



Chesapeake Bay Program
Science. Restoration. Partnership.

5/20/26

Strategic Plan & Workplan Development

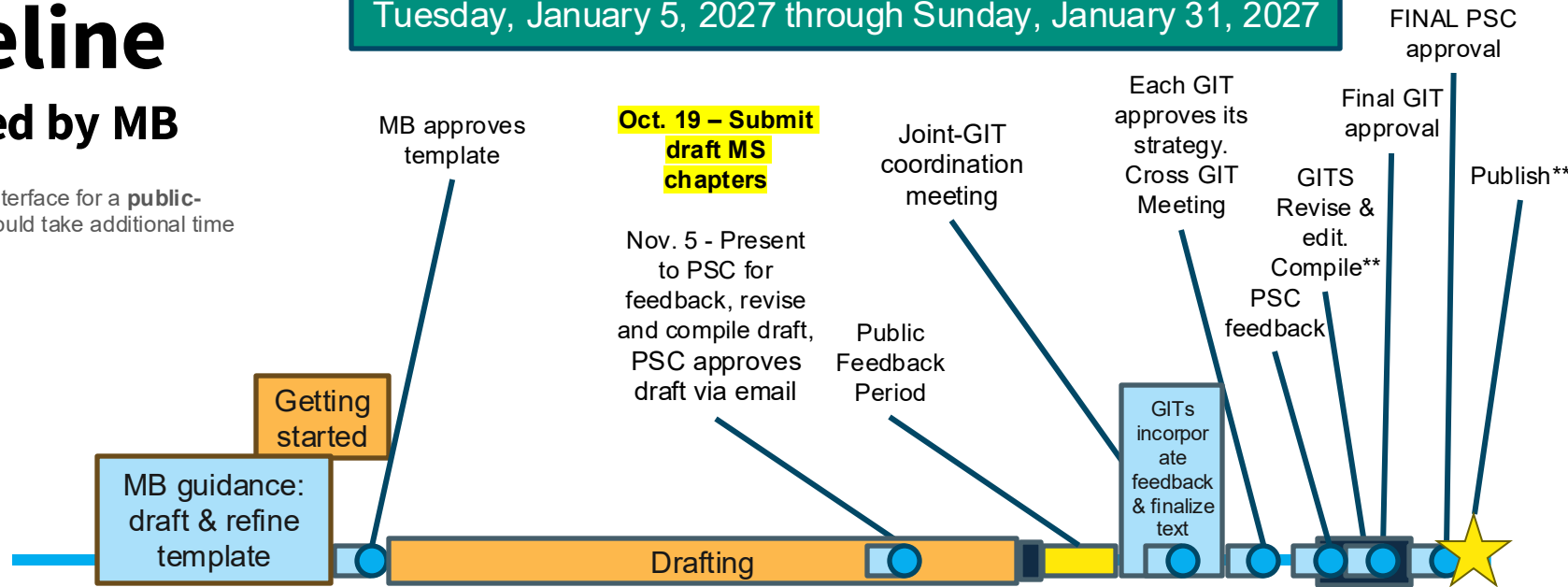
FAQs

Timeline

Approved by MB

**Dynamic web interface for a public-facing content would take additional time

Public Feedback Period for Management Strategies:
Tuesday, January 5, 2027 through Sunday, January 31, 2027



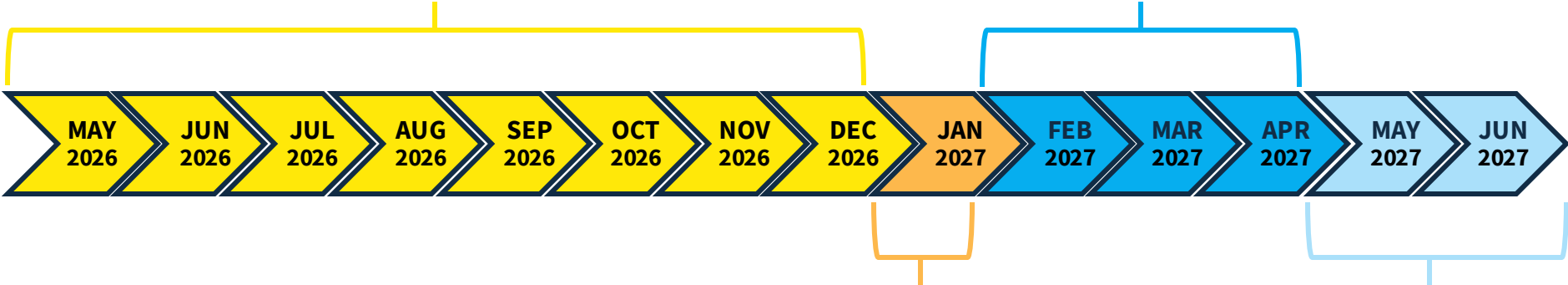
18-month countdown	Dec 00	Jan 01	Feb 02	Mar 03	Apr 04	May 05	Jun 06	Jul 07	Aug 08	Sep 09	Oct 10	Nov 11	Dec 12	Jan 13	Feb 14	Mar 15	Apr 16	May 17	Jun 18
Month	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Year	25	2026												2027					

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 Management

MS Develop. (up to 18 months)	Management Strategy (6 yrs) July 2027 – June 2033							Management Strategy (6 yrs) July 2033 – June 2039					Agreement Revision	
	Workplans (3 yrs) July 2027 – June 2030			Workplans (3 yrs) July 2030 – June 2033				Workplans (3 yrs) July 2033 – June 2036			Workplans (3 yrs) July 2036 – June 2039			
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




Numbering System

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]



Goal #	Goal Name	Goal #. Outcome #	Outcome Name
1	Thriving Habitat, Fisheries & Wildlife	1.1	Blue Crabs
1	Thriving Habitat, Fisheries & Wildlife	1.2	Brook Trout
1	Thriving Habitat, Fisheries & Wildlife	1.3	Fish Habitat
1	Thriving Habitat, Fisheries & Wildlife	1.4	Fish Passage
1	Thriving Habitat, Fisheries & Wildlife	1.5	Oysters
1	Thriving Habitat, Fisheries & Wildlife	1.6	Stream Health
1	Thriving Habitat, Fisheries & Wildlife	1.7	Submerged Aquatic Vegetation
1	Thriving Habitat, Fisheries & Wildlife	1.8	Wetlands
2	Clean Water	2.1	Reducing Excess Nitrogen, Phosphorous & Sediment
2	Clean Water	2.2	Toxic & Emerging Contaminants
2	Clean Water	2.3	Water Quality, Standards Attainment & Monitoring
3	Healthy Landscapes	3.1	Adapting to Changing Environmental Conditions
3	Healthy Landscapes	3.2	Healthy Forests & Trees
3	Healthy Landscapes	3.3	Land Use Planning & Decision Support
3	Healthy Landscapes	3.4	Protected Lands
4	Engaged Communities	4.1	Local Government Leadership
4	Engaged Communities	4.2	Public Access
4	Engaged Communities	4.3	School District Environmental Literacy Planning
4	Engaged Communities	4.4	Stewardship
4	Engaged Communities	4.5	Student Environmental Literacy Experiences
4	Engaged Communities	4.6	Workforce

Management Strategies Numbering Ex

Situation Analysis for Goal 1: Community Habitats and Wildlife

In the table below, the Community Habitats and Wildlife 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 (*).

	Outcomes					
Challenges	1.1 Vernal Ponds	1.2 Salamanders	1.3 Pollinators	1.4 Backyard Birds	1.5 Fields & Pastures	1.6 Woodlands

Backyard Birds is the fourth Outcome under Goal 1: Community Habitats and Wildlife

Management Strategies Numbering Ex

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.

Management Approach 1.0.1

- First Goal
- Goal-level (not Outcome-specific)
- First Management Approach

Management Strategies Numbering Ex

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

Management Approach 1.4.1

- First Goal
- Fourth Outcome
- First Management Approach

Workplan Numbering Ex

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	Lead: Susan Pevensie, Narnia Birding Department, and Dorothy Gale, Oz Wildlife Division Signatories: Narnia, Oz, Shire and the U.S. Ministry of Magic	Establish recommendations and seek to align state regulations for bird-safe window treatments and retrofits (e.g., threat factor ≤ 30 products or 2x2/2x4 exterior patterning).	Needed & Committed: Narnia, Oz, Shire and the U.S. Ministry of Magic have identified staff to collaborate on recommendation development and policy alignment discussions.	July 2027 - July 2028	One report on bird-safe window treatment recommendations Number of signatory partners adopting	

Management Approach 1.4.2.1

- First Goal
- Fourth Outcome
- Second Management Approach
- First Activity



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6/09/26

Strategic Plan Coordination

Goal Team Co-Chairs Meeting

June – Oct. 13, 2026 (leverage time at existing GT Chair meetings)

Date(s)	Description of Action
June 8, 2026	5-min agenda item: Coordinate drafting - Snapshot of Sig Programs & Sig Statutory Authorities
July 7, 2026*	30-min agenda item: Review Accountability outline & brainstorm content.
July 21, 2026*	20-min agenda item: Review Intro outline & brainstorm content
August 4, 2026	45-min agenda item: Goal Management Strategies Chapters - Discuss shared challenges, management approaches and other cross-GT SP coordination
September 1, 2026	10-min agenda item: Check-in on revisions to the Intro and Accountability chapters 15-min agenda item: Goal Management Strategies Chapters – 2 nd cross-cutting issues discussion
September 29, 2026	TBD agenda item: Seek resolution on outstanding issues - Intro and Accountability chapters
October 13, 2026	15-min agenda item: Discuss PSC Nov. 5 agenda and coordinate Strategic Plan presentations Seek approval of draft Intro and Accountability chapters

*Sarah Brzezinski will use the content brainstormed by Goal Team Chairs to draft the Introduction and Accountability chapters. Drafts will be circulated for review by Goal Team Chairs in August. Goal Team Chairs will be asked to use track changes and comments on a shared document to provide feedback, which will be summarized and discussed in September. In October, final revisions will be made and approval will be requested on the draft that will be submitted to the PSC for release during the public feedback period.

Run-up to Public Feedback: Schedule & deadlines

Date(s)	Description of Action
October 19, 2026*	PENS DOWN - Draft Strategic Plan due for PSC Meeting. CBP staff compile doc.
October 22, 2026	Send Strategic Plan to PSC for review.
November 5, 2026	Present Strategic Plan to PSC and receive feedback.
November 6 – 19, 2026	Incorporate revisions base on PSC feedback. Finalize draft.
November 20, 2026	PENS DOWN –Strategic Plan revisions.
November 23 – 29, 2026	HOLIDAY & Travel concerns
Nov. 24 – Dec. 2, 2026	Goal Team Chairs - Final cross-strategy review. Staff – final spell check, formatting, etc.
December 3, 2026	Send Strategic Plan to PSC for Approval
December 18, 2026	PSC Approval due via email
December 21 – January 3	HOLIDAY & Travel concerns
January 4, 2027	Coordinate Strategic Plan publication on CBP website
January 5, 2027	Launch Public Feedback Period

*Aim to work off a single, shared document from this point forward. Goal Team Chairs & EPA support staff responsible for document edits afterwards.

Estimated Total = 162–198 Pages

Section/Sub-Section	# of Sections	Recommended Pages per Section	Recommended Page Total
Introduction	1	2-3 pages	2-3 pages
Accountability	1	2-4 pages	2-4 pages
Goal	4	2-4 pages	8-16 pages
Outcome	21	7-8 pages	147-168 pages
Appendix	1	3-7 pages	3-7 pages

Other Program Plans	Years	Total Pgs	Links
PSP Action Agenda	2026-2030	154	https://pspwa.app.box.com/s/cpor6rbx1fgmly9h9rwp81am2fqxcq
LIS CCMP	2025-2035	140	https://lispartnership.org/wp-content/uploads/2025/06/CCMP_Final_Accessible_10-07-2025.pdf
GLRI Action Plan	2025-2029	43	https://www.glri.us/sites/default/files/2025-12/glri-action-plan-4-202511-43_0.pdf

Goal Team Signatory Lead Representatives

Signatory Partner	Thriving Habitat, Fisheries & Wildlife	Clean Water	Healthy Landscapes	Engaged Communities
DE	Holly Walker (DNREC)	Holly Walker (DNREC)	Holly Walker (DNREC)	Holly Walker (DNREC)
DC	Rese Cloyd (DOEE)	Jonathan Champion (DOEE)	Steve Saari (DOEE)	Julia Wakeling (DOEE), co-chair
MD	Gina Hunt (DNR)	Greg Sandi (MDE), co-chair	Debbie Herr Comwell (MDP)	Olivia Wisner (DNR)
NY	Cassie Davis (DEC)	Cassie Davis (DEC)	Cassie Davis (DEC)	Cassie Davis (DEC)
PA	Tyler Neimond (PFBC) Becky Gwynn (DWR), co-chair	Scott Heidel (DEP)	Claire Jantz (DCNR), Co-chair	Jennifer Fetter (Center for Agricultural Conservation Assistance Training,)
VA		Kevin McLean (DEQ)	Caitlin Verdu (VOR)	Lori Schoenwiesner (DCR)
WV	Scott Settle (DEP)	Scott Settle (DEP)	Scott Settle (DEP)	Scott Settle (DEP)
CBC	Anna Killius (CBC)	Marel King	Maggie Woodward	Norah Carlos
Federal Reps	Kevin Schabow, co-chair	Lee McDonnell, co-chair Suzanne Trevena (EPA)	Ken Hyer (USGS), co-chair	Wendy O'Sullivan (NPS)

Snapshot of Signatory Programs

Signatory representatives on Chesapeake Bay Program Goal Teams are asked to provide the following information for each Chesapeake Bay Watershed Agreement Outcome, as applicable:

- A snapshot of one to three featured programs, including Fiscal Year 2025 appropriations, a hyperlink to the program webpage, and a one sentence description of how the program relates to Outcome attainment.
- The most pertinent statutory authorities, hyperlinked if appropriate

The following information is submitted by: (please your name here)

Signatory Partner: (please type signatory jurisdiction or organization name here)

Snapshot of Signatory 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.

IMAGINARY State of Narnia - Backyard Bird Outcome Examples

- [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 small businesses and community organizations for the installation of treated windows or the retrofit of permanent decals on existing windows to reduce bird collisions.

[Signatory Name] – [\[Outcome name\]](#) Outcome

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

Please provide a snapshot of one to three programs related to each outcome, as indicated below:

Thriving Habitat, Fisheries & Wildlife Goal

[Signatory Name] - [Blue Crabs Outcome](#)

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-
-

[Signatory Name] - [Brook Trout Outcome](#)

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-
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[Signatory Name] - [Fish Habitat Outcome](#)

-
-
-

[Signatory Name] - [Fish Passage Outcome](#)

-
-
-

[Signatory Name] - [Oysters Outcome](#)

-
-
-

[Signatory Name] - [Stream Health Outcome](#)

-
-

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.

IMAGINARY Backyard Bird Outcome Examples

State of Narnia	Code of Narnia Regulation (CONAR) 05.02.20.05 Residential Bird-Safe Construction
	CONAR 08.03.20.01 Backyard Birds
	CONAR 08.03.21.15 Songbird Sanctuaries

Outcome: [Outcome name]	
Signatory	Statutory Authority
[Signatory Name]	[Statutory authority – include hyperlink if available]
	[Statutory authority – include hyperlink if available]
	[Statutory authority – include hyperlink if available]

Please provide one to three core statutory authorities related to each outcome, as indicated below:

Goal 1: Thriving Habitat, Fisheries & Wildlife

Outcome: Blue Crabs	
Signatory	Statutory Authority
[Signatory Name]	

Outcome: Brook Trout	
Signatory	Statutory Authority
[Signatory Name]	
Outcome: Fish Habitat	
Signatory	Statutory Authority
[Signatory Name]	
Outcome: Fish Passage	
Signatory	Statutory Authority
[Signatory Name]	
Outcome: Oysters	
Signatory	Statutory Authority
[Signatory Name]	
Outcome: Stream Health	
Signatory	Statutory Authority
[Signatory Name]	
Outcome: Submerged Aquatic Vegetation	
Signatory	Statutory Authority
[Signatory Name]	
Outcome: Wetlands	
Signatory	Statutory Authority
[Signatory Name]	

Goal 2: Clean Water

Outcome: Reducing Excess Nitrogen, Phosphorous & Sediment	
Signatory	Statutory Authority
[Signatory Name]	