

WNY PRISM

2022 Annual Work Plan



Partnering to Protect Western New York from Invasive Species

The WNY PRISM Mission is to proactively identify, evaluate and address invasive species priorities in western New York using a coordinated partnership of local professionals, organizations and private citizens to improve, restore and protect local aquatic and terrestrial resources.

Prepared By: Andrea Locke, WNY PRISM Coordinator



**Department of
Environmental
Conservation**

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WNY PRISM would like to thank our Steering Committee for all of the time and effort put towards development of this Work Plan and for their continued support of WNY PRISM and invasive species management in western New York.

WNY PRISM Steering Committee Members

Buffalo Niagara Waterkeeper	NYS Department of Environmental Conservation
Chautauqua Watershed Conservancy/Royal Fern Nursery	NYS Department of Transportation
NYS Nursery and Landscape Association, Inc./Chestnut Ridge Nursery	NYS Office of Parks, Recreation and Historic Preservation
Cornell Cooperative Extension of Erie County	U.S. Army Corps of Engineers - Buffalo District
Ecology & Environment, Inc	U.S. Fish and Wildlife Service - Lower Great Lakes Conservation Office
Great Lakes Center - SUNY Buffalo State	U.S. Department of Agriculture - Natural Resources Conservation Service
New York Sea Grant	

WNY PRISM Staff

AL	Andrea Locke, Coordinator
BH	Brittany Herson, Terrestrial Invasive Species Program Manager
CMP	Cecilia Pershyn, Education and Outreach Program Manager
NS	Nicole Smeenk, Aquatic Invasive Species Program Manager
TBD	Field Operations Manager
CP	Dr. Christopher Pennuto, Director
PM	Program Managers (BH, NS, CMP, TBD)
E&O	Education and Outreach Assistant
Crew	Invasive Species Management Assistants
WIS	Watercraft Inspection Steward
EDM	Early Detection Survey and Monitoring Technicians
GIS	GIS Technican

Abbreviations

AGM	New York State Department of Agriculture and Markets
BMP	Best Management Practices
CAP	Crew Assistance Program
CCE	Cornell Cooperative Extension
DEC	New York State Department of Environmental Conservation
ED	Early Detection
HWA	Hemlock Woolly Adelgid
iMap	iMapInvasives
IS	Invasive Species
JSG	Japanese Stiltgrass
Mgt	Management
Mtg(s)	Meeting(s)
NYISRI	New York Invasive Species Research Institute
SC	Steering Committee
SFB	Slender False Brome
SLF	Spotted Lanternfly
Website	www.wnyprism.org
WG	Working Groups
WISP	WNY PRISM Watercraft Inspection Stewardship Program
WISPA	Watercraft Inspection Steward Program App

WNY PRISM Mission

The WNY PRISM Mission is to proactively identify, evaluate and address invasive species priorities in western New York using a coordinated partnership of local professionals, organizations and private citizens to improve, restore and protect local aquatic and terrestrial resources.

Strategic Plan Goals *(from WNY PRISM Strategic Plan 2019-2023)*

Partner/Network Coordination

Effectively coordinate the WNY PRISM partnership network and strengthen relationships to the benefit of all those impacted by invasive species and those involved with invasive species management.

Information Management

Establish WNY PRISM as the leading resource for invasive species management information and strategic planning. Ensure information is current, accurate, regionally appropriate and easy to access, and provide opportunities for improved data collection and partner collaboration.

Education and Outreach

Increase public and partner awareness, understanding and participation in meaningful and effective invasive species management activities.

Prevention

Prevent the introduction of invasive species to the WNY PRISM region, limit the spread of invasive species within the region and limit the movement of invasive species established in WNY PRISM to other regions.

Early Detection and Rapid Response

Develop an effective early detection program and associated protocols that provides for reporting, assessment and response efforts.

Management and Habitat Restoration

Assist with management planning and project implementation focused on long-term, sustainable projects that provide resilience against future invasions and provide improved ecosystem function and services. Supported efforts will be based on WNY PRISM identified priorities through primarily technical assistance and training, with project implementation assistance when capacity allows.

I. Partner/Network Coordination

GOAL: Effectively coordinate the WNY PRISM partnership network and strengthen relationships to the benefit of all those impacted by invasive species and those involved with invasive species management.

Objective	Actions Planned	Lead	Date or Frequency
A. Provide effective communication structure for the sharing of information and resources.	1 Hold Steering Committee Meetings (4) and Partner Meetings (2).	AL	Quarterly
	2 Update Operational Guidelines - update Steering Committee Members.	AL	January
	3 Produce 2021 WNY PRISM Annual Report.	AL	February
	4 Update WNY PRISM Website through contract with Interactive Media Consulting.	AL, CMP	Q1/Q2
	5 Maintain WNY PRISM Listserv and Website - share news, information and resources, provide opportunities for feedback.	CMP	Ongoing
	6 Collect information for 2022 Annual Report.	AL, PM	Ongoing
	7 Hold WNY PRISM Invasive Species Symposium.	CMP, AL	October
	8 Produce 2022 Core Program Reports (WISP, Early Detection, CAP)(3).	NS, BH, TBD	November
B. Ensure WNY PRISM maintains ability to successfully implement the strategic plan and address established priorities.	1 Finalize and release 2022 Annual Work Plan (1).	AL	January
	2 Hire Field Operations Manager (1).	AL, CP	January
	3 Ensure smooth transition to new office and maintain office function.	AL	January
	4 Update Strategic Plan to include Year 6, 2024 and additional program priorities.	AL, SC	Q1
	5 Update seasonal job descriptions, post, recruit and hire seasonal staff.	PM	Q1
	6 Provide opportunities for professional development for full-time staff.	AL	Ongoing
	7 Complete all required grant reporting.	AL	Ongoing
	8 Develop 2023 Annual Work Plan (1).	AL	Nov/Dec
C. Support priority projects and collaborative efforts through facilitation and increased involvement of new and established partners.	1 Seek and/or support collaborative efforts between PRISMs that address shared programmatic priorities (i.e. behavior change, spread prevention, shared systems).	AL	Ongoing
	2 Seek and/or support collaborative efforts between PRISMs that address shared species priorities (i.e. SLF, HWA, EDRR).	BH, NS, CMP, AL	Ongoing
	3 Identify and prioritize potential new partners, send information packets ahead of fall partner meeting/Symposium (20).	CMP	Q3
	4 Facilitate WNY/Southern Tier Water Chestnut Working Group Meetings - pre and post season meetings and field season communications.	NS	Ongoing

I. Partner/Network Coordination

GOAL: Effectively coordinate the WNY PRISM partnership network and strengthen relationships to the benefit of all those impacted by invasive species and those involved with invasive species management.

Objective	Actions Planned	Lead	Date or Frequency
D. Increase awareness of and promote WNY PRISM services and achievements among partners and the general public.	1 Develop social media plan/schedule to promote WNY PRISM resources, programs, and projects - one post per month (12).	CMP, AL	Monthly
	2 Develop fact sheet that identifies resources for distribution to partners.	CMP, E&O	Q3
	3 Develop new WNY PRISM logo in accordance with Invasive Species Coordination Section specifications (1).	AL, SC	Q3
E. Build regional capacity for invasive species management efforts and priority projects.	1 Update and expand grant development resources and online toolkit	AL	Q3
	2 Provide review and/or feedback for partner grant proposals, time permitting.	AL	As requested
	3 Provide Letters of Support to partners for projects addressing shared goals and priorities, track success of proposals.	AL	As requested
	4 Encourage use of Crew Assistance Program and increase partner participation in field efforts beyond planning.	BH, AL	Ongoing
	5 Identify and pursue funding to support enhancement of WNY PRISM efforts and to increase capacity for new projects, submit grant proposals as identified.	AL	Ongoing
F. Work with New York State Invasive Species Program partners and broader Great Lakes and Eastern United States programs on shared priorities.	1 Attend NYS PRISM Leader's Meetings and Monthly Webinars - facilitate meetings TBD	AL	Quarterly/ Monthly
	2 Participate in species collaboratives including, but not limited to, regional and statewide <i>Hydrilla</i> groups, HWA and swallow-wort biocotrol efforts.	AL, PM	Quarterly
	3 Attend WNY Forest Pest Task Force Meetings, work with partners towards shared goals.	CMP	Monthly
	4 Work with state and regional partners on coordinated SLF survey, trapping and response efforts.	PM	Ongoing
	5 Provide feedback and guidance for NYS regulatory updates and/or new proposals, based on regional input (Part 575, Pesticides, etc.)	AL	Ongoing
	6 Attend 2022 NYS Invasive Species Conference - In-Service.	AL, PM	November

II. Information Management

GOAL: Establish WNY PRISM as the leading resource for invasive species management information and strategic planning. Ensure information is current, accurate, regionally appropriate and easy to access, and provide opportunities for improved data collection and partner collaboration.

Objective	Actions Planned	Lead	Date or Frequency
A. Maintain clearly defined regional invasive species and conservation target priorities.	1 Maintain WNY PRISM Invasive Species Tier Rankings - update Tier 1 and Tier 2 species as needed	PM	Ongoing
	2 Develop fact sheet describing tier system for distribution to partners and Symposium attendees.	CMP, E&O	September
B. Identify means of improving information sharing and dissemination and implement changes across multiple platforms.	1 Develop WNY PRISM Regional Invasive Species Management and Restoration Project Database.	TBD, BH	November
	2 Website (see I.A.4) - update species profiles to include integrated distribution maps.	CMP	Q1/Q2
	3 Website (see I.A.4) - update program pages, menus and navigation.	CMP	Q1/Q2
C. Encourage use of effective data collection, management and monitoring strategies based on demonstrated Best Management Practices and lessons learned; provide training and professional development opportunities for the region.	1 Review established internal data quality assurance protocols, ensure staff are clear on the protocols and individual responsibilities.	BH, TBD	Q1
	2 Identify and develop pre-recorded protocol and/or iMap tool trainings for Website and YouTube (2).	BH, AL	April
	3 Hold iMapInvasives Workshop in collaboration with iMap Team (1).	CMP	Q2
	4 Continue development and field testing of protocols for pre and post treatment data collection with standardized metrics.	BH, TBD	Ongoing
	5 Present on data collection protocols and tools at Symposium, including pre-post mgt, provide resources for attendees.	BH, CMP	October
D. Identify research and information needs to improve effective invasive species management efforts and collaborate with the New York Invasive Species Research Institute.	1 Coordinate with NYISRI to provide requested input and feedback, in the format provided by NYISRI, encourage partner participation and support.	AL	Ongoing
	2 Continue work with NYISRI, CCE and additional partners on the swallow-wort biocontrol project - support release efforts and promote <i>H. opulenta</i> and biocontrol/IPM efforts.	CMP, AL	Ongoing
E. Support and promote use of iMapInvasives as the primary database for invasive species management information and species presence and distribution data sharing.	1 Review iMap instructional resources and ensure website links functional, identify needs for streamlined instructions.	CMP, BH	Q1
	2 Develop iMap instructional documents, as identified.	CMP, E&O	Q2/Q3
	3 Identify and address data gap species priorities (3).	BH, NS, Cre	Q2/Q3
	4 Address geographic data gaps (2) - Allegany & Orleans Counties.	BH, NS, Crew	Q2/Q3
	5 Provide all WNY PRISM survey data to iMap and confirm data.	PM	Ongoing

III. Education and Outreach

GOAL: Increase public and partner awareness, understanding, and participation in meaningful and effective invasive species management activities.

Objective	Actions Planned	Lead	Date or Frequency
A. Provide educational programming that is science-based and encourages improved management actions through use of behavior change strategies.	1 Finalize and print AIS/WISP outreach materials for use at launches.	CMP, NS	Q1
	2 Implement Rails-to-Trails volunteer mapping and removal program in partnership with Town of Tonawanda, use as pilot/demonstration project for expanded community science efforts.	CMP, AL, BH	Q1/Q2/Q3
	3 Identify opportunities to further develop and expand WNY PRISM's Pledge to Protect Program.	CMP, AL	Q1
	4 Implement expansion of Pledge to Protect Program.	CMP, PM	Q2/Q3/Q4
	5 Include behavior change strategies in WNY PRISM outreach, presentations and workshops - used standardized messaging.	All	Ongoing
B. Provide resources and programming to address invasive species management training needs.	1 Develop rake toss protocol for staff, partners and volunteers.	NS	Q1
	2 Hold Invasive Species Identification and Survey (iMap) Workshop (1).	AL, CMP	Q2
	3 Hold Terrestrial Invasive Species Workshop (1).	BH, CMP	Q2
	4 Hold Aquatic Invasive Species Workshop (1).	NS, CMP	Q2
	5 Hold Site Management Plan Development Workshop (1).	AL, BH	Q4
	6 Resources: see I-D.2, E.1, II-A.2, C.2,E.3, IV-A.2, B.2, B.3,C.2, V-E.3, VI-B.1	PM	Ongoing
C. Ensure availability of education and outreach materials to meet prioritized regional needs.	1 Work with statewide partners to procure state developed SLF outreach materials, produce additional SLF materials and distribute.	CMP	Q1/Ongoing
	2 Maintain Lending Library, identify needs for expansion, consider alternate use for developed resources and promote use.	CMP, E&O	Q2/Q3
	3 Expand video/digital library with species identification videos (3).	CMP, PM	November
	4 Website - ensure resources are searchable and accessible.	CMP	Ongoing
D. Provide for community engagement and learning opportunities through outreach, use of social media and volunteerism.	1 Produce Spring and Fall eNewsletters (2).	CMP, E&O	April/October
	2 Attend partner outreach events, including Farmers' Markets, at least 1 in each WNY PRISM County (12).	CMP, E&O	Ongoing
	3 Work with partners to assist with event planning and provide presentations for partner events, as appropriate (10).	CMP, PM	Ongoing
	4 Track WNY PRISM volunteer metrics - number of volunteers trained, type of training, hours contributed and match value.	CMP	Ongoing
	5 Maintain WNY IS Events Calendar and promote use among partners.	CMP, E&O	Ongoing
	6 Develop monthly social media plan/schedule, implement.	CMP, E&O	Monthly

III. Education and Outreach

GOAL: Increase public and partner awareness, understanding, and participation in meaningful and effective invasive species management activities.

Objective	Actions Planned	Lead	Date or Frequency
<i>D. Continued</i>	7 Produce annual social media assessment/report (1) to be included as part of the 2021 E&O Program Metrics Report (1).	CMP	Q4
E. Maintain WNY PRISM website as an effective outreach tool and information portal.	1 Develop additional program pages as identified (i.e. BBS, Pledge to Protect).	CMP, PM	Q1/Ongoing
	2 Develop and post new invasive species profiles (10).	CMP, E&O	Q3
	3 Review invasive species profiles and update as needed.	CMP, PM	As needed
	4 Produce blog posts for website - news items, resources, field reports, etc. (20).	CMP, PM	Monthly
F. Develop Citizen/Community Science based programs to assist with data collection for early detection and project monitoring, and maintenance of removal efforts.	1 Work with partners to facilitate and implement HWA survey volunteer training and efforts.	CMP, BH	Q1/Ongoing
	2 Work with partners to facilitate and implement SLF survey/trapping volunteer training and efforts.	CMP, AL	Q1/Ongoing
	3 Develop trail mapping program (resource kit) including outreach, training materials and data collection resources, see III.A.2 (1).	CMP, E&O	Q4
	4 Further incorporate existing early detection citizen science programs into WNY PRISM education and outreach efforts, as appropriate and time allows.	CMP, PM	Ongoing
G. Collaborate with statewide partners on unified education and outreach efforts and integrate WNY PRISM educational programming with partner programming to ensure consistent invasive species messaging across the state and region.	1 Coordinate regional efforts for NY ISAW, attend planning meetings and support regional partners.	CMP	Quarterly
	2 Participate in DEC led Invasive Species Education and Outreach Committee and associated work groups.	CMP	Ongoing
	3 Maintain communication with PRISM and statewide partners regarding development of outreach materials targeting shared priorities.	CMP	Ongoing
H. Develop measures of success, encourage partners to use and to collect necessary data and documentation to demonstrate effectiveness of educational programming.	1 Review and assess current metrics, identify additional metrics and/or changes to improve measures.	CMP	Q2
	2 Work with statewide partners to develop metrics to measure effectiveness of behavior change efforts.	AL, CMP	Ongoing
	3 Develop regional invasive species volunteer report - engage partners in reporting basic metrics including types of projects and hours.	AL, CMP	Q4

IV. Prevention

GOAL: Prevent the introduction of invasive species to the WNY PRISM region, limit the spread of invasive species within the region and limit the movement of invasive species established in WNY PRISM to other regions.

Objective	Actions Planned	Lead	Date or Frequency
A. Maintain communication with partners on emerging issues and ensure key stakeholders are informed on species and issues relevant to their work.	1 Hold annual stakeholder meeting on emerging issues, as part of spring partner meeting (1).	AL	Q2
	2 Develop resource/fact sheet for field staff, to assist with understanding emerging issues and annual priorities (1).	AL, CMP	Q2
	3 Seek information and resources on species threatening adjacent states and regions, assess for potential impacts in WNY.	AL	Ongoing
B. Support and implement spread prevention efforts that focus on the identification and disruption of primary pathways of invasion associated with invasive species priorities.	1 Coordinate WNY PRISM Boot Brush Station Program - provide Boot Brush Stations to partners (6) and follow-up on previous years stations.	CMP	Q1/Q2
	2 Develop Best Management Practices (factsheet) for disruption of primary pathways of invasion/spread (1).	AL, CMP	Q2
	3 Develop presentation/ppt on BMP's for disruption of pathways of invasion, record for website and YouTube (1).	AL, CMP	Q3
C. Develop protocols and resources that encourage adoption of spread prevention Best Management Practices and habits within the public and private sectors.	1 Develop/identify spread prevention language for contractors/contracts (1).	AL, SC	Q3
	2 Finalize sign/poster focused on not dumping bait and provide to partners, to post at kiosks/fishing access sites (1).	NS, CMP	Q2
	3 Identify or develop general spread prevention information/resources for municipalities, post on website.	CMP, BH	Q2/Q3
D. Maintain regional watchlist for approaching region species priorities and increase regional awareness and understanding of potential and emerging threats.	1 Maintain Approaching Region/Watchlist and communicate changes to partners.	AL	Ongoing
	2 Develop/update invasive species profiles for species added to the watchlist as needed.	CMP	As identified
	3 Seek resources on emerging threats, increase awareness and understanding of species in preparation for potential establishment.	PM	Ongoing
E. Expand upon the use of new technologies and methods to assist with the identification of priority sites and species targets for prevention efforts and associated surveys and monitoring.	1 Support partner efforts to expand/improve use of eDNA technologies.	AL, NS	As identified
	2 Continue use of habitat suitability modeling for new and emerging species, identify species (1) and develop model.	BH, GIS	Ongoing
	3 Seek opportunities to learn about new technologies that may assist with prevention efforts.	AL, All	Ongoing

IV. Prevention

GOAL: Prevent the introduction of invasive species to the WNY PRISM region, limit the spread of invasive species within the region and limit the movement of invasive species established in WNY PRISM to other regions.

Objective	Actions Planned	Lead	Date or Frequency
F. Successfully coordinate the WNY PRISM Watercraft Inspection Stewardship Program.	1 Ensure all launch permissions and insurance documents are in place ahead of season.	NS, RF, AL	Q1
	2 Review and assess 2021 launch site survey, identify next steps.	NS	Q1
	3 Effectively communicate with boat launch partners - provide end of season reports and additional information as requested, and ensure positive working relationships.	NS, AL	Ongoing
	4 Participate in statewide WISP planning meetings and identified working groups, assist with updating WISP Handbook.	NS	Ongoing
	5 Coordinate and facilitate training for WNY PRISM boat stewards and provide for partners interested in attending.	NS	Q2
	6 Ensure boat stewards have all necessary supplies and equipment.	NS, Leads	Ongoing
	7 Identify opportunities for providing additional work experiences for boat stewards including professional development, networking and team projects.	NS, AL	Ongoing
	8 Collect data using DEC approved data collection tool (WISPA).	NS, Leads	Ongoing
	9 Incorporate Survey123 Walk-up and Angler surveys, where appropriate, and identify ways of using data to improve outreach efforts.	NS	Ongoing
	10 Produce monthly data reports (5).	NS, Leads	May - September
	11 Review all data and ensure accuracy - quality assurance.	NS, Leads	Q2/Q3/Q4
	12 Review launch fact sheets and profiles, update as needed.	NS, Leads	Q2/Q3
	13 Review and assess current and past boat launches and prioritize launches for 2023 season. Provide recommendations for launch selection, number of sites and associated staffing needs.	NS	October
	14 Produce 2022 WISP Program Report (1).	NS	October

V. Early Detection and Rapid Response

GOAL: Develop an effective early detection program and associated protocols that provides for reporting, assessment and response efforts.

Objective	Actions Planned	Lead	Date or Frequency
A. Coordinate early detection reporting, surveys, mapping, site assessments and communication among partners; encourage use of standardized protocols.	1 Continue to promote use of WNY PRISM early detection reporting and assessment protocols.	All	Ongoing
	2 Ensure early detection data collection protocols are easily accessible/searchable within website.	CMP	Q2
	3 Communicate early detection reports and expansion of established species to partners.	AL, BH	Ongoing
	4 Assist with confirmation of reported early detections as capacity allows - engage partners and volunteers.	PM	Ongoing
B. Develop a framework for regional response to new invasive species and infestations.	1 Complete development of early detection site/management database.	BH, EDM	Q1
	2 Develop regional rapid response protocol (flow chart/ decision tree) to serve as framework for response activities.	BH, AL	Q3
	3 Maintain updated list of partner contacts for EDRR efforts.	BH	Ongoing
	4 Implement Japanese stiltgrass EDRR project including surveys, removal and volunteer workdays.	BH, CMP	See Grant Deliverables
	5 Continue to facilitate Great Lakes Slender False Brome Working Group, incorporate JSG.	BH	Semi-annual
	6 Continue to facilitate MAM Working Group and expand use of working group meetings/strategy to address additional species, as needed.	BH, AL	As Identified
C. Maintain early detection and approaching region (watchlist) priority species lists.	1 Provide priority ranking for each new species confirmed within the region and assess for inclusion on early detection priority list - update list as needed.	AL, BH, NS	Ongoing
	2 Conduct annual assessment of priority lists and update as needed.	All	Q4
D. Maintain early detection site monitoring list and conduct site monitoring based on established protocols and in collaboration with identified partners.	1 Maintain early detection site monitoring list, identify 2022 monitoring sites and who will be responsible for completing surveys.	BH, NS	Q1
	2 Assess areas surrounding new and existing early detection sites, and prioritize areas to survey based on likelihood of spread.	BH, NS	Q1
	Complete site monitoring for all 2022 sites identified.	BH, NS, EDM	Q2/Q3
	3 Use habitat suitability modeling and/or pathways assessments to identify new sites for early detection species surveys (HPA).	BH, NS	Ongoing

V. Early Detection and Rapid Response

GOAL: Develop an effective early detection program and associated protocols that provides for reporting, assessment and response efforts.

Objective	Actions Planned	Lead	Date or Frequency
E. Ensure availability of species information and Best Management Practices for early detection priority species.	1 Update and/or develop invasive species profiles for early detection species.	CMP, E&O	As Identified
	2 Develop Best Management Practices fact sheet for early detection priority species (1).	BH, CMP	Q3
F. Assist with early detection management and response efforts; provide technical assistance and provide project implementation assistance as appropriate and as capacity allows.	1 Prioritize early detection/rapid response efforts and assist partners with removal efforts as capacity allows - ensure flexibility in Crew schedule to allow for rapid response.	BH, AL	Ongoing
	2 Ensure WNY PRISM staff are effectively trained to complete early detection surveys and assessments - provide assistance for partners.	BH	Q2/As Requested
	3 Assist partners with development of response plans on a site specific level, as needed and capacity allows.	AL	As Identified
	4 Continue slender false brome management research - implement removal efforts and collect data on progress.	BH, Crew	Q2/Q3
	5 Implement Japanese stiltgrass management - continue surveys, conduct removal activities, maintain communication with appropriate partners and seek assistance from partners and volunteers.	BH	Ongoing
	6 Assist partners with <i>Hydrilla</i> outreach, survey, management efforts (Erie Canal, Gratwick, Orchard Park) as needed and capacity allows.	NS	As Identified
	7 Assist with mile-a-minute removal efforts as requested and capacity allows.	BH	Q3
	8 Work with appropriate partners to seek funding or other mechanism to address early detection needs, including HWA treatments, within WNY.	AL	Ongoing

VI. Management and Habitat Restoration

GOAL: Assist with management planning and project implementation focused on long-term, sustainable projects that provide resilience against future invasions and provide improved ecosystem function and services. Supported efforts will be based on WNY PRISM identified priorities through primarily technical assistance and training, with project implementation assistance when capacity allows.

Objective	Actions Planned	Lead	Date or Frequency
A. Provide partners with management plan development assistance and training.	1 Provide assistance for development and/or review of management plans, encourage inclusion of long-term planning.	AL	Ongoing
	2 Develop resources for management plan development assistance - checklist for common errors (1).	AL	Q3
B. Provide Best Management Practices for invasive species removal, site management and restoration; include guidance for improving resiliency against the reestablishment of invasive species.	1 Develop species specific Best Management Practices fact sheets (3).	CMP, E&O	Q2/Q3
	2 Monitor 2020 restoration sites - LEWPA project.	AL	Q2/Q3
	3 Further analyze phenology data for identified species and develop management calendars to include in BMPs.	CMP, E&O	Q2/Q3
	4 Improve phenological data (emergence, flower) for AIS.	NS	Ongoing
	5 Identify species for development of a Technical Guide, develop (1).	BH	Q3
	6 Develop general native plant/restoration guidelines for partners, incorporate 2020 plant mix development effort (1).	AL	Q3
C. Provide opportunities for professional development including opportunities for information sharing, sharing knowledge and expertise, and discussions of lessons learned.	1 Provide opportunity for partners to work with WNY PRISM Crew to gain experience implementing invasive species removal and monitoring.	BH, TBD	Q2/Q3
	2 Provide opportunity for partner's seasonal/short-term employees to attend WNY PRISM seasonal trainings.	BH, NS	Q2
D. Coordinate Crew Assistance Program based on clearly defined criteria for project selection and prioritization.	1 Identify 2022 capacity for CAP projects - identify available days and non-CAP committed projects that may influence prioritization/selection.	BH, AL, TBD	January
	2 Address/incorporate CAP projects implemented in previous years that require additional investment, communicate with appropriate partners.	BH, AL	January
	3 Review CAP proposals for consistency with WNY PRISM criteria, provide proposals to Steering Committee (Meeting - 2/17) for review.	BH, AL, TBD	February
	4 Conduct final review, rank and select CAP proposals.	SC, AL, BH	February/March
	5 Develop 2022 Field Operations/Crew schedule.	BH, TBD, AL	April
	6 Secure necessary permits and permissions, including MOU's, for selected CAP projects.	BH, AL	Q1/Q2
	7 Provide Crew with necessary training to assist with removal efforts, including pesticide training - update and organize training materials.	BH, PM, AL	Q1/Q2

VI. Management and Habitat Restoration

GOAL: Assist with management planning and project implementation focused on long-term, sustainable projects that provide resilience against future invasions and provide improved ecosystem function and services. Supported efforts will be based on WNY PRISM identified priorities through primarily technical assistance and training, with project implementation assistance when capacity allows.

Objective	Actions Planned	Lead	Date or Frequency
D. Continued	8 Ensure Crew has supplies and equipment necessary to implement projects.	BH, TBD	Ongoing
	9 Implement CAP projects.	BH, TBD	Q2/Q3
	10 Provide project reports/summaries to partners within 4 weeks of completing individual projects.	BH, TBD	Q2/Q3/Q4
	11 Collect data/metrics from all CAP projects, organize and incorporate into 2022 CAP Report (1) and additional management reporting.	BH, TBD, Crew	Ongoing /October
	12 Assess 2022 CAP program including criteria, make appropriate updates and develop 2023 CAP program for release during first week of December.	BH	December
	13 Update WNY PRISM Projects Database with 2022 CAP projects.	BH	Q4
	E. Implement projects to help determine effectiveness of new tools, technology and methods of invasive species control as opportunity and need arise.	1 Identify opportunities to demonstrate the use of drones, develop protocol for use including necessary certifications (1).	BH, NS
2 Seek opportunities to demonstrate effectiveness of different removal methods, including non-chemical methods.		BH, AL	Ongoing
F. Assist with invasive species removal efforts in accordance with set priorities and habitat restoration efforts through support for development and improved availability of native plant materials.	1 Assist partners with invasive species removal and restoration activities, based on priorities and as capacity allows.	PM	Ongoing
	2 Ensure all necessary permissions and regulatory permits to conduct WNY PRISM stewardship activities have been obtained.	PM	Ongoing
	3 Provide guidance for partners seeking to restore native communities after invasive species removal - develop recommendations.	AL	Q2
	4 Support partner efforts to identify and develop new and existing sources of native plant materials.	AL	Ongoing
G. Establish pre-treatment data collection and post-treatment monitoring protocols to allow for improved analysis of management efficacy and further development of BMPs for successful projects.	1 Implement use of pre and post treatment data collection protocols for all WNY PRISM led management projects.	PM	Ongoing
	2 Collect data/metrics from all management activities, organize and incorporate into appropriate reports and project database.	PM	Ongoing
	3 Work with identified partners to assist with testing of protocols and to solicit feedback on feasibility for broad, regional use.	BH	Ongoing