list the signatory partners, or their designated agencies, and other organizations that participated in the creation of this Management Strategy

5. Goal 2: Clean Water*

6. Goal 3: Healthy Landscapes*

7. Goal 4: Engaged Communities*

8. Appendix 1. Signatory Statutory Authorities Driving Outcome Attainment

- a. As appropriate, identify critical jurisdiction and federal laws or policies that direct the entity to take action(s) related to the Outcome. Signatory Statutory Authorities will be presented by Outcome in a table with columns to state the Signatory jurisdiction and the main statutory authority/authorities. Introductory text will emphasize that the Chesapeake Bay Watershed Agreement is voluntary and that information provided on statutory authorities is not meant to be exhaustive. **Note: Statutory Authorities will be collected in Excel format, allowing for data to be sorted by Signatory partner or by Outcome.**

* Subsections described under Goal 1 should be repeated under Goal 2, 3, and 4.

Workplan (to be completed as a separate document)

The workplan initially produced will describe collaborative projects that will be undertaken by the partnership over the course of the three-year period between July 2027 and June 2030. The timeline for completing Workplan development is yet to be determined.

Workplans will include the following:

- 1) A narrative summary, including a statement about the project's impact on Outcome and Target attainment
- 2) Descriptions of major actions to be undertaken
- 3) The name of a project lead and a list of partners who will participate in the project
- 4) Human and financial resources needed and committed, as well as potential sources to fill gaps
- 5) A timeline for completion
- 6) Performance targets and deliverables

The timeline for completing Workplan development is yet to be determined.

References

CBP Internal and Archival Resources:

- [Management Strategy Key Elements \(final 10/23/14\)](#)
- [Management Strategy Template \(draft 05/15/24\)](#)
- [Strategy Review System Documents – Archived Management Strategies and Action Plans](#) (scroll past “2025 SRS Cycle”)

External Resources:

- [Great Lakes Restoration Initiative Action Plan IV: Fiscal Years 2025-2029](#)
- [Long Island Sound Comprehensive Conservation and Management Plan 2025](#) (CCMP is a 10-year plan)
- [Puget Sound Partnership: 2022-2025 Action Agenda for Puget Sound](#)
 - [Puget Sound Partnership: 2026-2030 Action Agenda Update](#) (plan for updating the Action Agenda)