Biennial Strategy Review System: Logic Table and Work Plan

Instructions: The following Logic Table should be used to articulate, document, and examine the reasoning behind your work toward an Outcome. Your reasoning—or logic—should be based on the Partnership's adaptive management decision framework. This table allows you to indicate the status of your management actions and denote which actions have or will play the biggest role in making progress.

Some Management Strategies and Work Plans will not immediately or easily fit into this analytical format. However, **all GITs should complete columns one through four** to bring consistency to and heighten the utility of these guiding documents. The remaining columns are recommended for those who are able to complete them. If you have any questions as you are completing this table, please contact SRS Team Coordinator Laura Free (free.laura@epa.gov).

The instructions below should be used to complete the table. An example table is available on the GIT 6 webpage under "Projects and Resources".

1. For the first round of strategic review (2017-2018): Use your existing Work Plan actions to complete the **Work Plan Actions** section first. Make sure to number each of the actions under a high-level Management Approach, as these numbers will provide a link between the work plan and the logic table above it. Use color to indicate the status of your actions: a green row indicates an action has been completed or is moving forward as planned; a yellow row indicates an action has encountered minor obstacles; and a red row indicates an action has not been taken or has encountered a serious barrier.

2. **Required:** In the column labeled **Factor**, list the significant factors (both positive and negative) that will or could affect your progress toward an Outcome. The most effective method to ensure logic flow is to list all your factors and then complete each row for each factor. Consult our Guide to Influencing Factors (Appendix B of the Quarterly Progress Meeting Guide on the GIT 6 webpage under "Projects and Resources") to ensure your list is reasonably comprehensive and has considered human and natural systems. Include any factors that were not mentioned in your original Management Strategy or Work Plan but should be addressed in any revised course of action. If an unmanageable factor significantly impacts your outcome (e.g., climate change), you might choose to list it here and describe how you are tracking (but not managing) that factor.

3. **Required:** In the column labeled **Current Efforts**, use keywords to describe existing programs or current efforts that other organizations are taking that happen to support your work to manage an influencing factor but would take place even without the influence or coordination of the Chesapeake Bay Program. You may also include current efforts by the Chesapeake Bay Program. Many of these current efforts may already be identified in your Management Strategy; you may choose to link the keywords used in this table to your Management Strategy document for additional context. You may also choose to include some of these efforts as actions in your work plan; if you do, please include the action's number and hyperlink.

4. **Required:** In the column labeled **Gap**, list any existing gap(s) left by those programs that may already be in place to address an influencing factor. These gaps should help determine the actions that should be taken by the Chesapeake Bay Program through the collective efforts of Goal Implementation Teams, Workgroups, and internal support teams like STAR, or the actions that should be taken by individual partners to support our collective work (e.g., a presentation of scientific findings by a federal agency to a Chesapeake Bay Program workgroup). These gaps may already be listed in your Management Strategy.

5. **Required:** In the column labeled **Actions**, list the number that corresponds to the action(s) you are taking to fill identified gaps in managing influencing factors. Include on a separate line those approaches and/or actions that may not be linked to an influencing factor. To help identify the action number, you may also include a few key words. Emphasize critical actions in **bold**.

6. **Optional:** In the column labeled **Metric**, describe any metric(s) or observation(s) that will be used to determine whether your management actions have achieved the intended result.

7. **Optional:** In the column labeled **Expected Response and Application**, briefly describe the expected effects and future application of your management actions. Include the timing and magnitude of any expected changes, whether these changes have occurred, and how these changes will influence your next steps

8. **Optional:** In the column labeled **Learn/Adapt**, describe what you learned from taking an action and how this lesson will impact your work plan or Management Strategy going forward.

Citizen Stewardship Logic Table and Work Plan

Primary Users: Goal Implementation Teams, Workgroups, and Management Board | Secondary Audience: Interested Internal or External Parties

Primary Purpose: To assist partners in thinking through the relationships between their actions and specific factors, existing programs and gaps (either new or identified in their Management Strategies) and to help workgroups and Goal Implementation Teams prepare to present significant findings related to these actions and/or factors, existing programs and gaps to the Management Board. | Secondary Purpose: To enable those who are not familiar with a workgroup to understand and trace the logic driving its actions.

Reminder: As you complete the table below, keep in mind that removing actions, adapting actions, or adding new actions may require you to adjust the high-level Management Approaches outlined in your Management Strategy (to ensure these approaches continue to represent the collection of actions below them).

Long-term Target: (the metric for success of Outcome):

Two-year Target: (increment of metric for success):

KEY: Use the following colors to indicate whether a Metric and Expected Response have been identified.		
Metric	Specific metrics have not been identified	
	Metrics have been identified	
Expected Response	No timeline for progress for this action has been specified	
	Timeline has been specified	

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
What is impacting our ability to achieve our outcome?	*What current efforts are addressing this factor?*	*What further efforts or information are needed to fully address this factor?*	*What actions are essential to achieve our outcome?*	*Optional: Do we have a measure of progress? How do we know if we have achieved the intended result?*	*Optional: What effects do we expect to see as a result of this action, when, and what is the anticipated application of these changes?*	*Optional: What did we learn from taking this action? How will this lesson impact our work?*
Organizational Capacity: Many existing programs not designed for maximum impact (C1)	*Many programs exist that share information and build awareness on watershed restoration and protection topics.*	*Focus should be placed on learning the social, economic, and environmental priorities identified by local leaders. Compare them to existing priorities and examine where there are common interests. Those common interests should be considered the basis for partnership and coalition building with local leaders.*	1.3, 1.4, 1.5 2.1, 2.2, 2.3, 2.4, 2.5, 2.10, 2.11, 2.12, 2.15, 2.16, 2.17, 2.18, 2.20, 2.21, 2.23, 2.24 3.6, 3.7, 3.14, 3.19, 3.20			

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
			4.3, 4.4, 4.8, 4.11, 4.16, 4.23, 4.24, 4.25, 4.29			
Organizational Capacity: Need additional capacity to recruit and train volunteers and leaders (C3)	*Many organizations recruiting and engaging volunteers.*	*To convert volunteerism into lifelong stewardship, students must be engaged in volunteerism, internships and job skills training such as Youth Corps Programs that connect with education, community, environment, as well as economic success. Sustained funding through public-private partnerships, organizational capacity building and the promotion and replication of successful volunteer, citizen science and leadership development programs is needed for significant progress to be made.*	2.10, 2.11, 2.15, 2.25 3.6, 3.19, 3.20, 3.21, 3.22 4.3, 4.7, 4.8, 4.9, 4.10, 4.11, 4.16, 4.18, 4.19, 4.20, 4.21, 4.23, 4.24, 4.26, 4.29			
Organizational Capacity: Lack of ability to measure impact and track progress of stewardship programs (c4)	*Public engagement, outreach and education are frequently included in restoration and conservation activities.*	*Public engagement and its impact on resource related goals or some consistent measure of the extent to which the public is engaged has not been adequately quantified or developed.*	1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7 3.22 4.8, 4.28	Stewardship Index	We will hopefully see an increase in the index over time due to more strategically focused engagement initiatives. The data from the Stewardship Index will enable local governments and watershed organizations to design more effective engagement programs.	
Organizational Capacity: Lack of strategic coordination of the many programs implemented at the local level (c5)	*An impressive number of programs engage the public in towns and communities throughout the region.*	*There is not enough synergy and intentional coordination among them.*	2.1, 2.2, 2.3, 2.4, 2.5, 2.11, 2.12, 2.16, 2.17, 2.18, 2.20, 2.21, 2.23, 2.24, 2.25 3.14, 3.21 4.7, 4.8. 4.9, 4.16, 4.20, 4.23, 4.24, 4.29			

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
Organizational Capacity: Need region-wide stewardship programs to help build a more robust and diverse movement for clean water. (c6)	*Great progress has been made in recent years to broaden and diversify the individuals and groups engaged in Bay cleanup activities*	*As the number and diversity of citizens participating in stewardship activities increases, grassroots organizations need to build their capacity to harness and maintain the engagement of those individuals in order to build a movement that can be mobilized to support important decisions about clean water policy at the local, state and federal level.*	2.1, 2.2, 2.10, 2.11, 2.13 3.6, 3.7, 3.14, 3.21, 3.22 4.1, 4.3, 4.4, 4.5, 4.7, 4.8, 4.9, 4.11, 4.12, 4.20, 4.23, 4.24			
Funding or Financial Resources: Lack of financial and regulatory incentives for effective stewardship programs (c2)	*The number and scale of citizen stewardship programs continues to increase driven by the pressing need to engage private landowners in the voluntary adoption of best management practices and ongoing effort to build a base of public support for watershed protection and restoration. These programs are fueled by a combination of public and private funding, increasingly supported by local governments as a component of their MS4 Stormwater Programs.*	*Currently, many of the funding sources and regulatory programs lack adequate guidance or incentives to ensure outreach programs are designed after best practices or informed by successful models.*	2.2, 2.10, 2.15, 2.19 3.6 4.3, 4.11			
Public Engagement: Public opinion, perception and attitude about Bay clean up vary and pose both challenges and opportunities. (E1)	*While clean water and a healthy Bay often rank among the top environmental priorities of citizens in the region, the environment in general does not always rank as highly among the many other issues impacting people's lives.*	*Efforts to engage citizens in Bay cleanup activities are challenged by the fact that within each community, county or region there are a number of important and pressing needs that exist that may compete directly with actions needed for clean water.* *A better understanding of public opinion will offer opportunities to align those interests and issues to advance them together, rather than in competition.*	2.14, 2.18, 2.23, 2.24 3.8, 3.14, 3.21 4.5, 4.6, 4.7, 4.8, 4.9, 4.10, 4.13, 4.14, 4.15, 4.18, 4.19, 4.20, 4.25			

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
Public Engagement: Lack of social norms that encourage adoption of helpful individual actions and behaviors. (E2)	*For a variety of reasons many of the actions targeted by outreach programs are not considered the social norm and, as a result, face a number of barriers to implementation.*	*The public display of a behavior change by a growing percentage of a population can accelerate the adoption of these behaviors by others. Successful programs need to more effectively utilize this social science tool so desired actions are seen by others and begin a sea change of actions and behaviors for clean water.*	2.14, 2.18, 2.23, 2.24 3.8, 3.14, 3.21 4.5, 4.6, 4.7, 4.8, 4.9, 4.10, 4.13, 4.14, 4.15, 4.18, 4.19, 4.20			
Public Engagement: Need to increase use of existing and expand access to water resources for all citizens (E3)	*Due to concerted federal, state and local efforts, public access sites are gradually increasing annually in each jurisdiction.*	*The uses of existing sites, particularly in urban and low-income communities, contribute to challenges faced in further engaging many sectors of the public.* *Existing sites may be limited in the type of use available to the public.*	2.14 3.8, 3.14, 3.21 4.5, 4.6, 4.7, 4.8, 4.9, 4.13, 4.14, 4.15, 4.20			
Public Engagement: Existing markets are the major drivers of consumer choices and often create disincentives for stewardship actions (E4)	*Efforts to change products and services through regulation (e.g., lawn fertilizer application) and to ensure regulations governing consumer choices (e.g., HOA ordinances) exist and have had considerable influence on consumer choices.*	*Efforts to change products and services through regulation are often done in isolation and not as part of a comprehensive strategy that links regulatory or policy efforts with effective consumer outreach focused on behavior change and continued engagement.*				

WORK PLAN ACTIONS

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Action	**Description**	**Performance Target(s)**	**Responsible Party (or Parties) & Geographic Location**	**Expected Timeline**
Management Approach 1: Establish mechanisms to measure impact and track progress of citizen stewardship programs				
1.1	Develop stewardship measurement methodology for citizen action, volunteerism and community leaders. C4	1. Work with stakeholders to complete a Methodology and survey instrument 2. Conduct the survey watershed-wide as a pilot and work with local partners to develop projects for more detailed data collection. 3. Evaluate Survey results and share with CBP Partners. Investigate funding for continued implementation 4. Begin Phase 2 development of metrics to further enhance metrics for volunteerism and citizen leadership.	Stewardship Workgroup	2015-2016
1.2	Scale up implementation of stewardship survey to develop baseline measure of stewardship at state, regional or watershed scale. C4	1. Secure matching funds 2. Assess the extent to which the survey results provide an adequate measure of volunteerism by state and in the region and facilitate development of a methodology to address gaps in the data among stakeholders.	Stewardship Workgroup	2017
1.3	Establish a baseline of the level of diversity (staff, boards, programs and initiatives aimed at increasing internal diversity) c1, c4	1.Consult with Guidestar to identify quantitative metrics that will be used for tracking 2. Survey Partners on existing diversity programs that aim to increase diversity and inclusion in (employment, volunteerism, programs, etc.) 3. Using a Guidestar type tool adapted for the Chesapeake region, collect diversity data of Chesapeake Bay Program Partner organizations. 4. Examine EPA's diversity dashboard to determine if it can serve as a model for Bay Partners. 5. Develop method of tracking anecdotal and qualitative metrics of Strategy implementation	Maryland	2016-2017
1.4	Increase the Bay Program stakeholder base by tracking new partnerships that help to better identify and target underrepresented and underserved Chesapeake communities to engage in Partnership efforts. C1, c4	1. Identify and approach organizations and groups that work within diverse Chesapeake communities 2. Identify community groups that may be candidates for environmental restoration projects and programs in the following jurisdictions; DE, PA, MD,DC, VA	Maryland	2016
1.5	Use EPA's EJ Screening tool as a base for identifying stressed or under-served Chesapeake communities c1, c4	1. Create a map that overlays data sets such as; demographic, environmental, sub-watersheds, proximity to partner organizations, environmental justice groups, community service groups, etc. 2. Track how partners are using the tool	Maryland	2016

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1.6	Collect and evaluate existing diversity programs and develop a strategy for improvement. C4	1. Continue to develop existing baseline matrix and highlighting current gaps within the Partnership	Maryland	
1.7	Track Volunteer Hours at Chesapeake Bay National Estuarine Research Reserves (CBNERR) c4	Track volunteer hours at all Reserve locations related to research, stewardship, monitoring and educations. Stewardship activities at CBNERR-MD are designed to demonstrate best management practices that other resource professionals, local decision-makers, and the general public can apply in their own communities. Work with volunteers to record transferability to local efforts.	Maryland – CBNERR	2016
Management Approach 2: Provide assistance to help develop and implement programs for maximum impact on citizen stewardship				
2.1	Develop online crowd sourced database of social marketing programs, tools and products. C1, c5, c6	1. Contractor development of online database tool. 2. Work with local partners to populate database with existing projects. 3. Work with the Alliance for the Chesapeake Bay to integrate with Chesapeake Network. 4. Integrate database use in grant programs	Stewardship Workgroup	2017
2.2	Pursue options for increasing effectiveness of stormwater outreach programs that are required under existing permitting structures. C1, c2, c5, c6	1. Facilitate partnerships between local governments and watershed organizations that result in effective citizen outreach programs that address storm water program requirements. 2. Engage with regulatory agencies to develop guidance and incentives for local governments implementing storm water programs to more effectively build capacity of and partner with nongovernmental organizations.	Stewardship Workgroup	2017
2.3	Initiate conversations with FWS leaders in the watershed to engage refuge friends groups, partners with FWS program biologists and their private land owner partners in documenting their contributions to the work plan. C1, c5	1. Identify appropriate FWS leaders 2. Initiate conversations 3. Develop options for consideration	FWS, Stewardship Workgroup	2017
2.4	Work with local organizations in Maryland's Midshore to develop shared goals around water quality, agriculture, and food security in support of NOAA's Choptank Habitat Focus Area. c1, c5	1. Award subcontract to support a collective impact effort 2. Work with local partners to develop a shared vision for the protection and restoration efforts 3. Support projects that advance the partnership	NOAA Chesapeake Bay Office	2016

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2.5	Engage with local communities during public processes that support designation of Mallows Bay-Potomac River as a NOAA National Marine Sanctuary. C1, c5	1. Public scoping meetings and public comment period 2. Public focus group meetings to support draft management plan and draft environmental impact statement 3. Public comment period on draft management plan and draft environmental impact statement	NOAA Office of National Marine Sanctuaries	2017
2.6	Share successful models of citizen stewardship programs at professional conferences	Sharing successful models of citizen stewardship programs at professional conferences, such as PA Association of Environmental Educators	PA DEP and DCNR	2017
2.7	Present water-education focused sessions at professional conferences	Attend a minimum of 4 professional conferences (PAEE, PSTA, Dive Deeper, etc.) and present session focused on water-education, specifically monitoring and audience engagement.	PA DCNR	2017
2.8	Facilitate professional development opportunities for teachers, that allow for networking and sharing of ideas	A minimum of 15 professional development opportunities; including but not limited to: Pennsylvania State Parks' Watershed Education program and ProjectWET will conducted over a two year period.	PA DCNR	2017
2.9	Partner with organizations currently engaging citizens and local environmental stakeholders through events such as the annual Susquehanna River Symposium	Work with event organizers to provide program input into events for 2016 and 2017, with an emphasis on developing opportunities to share best practices and increase local collaboration.	PA DCNR	2017
2.10	INSR and SWG grants program. C1, C2, C3, C6	INSR and SWG programs are efficaciously and adaptively managed.	EPA, NFWF	Annual grant awards cycle: RFP closes in May; awards announced in September.
2.11	Identify key trusted leaders and interests of underrepresented communities (include HBCU's, colleges and universities, Urban League, NAACP, fraternities, sororities, disability group, religious, GLBT, etc). Establish forums and begin dialogue to better understand how community issues link to watershed restoration. During the process, assess needs and preferences for ongoing communications like online forums, etc. C1, C3, C5, C6	1. Recruit diverse stakeholders and leaders to participate in 2015 Chesapeake Watershed Forum. 2. Develop a jurisdiction by jurisdiction contact list of key community leaders and interests/missions/priorities/key contact and communication preferences. 3. Plan and implement jurisdictional pilot outreach sessions led by key community leaders to determine community interest and potential links to restoration. 4. Develop a set of follow up actions and recommendations for CBP (Executive Council level) adoption.	Maryland	2017
2.12	Work with Toxic Contaminants Workgroup, Jurisdictions and contractor to identify communities where fish	1. Establish review and advisory subgroup to oversee fish advisory outreach project and contractor	Maryland	2017

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	advisories exist (use EJ screen tool) and initiate pilot project to improve communications and outreach. C1, C5	2. Conduct planning session meeting with contractor discuss project scope and overall approach to review fish advisories and communities affected by fish advisories. Conduct periodic meetings to review products and provide, advise DAT and provide feedback to contractor on suggested improvements to products and deliverables. 3. Advisory subgroup to work with jurisdictions, DAT, contractor to devise activities that lead to dissemination and use of new fish advisory tools and approaches. Oversee implementation of activities. 4. Engage community stakeholders and explore long term process for reviewing fish consumption and alternatives such as fish swapping etc. Provide recommendations to CBP.		
2.13	Work with federal partners to identify opportunities to work with diverse communities adjacent to federal installations. C6	1. Conduct meeting with FOD and FLC to identify diverse communities adjacent to installations and issues of importance to those communities 2. Conduct meeting with FLC to identify opportunities to expand, create new, or better promote programs to engage and assist these communities	Maryland	2017
2.14	Expand educational offerings along CAJO-Expand the reach of Kids in Kayaks, participate in Every Kid in a Park NPS program. Providing students place-based natural and cultural experiences in the outdoors provides them with an opportunity to make connections to nature and influences future decision making. E1, E2, E3	1. Expand Kids in Kayaks 2. Complete first Every Kid in a Park Program	NPS	2016
2.15	Digital River Segment Guides to increase public access by providing additional information, itineraries and detailed information on experiencing each river segment of the John Smith trail. The Potomac River will be the most likely pilot. C1, C2, C3	1. Produce content for website 2. Create framework and interactive elements 3. User testing of site	NPS	2016
2.16	Riversmart Programs. C1, C5		DC DOEE	Ongoing
2.17	Litter reduction social marketing campaign. C1, C5		EPA, Trash Free Maryland	Ongoing
2.18	Increase the number of schools and organizations that use the Stewardship Education Best Practices Planning Guide developed by the Association of Fish and Wildlife Agencies (AFWA). C1, C5, E1, E2		Virginia Department of Game and Inland Fisheries	

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2.19	Search for grants to help citizens with Operation and Maintenance of septic systems, including enforcement activities. C2		Virginia Department of Health	
2.20	SepticSmart Week. C1, C5	Issue press releases leading up to and during SepticSmart Week, distributing educational materials such as fliers and brochures, and providing informational talks at appropriate public events or meetings.	Virginia Department of Health	Ongoing
2.21	Focus CBNERR community education programs on behavior change in order to inform and refine future site based programs. C1, C5	Review and refine programs throughout the 2-Year cycle based on feedback from program participants	Maryland - CBNERR	2017
2.22	The Chesapeake Bay Commission will work collaboratively with the Bay Program partners to identify legislative, budgetary and policy needs to advance the goals of the Chesapeake Watershed Agreement. CBC will, in turn, pursue action within our member state General Assemblies and the United States Congress. See CBC Resolution #14-1 for additional information on the CBC's participation in the management strategies.	Work with GIT to consider policy changes or legislative actions identified by the GIT.	Chesapeake Bay Commission	2017
2.23	Complete Reduce Your Stormwater website. C1, C5, E1, E2	Reach at least 100,000 homeowners with DIY residential stormwater practices and education on positive behaviors.	Alliance for the Chesapeake Bay	2016
2.24	Conduct River Wise Communities Guide and Training. C1. C5, E1, E2	Conduct training for Conservation Districts, local governments, and local watershed groups. Create Online handbook and training materials and post to Alliance website.	Alliance for the Chesapeake Bay	2016
2.25	Communities for Clean Streams (CCS) is a growing network of clean stream stewards and watershed partner organizations, civic and community groups working together to influence local clean water policies and engage landowners in best practices to produce cleaner streams in the DC metro region. C3, C5	1. CleanStreams.anshome.org was launched Sept 2015 to provide information and resources to partner groups as well as a vehicle for cross-promotion of related programs. 2. Microsite includes media outreach templates, event promotion templates, events calendar for partners to use. For individuals, the site offers information, action alerts, events, resources and more.	Audubon Naturalist Society	Ongoing
Management Approach 3: Increase capacity to expand the number and diversity of citizen volunteers				
3.1	Grant Programs	1. Review grant guidance and identify opportunities to provide expanded funding for volunteer water quality monitoring programs	PA DEP and DCNR	2017

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		2. Fund citizen volunteer monitoring programs where possible		
3.2	Promote programming and visitor outreach about water-monitoring on World Water Monitoring Day	Pennsylvania State Parks will conduct 40 water monitoring programs for the public on World Water Monitoring Day over the two year period.	PA DCNR	2017
3.3	Watershed Education & ProjectWET programs	Participation rates for PA State Parks' Watershed Education program and Project WET programs will increase by 10% over the two year period compared to 2015 rates.	PA DCNR	2017
3.4	Support and promote citizen education programs such as the Master Watershed Steward and Master Naturalist Programs.	Provide funding support for these programs through DCNR's Community Conservation Partnership Program, as possible. Steadily increase the program participation and graduation rates over the next two years.	PA DCNR	2017
3.5	Continue role in the Coldwater Heritage Partnership	Continue to fund the Coldwater Heritage Partnership program to support the engagement of local organizations in conservation planning, science and monitoring, and improvement projects. Also continue to support the bi-annual Keystone Coldwater Conference, which provides students, citizens, and local environmental stakeholder groups an opportunity to network and learn best practices related to waterway conservation.	PA DCNR	2017
3.6	INSR and SWG grants program. C1, C2, C3, C6	INSR and SWG programs are efficaciously and adaptively managed.	EPA	Annual grant awards cycle: RFP closes in May; awards announced in September.
3.7	Bay Program and its partners will improve transparency and efficiency in providing community-based grant opportunities and will work with partner funding organizations, to develop a guide to assist groups in grant competition awareness, selection criteria, accountability, capacity building and grant writing training, etc., for areas with diverse and underrepresented populations. C1, C6	1. DAT to meet with BFN to initiate discussions 2. DAT will consult with National Fish and Wildlife Foundation's Technical Capacity Program 3. Develop funding guide. 4. EPA, jurisdictions and Federal agencies will review and revise their RFP email lists to ensure that grant opportunities are being distributed to broad and diverse constituencies. Examples, HOA's, community centers, rec centers, etc.	Maryland	
3.8	Virginia Naturally Schools. E1, E2, E3	Increase the number of schools/classrooms that include environmental stewardship as part of their curriculum through Virginia Naturally Schools.	Virginia Department of Game and Inland Fisheries	Ongoing

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3.9	Habitat Partners		Virginia Department of Game and Inland Fisheries	Ongoing
3.10	The Virginia Wildlife Mapping Program		Virginia Department of Game and Inland Fisheries	Ongoing
3.11	Adopt a Virginia Birding and Wildlife Trail		Virginia Department of Game and Inland Fisheries	Ongoing
3.12	Project WILD facilitators		Virginia Department of Game and Inland Fisheries	Ongoing
3.13	DGIF Complementary Workforce		Virginia Department of Game and Inland Fisheries	Ongoing
3.14	Maryland Partnership for Children in Nature - working on developing mechanisms to increase participation of people of color/ from diverse backgrounds in recreation and volunteerism/stewardship in parks and other public lands. C1, C5, C6, E1, E2, E3	Collaborating with the Y of Central MD as part of the Federal 50 Cities Initiative to involve 20,000 people per city in "play, learn, work, and serve" activities. The Partnership is also working on ways to improve student awareness of environmental careers and opportunities to participate in internships and career-related enrichment experiences – with a focus on underserved schools and communities. Both of these activities are in initial phases and will be explored and developed over the next 2 years.	Maryland	
3.15	Citizen Scientists Microplastics Survey		Trash Free Maryland	
3.16	Score Four Program: school watershed investigation and student stormwater BMP project	1. Train teachers and groups to do Sc.4 lessons and student stormwater action projects 2. Grow program, increase numbers of students, teachers, volunteers 3. Develop on-line resources for educators	ICPRB, CBT, PGC DEP, County Schools, Chesapeake Natives	2016
3.17	Watershed Connections Teacher Watershed Model workshops	1. Support previous attendees in expanding program at schools 2. Expand use of model to other areas 3. Pursue CBT funding for workshops as partnerships develop	ICPRB, St. Mary's County Public Schools, Charles County Public Schools, Port Tobacco Conservancy	2017
3.18	Stream Monitoring	Mentor schools in stream monitoring and stream restoration projects	ICPRB, Wheaton High School, St. Mary's County Public Schools	2016
3.19	Develop tools and Expand outreach to engage local groups in water quality and other monitoring (Non-traditional Monitoring). C1, C3	Expand the number of trained citizen monitoring volunteers/citizen scientists by 20% each year.	Alliance for the Chesapeake Bay, Isaac Walton League,	

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			ALLARM, UMCES, Chesapeake Bay Program	
3.20	Engage local groups and citizen stewards in stream cleanup through Project Clean Stream. C1, C3	Create volunteer opportunities for over 50,000 local citizens. Opportunities include working with local groups to host over 2000 local stream cleanup sites as well as tree planting.	Alliance for the Chesapeake Bay	2017
3.21	Continue to manage the Chesapeake Watershed Network. C3, C5, C6, E1, E2, E3	This Networking vehicle (the "Facebook" of Bay Conservation) connects over 6000 conservation practitioners and activists and facilitates the sharing of information, events, and jobs while helping promote collaboration.	Alliance for the Chesapeake Bay, NFWF	Ongoing
3.22	Continue to implement Maryland Master Naturalist Program in conjunction with the University of Maryland Extension. C3, C4, C6	1. Increase the number and diversity of MN in program 2. Approximately 2,000 volunteer hours given	Audubon Naturalist Society	Ongoing
Management Approach 4: Increase capacity to expand the diversity of citizen volunteers and community leaders				
4.1	Work with the Diversity Action Team to evaluate results of survey information and design appropriate strategies. C6	1. Evaluate results of stewardship survey. 2. Identify opportunities that would benefit from increased outreach/assistance based on results.	Stewardship Workgroup	Ongoing
4.2	Citizens Volunteer Monitoring and Watershed Groups	1. Identify existing programs and partners coordinating volunteer water quality monitoring activities throughout the state 2. Explore and identify opportunities to provide technical assistance, expand outreach to diverse audiences and support for volunteer water quality monitoring	PADEP	2014
4.3	INSR and SWG grants program. C1, C2, C3, C6	INSR and SWG programs are efficaciously and adaptively managed.	EPA, NFWF	Annual grant awards cycle: RFP closes in May; awards announced in September.
4.4	Work with local governments in the watershed to explore how the Bay Program can inform or help local decision makers maximize benefits and minimize adverse impacts from restoration project planning, siting and funding processes. C1, C6	DAT to work with LGAC and Local Leadership Team to explore opportunities to work with local leaders on these issues.	Maryland	
4.5	Target recruitment of Master Watershed Stewards, Steward Lite Audiences and restoration funding for underserved communities. C6, E1, E2, E3	1. Identify specific diverse audiences to engage 2. Create training and resources for those communities 3. Execute training for these audiences.	Currently working with the African American Faith Community. Next diverse	

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Action	**Description**	**Performance Target(s)**	**Responsible Party (or Parties) & Geographic Location**	**Expected Timeline**
			target may be Latino community?	
4.6	Community organizing and grassroots advocacy of non-traditional allies. E1, E2, E3		Tash Free Maryland	
4.7	Watershed Forum. C3, C5, C6, E1, E2, E3	Engage 450 diverse members of the conservation community	Alliance for the Chesapeake Bay, NFWF, Chesapeake Bay Program	Annually
4.8	Advance programs that foster the continuum of citizen stewards model: individual citizen action, volunteerism, and citizen leadership. C1, C3, C4, C5, C6, E1, E2, E3	1. Create a plan for supporting the creation of new watershed steward academies and supporting and standardizing WSAs around the watershed. 2. Develop a strategy to increase and measure volunteers and leaders throughout the watershed. 3. Identify opportunities for program collaboration that can ensure both behavior change outreach, leadership programs and volunteer programs are connected and successful.	Stewardship Workgroup	2017
4.9	Chesapeake Watershed Forum. C3, C5, C6, E1, E2, E3	1. Explore opportunities to expand support of the forum	PA DEP and DCNR	2017
4.10	Citizens Volunteer Monitors. C3, E1, E2	1. Identify existing programs and partners coordinating volunteer water quality monitoring activities throughout the state 2. Explore and identify opportunities to provide technical assistance and support for volunteer water quality monitoring	PADEP	2017
4.11	INSR and SWG grants program. C1, C2, C3, C6	INSR and SWG programs are efficaciously and adaptively managed.	EPA, NFWF	Annual grant awards cycle: RFP closes in May; awards announced in September.
4.12	Collaborate and exchange information with various environmental justice entities throughout the Bay Watershed and incorporate their perspectives and those of community and faith-based organizations and leaders throughout the Bay Program governance structure, including its three advisory committees (citizens, local governments and scientific/technical). C6	1. DAT to work with community leaders to engage them in MB, PSC, CBP GITs and workgroups as active contributing members. 2. DAT to meet with the 3 CBP Advisory committees to seek their input on ways to help make CBP more representative of the diverse communities and people in the Bay watershed. 3. Identify key EJ groups in the jurisdictions 4. Reach out to existing groups such like those identified in the strategy and more like WE ACT and Blackbelt EJ Center.	Maryland	

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4.13	Chesapeake Youth Corp Network: Continue to provides funding and support to the Chesapeake Bay Trust to employ a cohort of interns at partner sites to further trail development and public access. E1, E2, E3	1. Summer 2015-Recruit and place interns 2. Create workplan and identify projects	NPS, Chesapeake Bay Trust	2016
4.14	Chesapeake Youth Corps Summer Crews-Continue the work with youth partners towards increasing the number of youth stewards that supports and carryout conservation, restoration and access projects; while focusing on finding reliable funding streams for the Chesapeake Youth Corps and Intern Team. E1, E2, E3	1. Winter 2015-Identify trail development projects, apply for funding to continue support of projects 2. Summer 2016-If funding is available finalize plans for summer projects, Support work crews 3. Fall 2016-Evaluate completed work	NPS with Maryland DNR, Virginia DCNR	2016
4.15	Master Naturalist Program. E1, E2, E3		Virginia Department of Game and Inland Fisheries	
4.16	Develop Chesapeake Bay Landscape Professional (CBLP) certification initiative. C1, C3, C5	Establish a rigorous curriculum and certification process for the landscape design and installation industry throughout the mid-Atlantic region	Virginia Department of Game and Inland Fisheries	2017
4.17	Citizen Scientists Microplastics Survey		Trash Free Maryland	
4.18	Implement the RiverWise Congregations Program to Engage the Faith Community. C3, E1, E2	Engage and train leaders from at least 3 mega churches churches - 4-6 Master Watershed Stewards and 75 Congregational Stewards will be trained, and projects will be installed on congregational property and on residential property.	Alliance for the Chesapeake Bay, Watershed Stewards Academy, Interfaith Partners for the Chesapeake	2017
4.19	Implement the RiverWise Congregations Program to Engage the Faith Community. C3, E1, E2	Engage and train leaders from 30 churches	Alliance for the Chesapeake Bay, Watershed Stewards Academy and Chesapeake Bay Foundation	2017
4.20	Watershed Forum/Forum Plus. C3, C5, C6, E1, E2, E3	Engage 450 diverse members of the conservation community	Alliance for the Chesapeake Bay, NFWF, Chesapeake Bay Program	Annually
4.21	Watershed Advocacy Boot Camps. C3	Train 50 grassroots leaders / year in advocacy strategies.	Audubon Naturalist Society	
4.22	Train new Master Watershed Stewards, citizens with the knowledge, skills and resources to facilitate community action to reduce pollutants through installation of BMPs and Behavioral changes.	1. Recruit the right people to become Stewards 2. Train Stewards (64 hour hands on certification Course) 3. Mentor Stewards through Capstone Project	Anne Arundel County Cecil County Howard County	

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			St. Mary's (and maybe Calvert) Counties Montgomery & Prince Georges Counties and DC	
4.23	Develop and implement a "Steward Lite" curricula - to engage specific targeted audiences who cannot attend the full Master Watershed Steward Certification Program. C1, C3, C5, C6	1. Identify Target Audience(s) 2. Complete Formative Audience Research 3. Identify learning and action Outcomes 4. Create curricula and support resources 5. Recruit and Train Steward Lite Candidates	Anne Arundel WSA	2017
4.24	Support Existing Master Watershed Stewards as they move their communities to action (AA WSA currently has 170 Certified Stewards to support, other WSAs have fewer depending on when they were established). C1, C3, C5, C6	1. Recruit funds for ongoing restoration projects/opportunities 2. Provide Continuing Education Classes 3. Execute 2 Annual Conferences, and plan for a third 4. Develop new resources to support Steward Action 5. Measure Stewards' effects on community restoration (ie numbers of community members engaged, projects installed due to their technical support, etc.) 5. Provide networking and communication opportunities for Stewards and Consortia to collaborate on restoration projects	Anne Arundel WSA	2017
4.25	Connect business, government, nonprofit organizations and environmental professionals with Stewards and each other for citizen action. C1, E1	1. Explore ways to expand and leverage connections with the WSA Conference. 2. Expand and further engage the Consortium 3. Connect Stewards, businesses, community groups, institutions, government agencies and Consortium Members 4. Track connections and resulting Stewardship Actions	Anne Arundel WSA	2017
4.26	Engage a robust Consortium of Support Professionals. C3	1. Provide continuing education classes for Consortium Members 2. Engage Consortium in Instruction or mentoring of Stewards	Anne Arundel WSA	2017
4.27	Facilitate Pollutant Reducing Behavioral Change in Communities	Develop, refine and support Stewards to use Community Based Social Marketing Campaigns (Exiting campaigns include Leaf Removal, Rain Barrels, Pet Waste and Lawn Care)	Anne Arundel WSA	2017
4.28	Measure and Track Steward Actions in Communities as it relates to Outreach and Behavioral Change. C4	Use existing data collection and metrics to measure Steward Actions. Develop and implement measurement of related community or residential actions that occur because of the technical support of a	Anne Arundel WSA	2017

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Action	Description	Performance Target(s)	Responsible Party (or Parties) & Geographic Location	Expected Timeline
		Watershed Steward. Refine our list of and methodology for assessing Behavior Change Metrics		
4.29	Expand WSAs in Maryland through the creation of a central hub of support for local WSAs. C1, C3, C5	1. Create a plan for supporting the creation of new WSAs and supporting and standardizing new WSAs in Maryland. 2. Recruit funding and implement a central WSA Replication Hub in Maryland	Anne Arundel WSA	2017