



Habitat GIT Workgroup Office Hours

For the purpose of reviewing the Outcome
Assessment request from the Management
Board at the NCTC Retreat

Week of November 18, 2024



EXERPT FROM THE DRAFT EC CHARGE:

Therefore, let it be resolved that we, the Chesapeake Executive Council, in recognition of the consensus-based work of the Beyond 2025 Steering Committee, guided by the findings of their “A Critical Path Forward for the Chesapeake Bay Program Partnership Beyond 2025” report and our continued commitment to meet the goals of the 2014 Chesapeake Bay Watershed Agreement, hereby direct the Principals’ Staff Committee to complete the following by **December 31, 2025**:

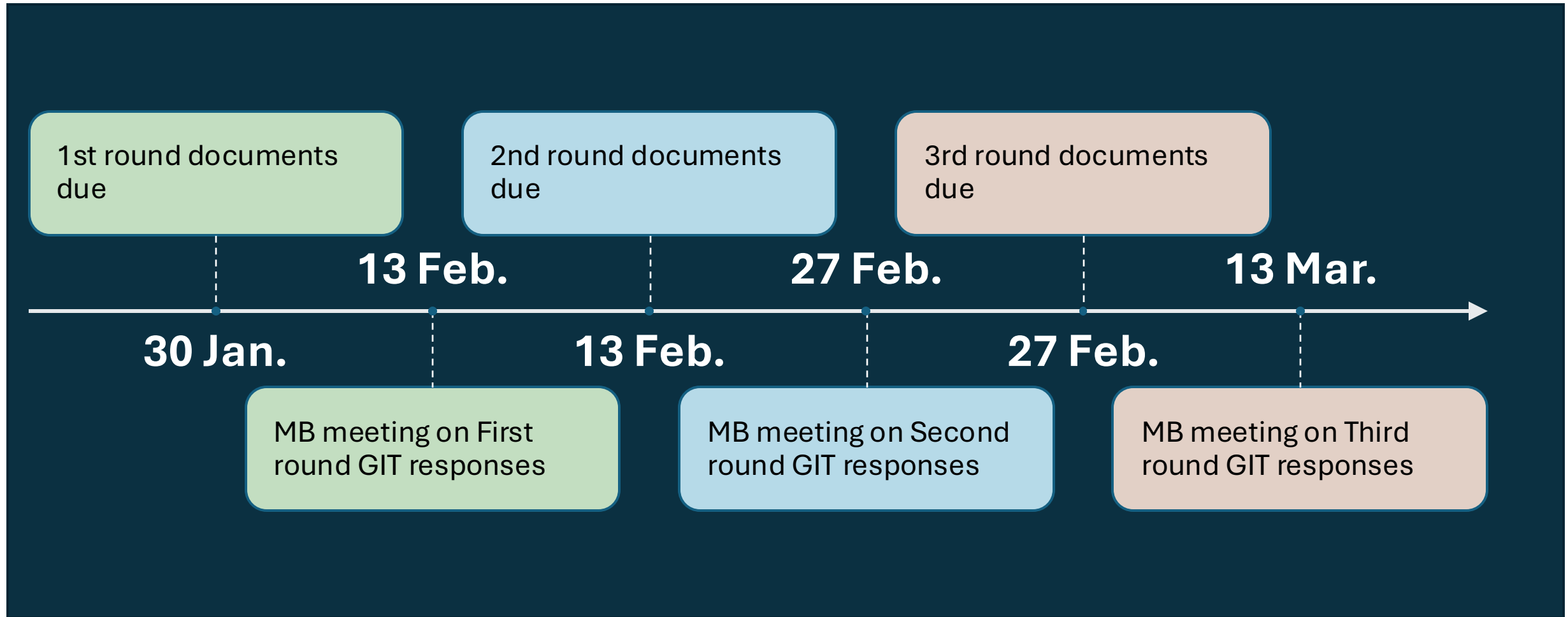
1. Revisions to the 2014 Chesapeake Bay Watershed Agreement, not a new Agreement. **Revisions to outcomes** should be executed pursuant to the Governance and Management Framework for the Chesapeake Bay Program. While not all outcomes will need revision, some **reviews will likely result in consolidating, reducing, updating, removing, replacing, or adding new outcomes.**

Proposed revisions should be considered as they are being reviewed, with every effort to complete most reviews and revisions by the end of calendar year 2025. Furthermore, it is the intent of the Chesapeake Executive Council, **that these changes reflect:**

- A renewed and greater emphasis on **engaging all communities** of the watershed as active stewards of a healthy and resilient Chesapeake Bay and its watershed;
- Our mandate to address water quality **and living resources** throughout the Bay and watershed;
- **Elevating conservation** as a key pillar of the Chesapeake Bay Program, alongside science, restoration, and partnership;
- A grounding in the most recent scientific understandings and issues that have emerged since the current Chesapeake Bay Watershed Agreement was signed in 2014;
- Goals and outcomes that are **measurable and time bound**. Time frames should be sufficient to accomplish the outcomes as quickly as possible. In particular, our regulated nutrient and sediment load reductions, especially those within non-point sources;
- Acknowledgement that our scientific understanding is continuously evolving and that our efforts need to constantly adapt accordingly; and
- The fact that while each partner shares a common goal, we are all approaching this goal from different perspectives, challenges, and opportunities.

Why an Outcome Assessment?

TIMELINE



Big Question: What advice do you have for the Management Board on how to consolidate, reduce, update, remove, replace or add new outcomes within your GIT?

Guidelines: You do not have to answer all these questions, but the first two are necessary.

1. In reviewing your outcome, provide advice to the Management Board on whether "to consolidate, reduce, update, remove, replace or add new outcomes".
 - a. Don't need to provide updated Outcome language at this point in the process.
 - b. If consolidation is recommended, which outcome(s) do you advise combining with?
 - c. Should the outcome be moved or restructured?
2. Consider if the Outcome is SMART, and specifically, whether the current outcome meets the definition of an outcome, as described in the 2014 Chesapeake Bay Watershed Agreement ("Agreement"), or if that outcome is an output or indicator.
 - a. Review ERG's Beyond 2025 Report for existing assessment of **S**pecific, **M**easurement, and **T**imebound.
 - b. Consider the Secret Sauce
3. Consider the challenges to and opportunities for achieving the outcome. You are encouraged to leverage past documentation and learnings from the Strategy Review System process, as well as Charting a Course to 2025 report and Beyond 2025 Small Group recommendations as they pertain to the outcome.
4. Consider how the outcome relates or could relate to the Bay Agreement mission, vision, and themes/pillars

Big Question: What advice do you have for the Management Board on how to consolidate, reduce, update, remove, replace or add new outcomes within your GIT?

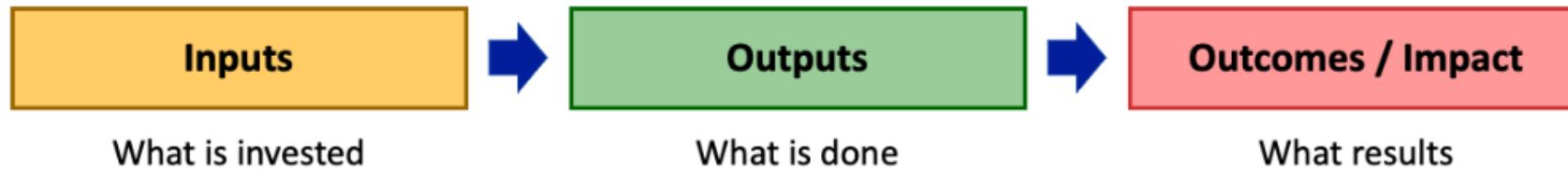
Guidelines: You do not have to answer all these questions, but the first two are necessary.

5. Consider the timescale for completing the outcome (5, 10, 15 years). Determine if achieving the outcome is an incremental step or is it a final outcome.
6. Consider resource needs and availability (high, medium, low).
7. Consider the risk or unintended consequences of removing the Outcome.
8. What value is added by having the Chesapeake Bay Program work on the outcome?
9. Consider how the Outcome, as written, benefits the public. Does the outcome reflect public input already received and have the potential to galvanize public support/engagement?
10. We will provide links to the supplemental information, including:
 - a. 2014 Chesapeake Bay Watershed Agreement
 - b. Secret Sauce
 - c. Beyond 2025 Recommendations
 - d. Charting a Course to 2025 report

A Simple Logic Model

In its simplest form, a logic model looks like this:

This **graphic representation** shows the logical relationships between:



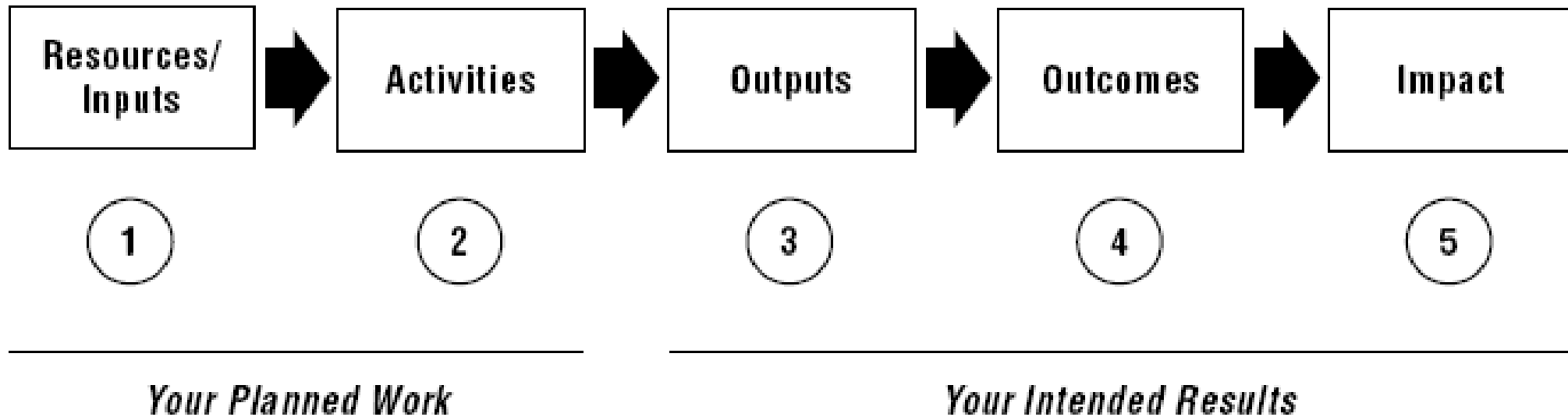
- The resources that go into a program
- The activities the program undertakes.
- The changes or benefits that result.

The logic model describes the **sequence of events** thought to bring about benefits or change over time. It portrays the chain of reasoning that links investments to results.

A logic model is a **systems model** that shows the connection of interdependent parts that together make up the whole. As with systems thinking, we know that a total program is greater than the sum of the individual parts.

Logic Model Definition

A systematic and visual way to present and share your understanding of the relationships (linkages) among the resources you have to operate your program, the activities you plan, and the results, outcomes or impacts you hope to achieve.



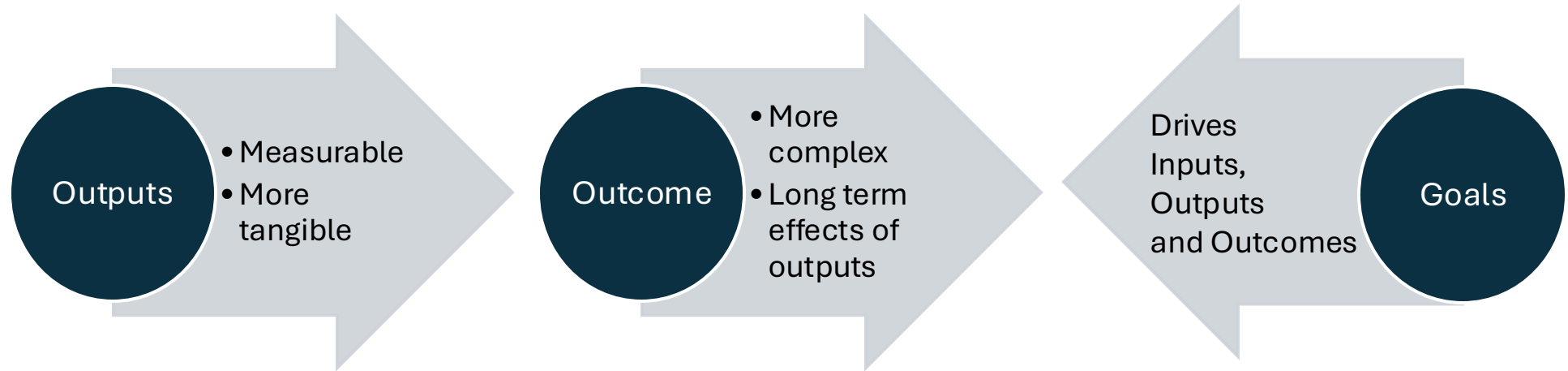
Logic Model format (modified from Kellogg Foundation)

A logic model is a systematic and visual way to present and share your understanding of the relationships among the resources you have to operate your program, the activities you plan, and the changes or results you hope to achieve.

Baseline <i>What is the condition of the things we care about?</i>	Stressors <i>In order of importance what are the stressors and causes of stressors and where are they most prevalent?</i>	Resources/Inputs <i>In order to accomplish our set of activities we will need the following</i>	Activities (Inputs) <i>In order to address our problems or asset we will accomplish the following activities</i>	Outputs <i>We expect that once accomplished these activities will produce the following evidence or service delivery.</i>	Short Term Outcomes <i>We expect that if accomplished these activities will lead to the following changes in 1-5 years</i>	Long Term Outcomes - Impacts <i>We expect that if accomplished these activities will lead to the following changes in 6+ years</i>
Indicator(s)	Indicator(s)	Indicator(s)	Indicator(s)	Indicator(s)	Indicator(s)	Indicator(s)
Data Source(s)	Data Source(s)	Data Source(s)	Data Source(s)	Data Source(s)	Data Source(s)	Data Source(s)

Use data to construct indicators

The main difference between an output and an outcome is that an output is what is produced or accomplished, while an outcome is the effect of that output on the desired result.



Output

The tangible or observable results of an action, project, or process (i.e. Inputs/activities). Outputs are more immediate deliverables that can be measured and assessed. Outcomes answer the question “So what?” For example, XXX acres of wetland were restored due to the landowner outreach program (i.e. a specific action).

Outcome

Outcomes are the results of the Inputs/activities and Outputs that help achieve the desired result. For example, XXX acres of wetland were restored across the Bay watershed by 2030 (based on the Inputs/activities and Outputs).

Outcomes measure the long-term effects of a process, task or activity, such as a change in the environment or in people's behavior. Outcomes are often more complex and more difficult to measure than outputs, and can take a long time to manifest. Measures can be qualitative and overall trends.

Consider the secret sauce of a good outcome

Excerpt from *Retrospective on Lessons Learned from the Chesapeake Bay Program Strategy Review System's 3rd Cycle with Suggested Adaptations to Address the Issues*

A good outcome is: (Secret Sauce)

- Clear in its objective
- Measurable
- Has a monitoring program that supports and reinforces the outcome
- Has partner commitment
- Resources identified and/or available to support the efforts necessary to achieve the outcome.
- Centering the work on benefits to people and living resources, not solely water quality.

Consider how the outcome relates or could relate to the Bay Agreement mission, vision, and themes/pillars

The 2014 Chesapeake Bay Watershed Agreement is based on five themes, or pillars, that guide the restoration of the Chesapeake Bay:

- **Abundant life:** Ensure sustainable populations of aquatic life, restore habitats, and create a balanced ecosystem
- **Clean water:** Reduce nutrient and toxic pollution to support aquatic life
- **Climate change:** Increase the Bay's ability to withstand changing weather
- **Conserved lands:** Protect working forests, farms, and other lands with ecological, historical, and community value
- **Engaged communities:** Increase public involvement in Bay stewardship, expand public access, and educate students

Based on the draft EC Charge, you can consider conservation a theme or pillar of the revised agreement

Continued Management Board Process and Timeline

April 10, 2025	Continued discussion to consolidate, reduce, update, remove, replace or add new outcomes. Outcomes identified as being kept or combined are assigned to workgroups for rewriting
May 7-8, 2025	Finalize outcome assessment/evaluation
May 2025	<ul style="list-style-type: none">• PSC Check in on Draft List of Outcomes. Share approach for structure development and governance review• Advisory Committee Presentation – all together
June 12, 2025	Work through any PSC feedback on outcomes. Prepare final outcome list for public sharing
July 1, 2025	Discussion of overall Partnership Structure. Includes all partnership Goal Teams/workgroups/action teams
August 14, 2025	Continue Grouping /Structure Development/ Governance
August 2025	PSC Check-in Grouping /Structure Development/ Governance
September 11, 2025	Continue work on Structure/ Governance and draft list of outcomes
October 9, 2025	Finalize outcomes and Complete Draft of New Structure
October 2025	Presentation of Final Draft to PSC
November 2025	Preparation of Final Package Based on PSC feedback

Discussion

Thoughts on how to approach this with the workgroup?

