

**Chesapeake Bay Program**  
**Enhance Partnering, Leadership and Management Goal Implementation Team**  
**2021 DRAFT Work Plan**

**Vision Statement:** To provide an innovative strategic framework necessary for the Chesapeake Bay Program partnership to be the watershed restoration leader by achieving the goals and outcomes of the Chesapeake Watershed Agreement.

**Mission Statement:** The Enhance Partnering, Leadership, and Management Goal Implementation Team assists in continuously improving the operations of the Chesapeake Bay Program partnership by providing guidance on governance and accountability; ensuring that adaptive management practices are in place and implemented; engaging, developing, and supporting local leaders; and advancing the efficient and transparent use of financial resources.

### Work Plan Actions

**Green** - action is moving forward as planned    **Yellow** - action has encountered minor obstacles

**Red** - action has not been taken or has encountered a serious barrier    **No Color** - action has been completed

| Action #   | Description            | Performance Target(s)   | Responsible Party  | Expected Timeline     |
|--|------------------------|---|--|-----------------------|
| <b>Work Theme #1: Evaluation and Adaptive Management</b> |                        |   |  |                       |
| 1.1  | Strategy Review System | Plan and conduct 2021 Biennial SRS Meeting.   | SRS Small Group with input and assistance from GIT 6 Members, Management Board, STAR, STAC, GIT Chairs, Coordinators and Staffers. | Done!!!               |
|  |                        | Synthesize the outputs of the 2021 Biennial SRS Meeting and present to the Management Board for decisions on follow-up actions.   |  | July 15, 2021 MB Mtg. |
|  |                        | <u>Report to PSC</u>  |  | TBD                   |
|  |                        | Implement improvements to the SRS Process in response to the Biennial Meeting.  |  | Ongoing               |
|  |                        | <ul style="list-style-type: none"> <li>List steps planned for follow-through</li> </ul>   |  |                       |
|  |                        | Support Goal Teams and associated workgroups in preparation for, and follow-up from, Quarterly Progress Meetings, through adaptive management points of contact, check-in meetings with the SRS |  | Ongoing               |

|   |  |  |  |  |
|---|--|--|--|--|
|   |  | Planning Team, STAR “dry runs,” and by tracking the actions and decisions made by Management Board at Quarterly Progress Meetings.   |  |  |
| 1.2   | Completing the Decision Framework  | Discuss with SRS Planning and GIT 6 for ideas on additional activities   |  |  |
| 1.3   | Independent Evaluator  | Discuss with Carin. Should this be removed?  |  |  |
| <b>Work Theme #2: Enhancing/Improving the Partnership’s Functionality</b> |  |  |  |  |
| 2.1   | CBP Organizational Analysis (item “On Hold” pending input and approval by CBP Director). | <del>Identify organizational elements (e.g. culture, structure, member satisfaction, performance, skills and competencies) for which data collection and analysis could improve organization effectiveness. Reconcile with objectives for improved assessment of performance and drivers for adaptation.</del> | Greg Allen, Carl Hershner, Kirk Havens, Rachel Felter, Dave Goshorn, Carin Bisland | Ongoing<br><a href="#">Discuss with Dave and Carin</a>   |
|   |  | Develop a draft “best practices” guide for checking the health of a workgroup.   | TBD  | TBD (check on with GIT)  |
|   |  | Draft and present a plan to MB to pursue data collection and analysis for priority organizational elements (2021= <a href="#">Organizational Trust</a> ) and establishing performance thresholds <a href="#">or criteria for comparing to other organizations</a> .  | <a href="#">Greg Allen and Dave Goshorn</a>  | <a href="#">STAC review complete by September 2021</a><br><br><a href="#">Present to MB Fall 2021</a><br><a href="#">TBD (check on with GIT)</a> |
|   |  | Implement the <a href="#">data collection plan for measuring Organizational Trust</a> .  | <a href="#">GIT 6 members Greg Allen and Caroline Johnson</a>                      | <a href="#">TBD Fall 2021</a>  |
| <del>2.2</del>  | <del>Chesapeake Stat</del>   | <del>Drop</del>  |  |  |
| 2.3   | Local Leadership Workgroup   | Continual completion of activities listed in the Local Leadership work plan.   | Local Leadership Workgroup leadership and members                                  | Ongoing  |
|   |  | Provide quarterly updates to GIT 6.  | TBD  | Ongoing  |

Updated 06/10/2021

Updated 05/10/2021

|                                     |                            |   |   |  |
|-------------------------------------|----------------------------|---|---|--|
| 2.4                                 | Budget & Finance Workgroup | Draft and implement 2021 work plan.   | Budget & Finance Workgroup leadership and members | <a href="#">Check with BFWG leadership</a> |
|                                     |                            | Provide quarterly updates to GIT 6.   | Budget & Finance Workgroup leadership             | Ongoing                                    |
| 2.5                                 | GIT Funding                | Form an advisory group and reassess the GIT Funding project selection process. Implement changes based on consensus of GIT Chairs. Document 2021 process in an expanded program manual. | Kristin Saunders, Greg Allen                      | Ongoing                                    |
|                                     |                            | Issue the 2021 GIT Funding <del>Program</del> Manual and facilitate the entire process leading to project selection, competitive RFP and award of 2021 projects.                        | Greg Allen  | Ongoing                                    |
| Work Theme #3: GIT 6 Administration |                            |   |   |  |
| 3.1                                 | Governance Document        | 2021 Update   | Governance Document Action Team                   | <a href="#">Ongoing</a>                    |
|                                     |                            | Maintain running log of suggested edits to current Governance Document.   | GIT 6 Staffer                                     | Ongoing                                    |
| 3.2                                 | GIT 6 Membership           | <a href="#">Present update of criteria and list to GIT 6 at the Fall 2021 Quarterly Meeting.</a>  | <a href="#">Greg Allen and Caroline Johnson</a>   | <a href="#">Ongoing</a>                    |

[Need section on federally recognized tribes in the Watershed and DEIJ](#)