

Structure, Governance, and Process

Small Group Top Priorities

GIT 6 Meeting

March 24th, 2024

Structure Team Priorities

**Priority #1: Clarifying the roles, responsibilities, and definitions of Chesapeake Bay Program groups (e.g., MB) and members to strengthen accountability and collaboration.
(Governance Priority #1)**

Rationale/Anticipated Result: Simplified and clear organizational structure that withstands change, supports adaptive decision-making, and ensures responsiveness to the full range of program outcomes.

Key Issues: Cross-discipline representation on the Management Board and Principals' Staff Committee; leverage strengths of partners for maximum impact; reduce redundancy; interdependent leadership and coordination.

Priority #2: Strengthening communication and integration across the Chesapeake Bay Program to build trust, align goals, and enhance coordination among program units.

Rationale/Anticipated Result: Enhanced operational efficiency, improved decision-making, and collaborative responses in tackling environmental issues to accelerate progress in achieving the program's goals.

Key Issues: Structure is results driven (e.g., form follows function); stakeholder representation at all levels of the partnership; reduce complexity in flow of information; adaptive management at all structural levels.

Priority #3: Delivering a partnership that supports robust data sharing, fosters open exchange of ideas, and provides user-friendly, reliable information to the public.

Rationale/Anticipated Result: Transparent and collaborative interface that promotes decision-making, planning, and implementation actions based in science.

Key Issues: Support the scientific and practitioner needs in local communities; data sharing standards and practices; resource accessibility to stakeholders; flexibility to incorporate outside expertise.

Governance Team Priorities

Priority #1: Membership, Roles, and Responsibilities (Structure Priority #1)

Rationale/Anticipated Result: A resilient, efficient partnership that is adaptable to change, with partner representation and engagement that encompasses all program areas.

Key Issues: Define and align roles and decision-making authority (voting/non-voting, signatories); clear framework for (delegating) accountability and adaptive management at all levels; communication and coordination expectations within partner organizations; process for selecting level of public participatory methods.

Priority #2: Refining decision-making processes to ensure broad representation, clear accountability, agile decision-making, and integrative participatory practices. (Process Team Discussed)

Rationale/Anticipated Result: Enhanced accountability and streamlined decision-making that will ensure effective investment and adherence to shared principles in the Chesapeake Bay Program.

Key Issues: Resource needs considered during decision-making process; create or improve decision making tools that account for uncertainty; communication and coordination expectations for all roles outlined in Governance and Management Framework; consensus continuum (when to use, reversal and approval of decisions, calling for stop/hold upfront of decisional items)

Priority #3: Establishing a logical framework and associated governance structure to produce results that align with the goals and outcomes of the Chesapeake Bay Watershed Agreement.

Rationale/Anticipated Result: A simplified logic model and clear guidelines for updating the Watershed Agreement.

Key Issues: Governance framework and structure that supports prioritization of goals and outcomes; logic model and theory of change that ensures the Chesapeake Bay Program remains science-based and results driven; accountability standards and mechanism for comprehensive assessment of the Watershed Agreement.

Process Team Priorities

Priority #1: Clarifying and standardizing operating procedures to enhance transparency, engagement, and consistency in meeting processes.

Rationale/Anticipated Result: Efficient and effective collaboration among partners and stakeholders and supportive processes that will lead to more effective implementation of actions.

Key Issues: Standardize Chesapeake Bay Program orientation process; meeting preparation, operation, and documentation of materials and decisions; engagement among partners, stakeholders, and Communications Team.

Priority #2: Revising the Strategy Review System to ensure regular assessment, adaptability in tactics and goals, and clear alignment of actions and responsibilities across the organization to protect and restore the watershed.

Rationale/Anticipated Result: Focused process that fosters continuous learning and provides an accountability framework that supports the unique needs of the partnership.

Key Issues: Flexible review process that enables adaptive management, informs resource allocation decisions; transparent and effective communication of actions and Outcome progress to Chesapeake Bay Program staff, partners, and the public.