

WNY PRISM

2019 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, Working Groups and additional partners for all of the time and effort put towards development of this Work Plan and their continued support of WNY PRISM and invasive species management in western New York.

WNY PRISM Steering Committee Members:

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

Partners & Programs

BSC	SUNY Buffalo State
CCE	Cornell Cooperative Extension
BSC	SUNY Buffalo State
DAM	Department of Agriculture and Markets
DEC	New York State Department of Environmental Conservation
GLC	The Great Lakes Center at SUNY Buffalo State
GLSFB	Great Lakes Slender False Brome Working Group
iMap	iMapInvasives
ISAC	NYS Invasive Species Advisory Committee
ISC	NYS Invasive Species Council
ISCU	DEC Invasive Species Coordination Unit (Section)
OISC	NYS Office of Invasive Species Coordination
Parks	NYS Parks, Recreation, and Historic Preservation
RF	The Research Foundation for SUNY Buffalo State
USACE	United States Army Corps of Engineers Buffalo District
USFWS	United States Fish and Wildlife Service

Staff

AL	Andrea Locke, Coordinator
LN	Lucy Nuessle, Terrestrial Programs Manager
KK	Kristin King, Aquatic Programs Manager
ET	Emily Thiel, Education Program Manager
BH	Brittany Herson, GLSFB Project Manager
E&O	Education & Outreach Assistant
ISMA	Invasive Species Management Assistant
WS	Watercraft Steward
CP	Dr. Christopher Pennuto, Director

Abbreviations

BMP	Best Management Practices
ED	Early Detection
IS	Invasive Species
MGT	Management
Mtg(s)	Meeting(s)
RR	Rapid Response
SC	Steering Committee
SP	Strategic Plan
Website	www.wnyprism.org
WG	Working Groups (AIS, TIS, E&O, Cons. Targets)
WP	Annual Work Plan

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 2014-2018)*

Partner/Network Coordination

Establish a partnership network and communication for those involved in invasive species information and management within the WNY PRISM region. Facilitate opportunities for cooperation including sharing of information, personnel, equipment and expertise.

Information Management

Collect, utilize and share information regarding invasive species management including species, pathways of invasion, surveys, infestations, control methods, monitoring, research, current efforts/projects and opportunities for partner collaboration.

Education and Outreach

Increase public, partner and stakeholder awareness, understanding and participation in invasive species issues and management within the WNY PRISM region, through effective educational and outreach efforts.

Prevention

Facilitate the prevention of new occurrence, spread, and further establishment of invasive species within the WNY PRISM region through understanding of pathways of invasion and targeting of priority conservation areas. Prevention measures must address both the movement of invasive species in and out of the WNY PRISM region.

Early Detection and Rapid Response

Develop effective early detection, assessment and rapid response protocol(s) for the WNY PRISM region including mapping procedures, volunteer training/involvement, Best Management Practices, permit regulations and response teams, and provide assistance to partners for implementation of recommended protocols.

Management and Habitat Restoration

Assist partners with control of invasive species (eradication, containment, suppression) on high priority conservation areas based on identified regional conservation targets. Assist with the establishment of long-term management and monitoring, and the restoration of impacted sites to healthy native vegetation, to provide increased resilience against future invasions.

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1. Partner/Network Coordination				
Establish a partnership network and communication for those involved in invasive species information and management within the WNY PRISM region. Facilitate opportunities for cooperation including sharing of information, personnel, equipment and expertise.				
Objective	Actions Planned	Lead	Due Date or Frequency	Output/Outcome
A. Establish WNY PRISM as regional organization for coordination and information on invasive species management	Meet with partners to develop new relationships and strengthen partnership	AL	ongoing	Increased strength and effectiveness of partnership
	Coordinate Steering Committee Mtgs (4), Full Partner Mtgs (2)	AL	quarterly/ bi-annual	4 SC Mtgs; 2 Partner Mtgs, improved communication
	Hold open Working Group meetings as needed (Terrestrial, Aquatic, E&O, Conservation Targets, Agriculture)	AL, KK, ET	as identified	Improved communication & collaboration
	Participate in regional and statewide invasive species efforts and collaborations as appropriate	AL, KK, ET	as identified	Improved communication & collaboration
	Identify grant and funding opportunities to further current WNY PRISM efforts and increase capacity for new projects	AL, BH, CP	ongoing	Increased capacity and increased collaboration
	Administer and coordinate GLRI-EPA Funded Slender False Brome Project and fulfill project scope of work - see GLSFB 2019 Work Plan	AL, BH	ongoing	Great Lakes Slender False Brome Working Group
	Meet with ISCU following new 5-year contract execution	AL	1/31/2019	Improved communication & collaboration
	Identify and collect metrics for tracking growth and success of WNY PRISM	AL	ongoing	Metrics for quantifying success & progress
	Provide continuing education and professional development opportunities for WNY PRISM staff	AL	as identified	Increased staff knowledge
B. Establish means of communication(s) to facilitate sharing of information and resources among partners	Continue to promote and use online resources to provide information and updates for region, update website as needed	ET, AL	ongoing	Increased awareness, improved communication
	Continue to produce 2 E-Newsletters and distribute	ET, AL	Spring/Fall	E-Newsletters (2), increased awareness, improved communication
	Encourage partners to provide links to Website and further promote WNY PRISM	ET, AL	ongoing	Increased collaboration and strength of partnership
	Continue to use BSC resources and media contacts to distribute news items and stories, including press releases	AL	as appropriate	Increased awareness, improved communication
C. Create a database of existing partners and stakeholders, programming and priorities	Update spreadsheet on partner programming, scopes of work and priorities	ET, LN, KK	11/30/2019	Programming resource for internal use (1)
D. Provide information, assistance and collaboration opportunities to partners seeking external funds/grants	Update spreadsheet detailing grants/funding for invasive species management activities	AL	7/31/2019	Grants/funding resource (1)
	Distribute grant and funding opportunities to partners	ET, AL	ongoing	Increased regional capacity and funding for IS

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Objective	Actions Planned	Lead	Due Date or Frequency	Output/Outcome
D. Continued	Work with partners to identify opportunities for grant and project collaboration	AL	as appropriate	Increased grant application and project success
	Provide assistance (i.e. letters of support, proposal review) for Partners seeking funds	AL	as appropriate	Increased grant application success
E. Identify the appropriate document to formalize partnership agreement and obtain commitment from partners	Review and update Operational Guidelines and submit to ISCU	AL, SC	1/31/2019	Operational Guidelines (1)
	Obtain Letters of Support for WNY PRISM from Steering Committee Member Organizations and additional partners as appropriate	AL	as identified	Letters of Support, formalized partner support
F. Identify key partners and stakeholders including points of contact for each of WNY's eight counties	Update regional and county lists of stakeholders, include current contact information	ET, AL	6/30/2019	Stakeholder resource (1) for internal use
	Identify and reach out to partners to provide information on WNY PRISM mission, services and resources, and collaboration opportunities	AL, ET	3/31/2019	Improved communication & collaboration, strengthen partnership
G. Coordinate with other PRISMs, NYS Invasive Species Advisory Committee, DEC Invasive Species Coordination Section and other appropriate, broader region stakeholders	Attend quarterly PRISM Leaders meetings (2), participate in conference calls (1), facilitate conference call (1 - February)	AL	quarterly	Improved communication and collaboration
	Participate in monthly invasive species speaker series calls (9) and facilitate (1 - July)	AL	monthly	Improved communication and collaboration
	Collect and submit WNY PRISM research priorities to ISRI	AL	10/31/2019	Increased collaboration, address research needs
	Participate in iMapInvasives focus group for development of 3.0	AL, LN	TBD	Improved management effectiveness and resource sharing
	Attend NYS IS Program Annual Conference (In-Service or NAISMA)	AL, ET, KK, LN, BH	TBD	Improved communication and collaboration
	H. WNY PRISM Office Administration	2018 Annual Report to include monitoring efforts, management efforts, education and outreach efforts, and research needs and projects supported	AL	2/28/2019
	Staff Hiring - hire Aquatic Invasive Species Manager and Education and Outreach Manager	AL, CP	1/31/2019	AIS Manager (1), E&O Manager (1), Increased capacity
	Crew Hiring - update job descriptions for ISMA (3) and E&O (1), post and hire	AL, LN, ET	post JAN, hire MAR	CREW - 1 E&O, 3 ISMA
	Provide Quarterly Reports and invoices to ISCU	AL, RF	quarterly	Quarterly Reports (4)
	Develop Annual Work Plan	AL, CP, SC	12/31/2019	Annual Work Plan (1)
	Develop 5-year Strategic Plan 2019 - 2023	AL, CP, SC	12/31/2019	5-year Strategic Plan (1)

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2. Information Management				
Collect, utilize and share information regarding invasive species management including species, pathways of invasion, surveys, infestations, control methods, monitoring, research, current efforts/projects and opportunities for partner collaboration.				
Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
A. Identify regional priorities for invasive species management including conservation targets, high priority conservation areas, invasive species prevention zones and high probability areas	Collaborate and communicate with Steering Committee and Working Groups to determine priority management activities	AL, WG, SC	ongoing	Improved communication and collaboration, improved selection of priority projects
	Continue work with statewide effort (ISRI, iMap) to develop management prioritization mapping	LN, AL, WG	ongoing	Management Prioritization Mapping Tool (1)
B. Determine current/known presence and distribution of invasive species	Continue to use and promote use of iMap to determine changing and/or newly recognized distribution and presence within WNY	AL, LN, ET, KK	ongoing	Improved presence & distribution data
	Update list of geographic areas with data gaps and identify sites for mapping	LN	3/31/2019	Updated List (1), Mapping projects (2)
	Identify species with significant observation data gaps and encourage data collection among volunteers and partners	LN	3/31/2019	Species list (1), Improved presence & distribution data
C. Identify invasive species of immediate concern and likely to invade (approaching region)	Engage partners to help identify early detection, new invasive species and/or approaching region species	AL, LN	ongoing	Increased staff and partner awareness of emerging issues
	Review Watch List (Approaching Region) and updated if necessary	AL	12/31/2019	Updated Watch List (1)
D. Assemble lists of contacts and resources to assist with management activities	Update documents for private landowner resources and contractors available for invasive species management/removal	LN	6/30/2019	Private Landowner (1) and Contractor (1) Resources
	Update native plant suppliers document	AL	3/31/2019	Native Plant Suppliers (1)
E. Identify Best Management Practices for priority invasive species and determine what information is missing	Create new, and/or update current, Best Management Practices fact sheets for priority species	ET, AL	6/30/2019	Priority species BMP (5)
	Assist statewide effort (ISRI) to develop means and methods for dissemination of current best management practices for managers, participate in meetings	AL	as identified	Managers forum (1)
F. Develop WNY PRISM website to be used as the primary source of invasive species information within the region and promote use G. Develop comprehensive source of invasive species information that is accurate, searchable and user friendly	Review Website and identify areas of improvement - develop website plan	ET, AL	6/30/2019	Improved communication, Improved information sharing and access
	Begin implementation of identified areas of improvement for Website	ET	12/31/2019	Improved communication, Improved information sharing and access
	Update Website with new and emerging issues	ET	ongoing	Improved communication, Improved information sharing and access

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Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
F & G <i>Continued</i>	Ensure all 'tags' are in place for easy and accurate Website searches	ET	as needed	Improved access to information
H. Utilize and encourage partner use of iMapInvasives as the 'go-to' mapping software for current infestations and regional projects	Use iMap for all WNY PRISM invasive species occurrence data and encourage use by partners and volunteers	LN, CREW	ongoing	Increased # of observations
	Provide regional training opportunities for iMap and additional trainings as requested if time permits and minimum number of participants (12) can be confirmed	ET, AL	Spring (1), add'l as identified	iMap Trainings (2), increase # iMap observers
	Upload all IS detection data to iMap	LN	11/30/2019	Improved management efficacy
	Identify citizen science programs with potential for increasing use of iMap and improving iMap data use for management purposes	ET, AL	12/31/2019	Increased citizen science engagement, Improved management efficacy
I. Identify invasive species management projects occurring in the region and potential future projects	Update regional invasive species management projects resource with 2018 & 2019 project information	LN	12/31/2019	Updated Regional Projects Resource (1)
	Develop GIS based map to visualize invasive species management projects	LN, ET	12/31/2019	Complete 1 mapping project, improved spatial understanding of IS MGT
J. Identify regional invasive species information gaps and research needs	Hold Working Group Mtgs to identify IS management information gaps and research needs	AL, WG, LN, KK	6/30/2019	Improved communication, information sharing and collaboration
	Survey partners through listserv and/or partner meetings to prioritize information and research needs	AL, ET	Fall Partner Mtg	Improved communication, information sharing and collaboration

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3. Education and Outreach				
Increase the public, partner and stakeholder awareness, understanding and participation in invasive species issues and management within the WNY PRISM region, through effective educational and outreach efforts.				
Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
Identify Needs: A. Identify education, outreach, and training needs within the WNY PRISM region and propose ways to fill them B. Identify currently available and needed outreach materials and resources	Engage working groups and partners to assist with further identifying needs	ET, WG, AL	ongoing	Identified needs for future planning
	Identify and/or create appropriate materials and/or resources to address identified outreach needs	ET	as identified	Increased public/partner knowledge, increased awareness
	Provide ISCU Education and Outreach Coordinator with education and outreach needs	ET	as identified	Improved statewide coordination
C. Identify and assess models of environment/invasive species education and outreach being implemented in WNY and identify those implementing them	Update spreadsheet for invasive species educational programming in WNY	ET	3/31/2019	WNY Educational Programs Resource (1)
	Identify and assess citizen science programs for efficacy and potential/future integration into WNY PRISM programming	ET, WG	9/30/2019	Identify programs for future planning
	Prioritize citizen science programming for future implementation	ET, AL, WG	12/31/2019	Identify programs for future implementation
D. Develop and implement education, outreach, and training opportunities as appropriate and efforts align with WNY PRISM priorities and Scope of Work	Maintain WNY PRISM presence at community events and select/prioritize based on established WNY PRISM priorities - attend 1/county	ET, E&O	as identified	Community Events (≥8)
	Update and maintain WNY PRISM table-top display - identify ways to improve design/function to attract more attention	ET	4/30/2019 - ongoing	Improved messaging & increased public awareness
	Provide at least 3 training sessions (i.e. IS Identification, Monitoring and Management, Prevention)	ET	as identified	Training Sessions (3)
	Update WNY PRISM Events Calendar to provide volunteer and learning opportunities for region	ET, E&O	ongoing	Up-to Date Events Calendar (1)
	Distribute WNY PRISM Events 'Round-Up' through Listserv	ET, E&O	bi-weekly	Improved communication, Increased public awareness, Round-up (20)
E. Work with partners to develop, further develop, and/or assist with development of, education materials to meet identified regional needs, as fits within WNY PRISM Scope of Work	Review Lending Library, identify opportunities for expansion and/or improvement and prioritize actions	ET, AL, WG	3/31/2019	Lending Library (1)
	Identify and procure/develop additional specimens for use at educational displays	ET, E&O	as identified	Improved identification, increased public awareness
	Review partner programs and outreach materials as requested by partners	ET	as requested	Improved educational resources and access to information

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Increase the public, partner and stakeholder awareness, understanding and participation in invasive species issues and management within the WNY PRISM region, through effective educational and outreach efforts.				
Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
F. Develop education toolkits for various target groups to identify priority invasive species, understand impacts and provide management strategies and options	Continue development of a toolkit for municipalities/local governments; develop BMP fliers (2) and related PowerPoint presentations	AL, ET	9/30/2019	Municipalities Toolkit - BMP fliers (2)
	Identify and/or develop invasive species spread and/or control BMP for construction and/or work sites for use by partners in development of project scopes of work and contractor requirements	AL	3/31/2019	BMP (1)
G. Support statewide (and national) education and outreach efforts	Coordinate WNY efforts for Invasive Species Awareness Week (ISAW); lead 2 events, encourage partner led events and provide support as needed	ET, E&O	July 7 - 13, 2019	WNY PRISM led events (2), Counties with events (6), increased public awareness, increased public involvement
	Develop toolkit for partners to facilitate NYS ISAW involvement	ET	3/31/2019	Increased # of ISAW events, Toolkit (1)
	Support NYS Spotted Lanternfly outreach efforts (and other targeted efforts) and encourage data collection for tree of heaven infestations	ET	ongoing	Increased public awareness, increased # of tree of heaven observations in iMap
H. Develop measurement tools for determining success of education and outreach programs	Further identify measurements for success and implement appropriate data collection	ET, AL	3/31/2019	Improved metrics developed
	Compile list of volunteers trained, activities and hours contributed to WNY PRISM projects	ET	ongoing	Improved measures of success
	Continue use of questionnaires for WNY PRISM Workshops and update as necessary	AL	ongoing	Obtain metrics - knowledge gains
	Update and maintain Events Tracking Spreadsheet (programs, partners, direct contacts, attendees, etc.)	ET, E&O	Quarterly	Events spreadsheet (1), improved measures of success
	Update and maintain spreadsheet tracking outreach materials distribution	ET, E&O	Quarterly	Materials spreadsheet (1), improved measures of success

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4. Prevention				
Facilitate the prevention of new occurrence, spread and further establishment of invasive species within the WNY PRISM region through understanding of pathways of invasion and targeting of priority conservation areas. Prevention measures must address both the movement of invasive species in and out of the WNY PRISM region.				
Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
A. Maintain close communication with partners and other PRISMs to identify potential threats and to stay informed on control methods being deployed	Communicate with NYS IS Program partners on prevention issues and actions	AL	Quarterly	Improved regional and statewide coordination
	Encourage sharing of information within partnership and statewide to provide new information as it becomes available	AL, ET	Monthly	Increased cooperation & resource sharing
B. Sustain public awareness of invasive species threats and increase awareness of new and potential threats	Use media and online resources to disseminate information to the public on emerging threats including watch list priority species	ET, AL	ongoing	Increased regional awareness
	Include prevention issues and messaging in meetings, outreach events and trainings, provide opportunity for partners to become involved in prevention efforts	ET, AL, E&O, LN, KK	ongoing	Reduced risk of introduction & establishment
	Assist with partner outreach efforts as requested as time and resources permit	ET, E&O	as needed	Increased cooperation & resource sharing
C. Support State and Federal efforts to prevent the introduction and establishment of invasive species to and from WNY region	Assist with implementation of prevention programming that falls in line with State and Federal programs and WNY PRISM Scope of Work, as time and resources permit	AL	as needed	Reduced risk of introduction & establishment, increased public awareness
	Continue to provide information for the region on NYS regulations focused on spread prevention including Parts 575 & 576	AL, LN, ET, KK	ongoing	Increased public awareness & involvement in prevention efforts
D. Prioritize Pathways of Invasion and encourage use of priority invasive species Best Management Practices, to assist with regional prevention efforts	Complete update of invasive species profiles on website to include identified Pathways of Invasion	AL, ET	3/31/2019	Updated species profiles, improved access to information
	Provide additional BMP information for Pathways of Invasion (as identified for priority species) on website	ET, AL	12/31/2019	Improved access to information
E. Support prevention efforts that focus on primary pathways of invasion to prevent movement of invasive species both in and out of WNY region	Assist partners with implementation of prevention programming and education efforts as appropriate, and as time and resources permit	AL, ET, KK	ongoing/ as needed	Increased cooperation and resource sharing
	Encourage Partners to place signs and/or species disposal structures at water access sites, assist with procurement of necessary supplies	AL, KK	as identified	Reduced risk of new introductions
F. Develop spread prevention programs and practices for priority invasive species and identified needs, and propose ways to encourage use	Provide Boot Brush Stations information, signs and/or supplies for interested partners to install in priority locations, as funding permits	ET, LN	6/30/2019	Establish Boot Brush Stations (≥4)
	Continue Boot Brush Station Pilot Project and Research	CP	12/31/2019	Determine effectiveness of Boot Brush Station

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4. Prevention

Facilitate the prevention of new occurrence, spread and further establishment of invasive species within the WNY PRISM region through understanding of pathways of invasion and targeting of priority conservation areas. Prevention measures must address both the movement of invasive species in and out of the WNY PRISM region.

Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
G. Develop Landscape Alternatives program for WNY to assist with decreasing the establishment of invasive plant species	Continue distribution of NYS Plantwise Brochure	ET, E&O	ongoing	# materials distributed, decreased risk of spread and introduction
	Attend WNY Native Plant Working Group Meetings (2)	AL	as available	Increased communication and collaboration
H. Administer a region-wide watercraft inspection boat steward program	Recruit, train and retain qualified watercraft stewards	KK	5/30/2019	Watercraft Stewards (≥20)
	Identify priority boat launches and gain permission from launch owner/manager and DEC to have watercraft steward conduct voluntary inspections at each site	KK, AL	3/31/2019	Boat Launches (≥20)
	Coordinate with partners to ensure effective and appropriate boat launch coverage within the region	KK, AL	3/31/2019	Improved efficacy of boat stewardship programs
	Collect data and contribute to statewide database (WISPA)	KK, WS	10/31/2019	Improved data collection, improved watercraft inspection efforts

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5. Early Detection and Rapid Response

Develop effective early detection assessment and rapid response protocol(s) for the WNY PRISM region including mapping procedures, volunteer training/involvement, Best Management Practices, permit regulations, and response teams, and provide assistance to partners for implementation of recommended protocols.

Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
A. Coordinate regional invasive species mapping, early detection, and monitoring of priority invasive species and areas	Communicate with partners about new detections of early detection and watch list species, and about new occurrences of established species that are not yet widespread within the region	AL, ET LN	ongoing	Increased collaboration and resource sharing, # early detection reports
	Coordinate and implement Early Detection Monitoring Program - surveys and site monitoring	LN	ongoing	Improved information on ED species distribution, Site assessments for ED infestations
	Communicate with public about early detection species in local vicinity around new infestations	ET, LN	as needed	Increased awareness of ED species, # materials distributed
	Report new or recently established populations to ISCU and iMap as they are confirmed	LN	ongoing, 11/30/2019	# early detection reported, improved coordination
	Produce report on regional early detection and response efforts to be included in Annual Report	AL	12/31/2019	Early Detection Report (1)
B. Develop WNY PRISM volunteer program to assist with invasive species occurrence data and monitoring of identified priority areas	Engage Citizen Scientists in early detection activities through targeted emails and promoting volunteer trainings and events	ET, LN	ongoing	Increased # early detections
	Encourage monitoring of high priority conservation areas	ET	ongoing	High conservation priority target/areas protected
C. Utilize successful (existing) early detection and rapid response frameworks	Work with partners to enhance current efforts in early detection by providing support for Citizen Science programs and training	ET, AL	ongoing	# citizen scientists trained, Increased early detections
	Support State and Federal early detection programs	AL	as needed	Increased collaboration and resource sharing
D. Assist in the development of early detection and rapid response protocols, in addition to current successful frameworks, for addressing new populations of existing species and introductions of new species within WNY PRISM region, when necessary	Promote use of WNY PRISM Early Detection Reporting Protocol for Early Detection Priorities and Watch List species	AL, ET, LN	ongoing	Increased coordination and # of early detections
	Review and update WNY PRISM Site Assessment Form	LN	2/28/2019	Improved data collection and analysis
	Assist with confirmation of reported early detections, as time and resources permit, and otherwise engage partners and volunteers	LN, CREW	as identified	Increased # early detections
	Support Partners with Hemlock Woolly Adelgid survey efforts and work to identify resources in case of positive observation on non-state land	LN, ET	as needed and appropriate	High conservation priority targets/areas protected, increased RR activities

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5. Early Detection and Rapid Response

Develop effective early detection assessment and rapid response protocol(s) for the WNY PRISM region including mapping procedures, volunteer training/involvement, Best Management Practices, permit regulations, and response teams, and provide assistance to partners for implementation of recommended protocols.

Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
D. Continued	Ensure data is consistent with NYS Invasive Species Database (iMap) format and quality assurance/quality control requirements through adequate training of staff and volunteers	LN, CREW	ongoing	Increased coordination and resource sharing, Improved data collection
E. Develop protocol for coordinating partner efforts in early detection and rapid response efforts for priority species	Develop regional rapid response protocol (flow chart/decision tree) to serve as framework for regional response activities	AL	6/30/2019	Framework (1), Improved communication, Increased collaboration, Increased # RR activities
F. Develop guide, for partner use, to assist with understanding regulations and navigating the NYS permitting process in relation to rapid response activities	Direct questions about specific permit needs and concerns through appropriate channels	LN, AL	as needed	Increased # ED/RR activities
	Provide support for partners on understanding common invasive species management permits needs and considerations	LN	as needed	Increased # ED/RR activities
	Assist with getting 2ee recommendations for early detection species to facilitate ability to provide rapid response	LN	as identified	Improve effectiveness of management efforts
G. Analyze invasive species distribution data and prioritize High Probability Areas to monitor	Assess areas surrounding known early detection sites and prioritize areas to survey based on likelihood of spread	LN, ET	as identified	# sites surveyed, Improved effectiveness of early detection program
H. Identify early detection and monitoring needs and develop monitoring protocols	Continue to work with partners to identify monitoring needs for sites that ED/RR efforts have taken place	LN, BH, AL, ET	ongoing	Improved effectiveness of management activities
	Review WNY PRISM ED/RR priority list and update as necessary	AL, LN, WG	12/31/2019	Up-to-Date early detection priority list
I. Assist partners with on-the-grounds early detection, assessment, and rapid response efforts	Train Crew in invasive species identification and data collection methods and use to assist Partners with ED/RR efforts as time and resources permit	LN	5/31/2019	Increased effectiveness of ED, Assessment & RR, # early detection reports
	Engage Steering Committee to assist in determining priority projects for Crew when time and resources prohibit assisting with all requests	AL, SC	FEB/as needed	Increased effectiveness of ED, assessment & RR

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6. Management and Habitat Restoration				
Assist partners with control of invasive species (eradication, containment, suppression) on high priority conservation areas based on identified regional conservation targets. Assist with the establishment of long-term management and monitoring, and the restoration of impacted sites to healthy native vegetation, to provide increased resilience against future invasions.				
Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
A. Assist partners with invasive species management planning of priority invasive species management activities as necessary and appropriate	Provide assistance for development and/or review of management plans, encourage the inclusion of long-term invasive species management	AL	as appropriate	# management plans, Improved management efficacy
	Hold Invasive Species Management Planning Workshop	AL, ET	NOV/DEC	Workshop (1), Improved management planning and efficacy
B. Develop and propose to partners a preliminary strategy for long-term management and monitoring for invasive species removal and restoration efforts	Continue to provide written summaries of work conducted by WNY PRISM Crew to partners including prioritization assistance	LN, CREW	10/31/2019	Improved management and long-term sustainability of efforts
	Identify potential uses of citizen science programming to assist with post-management site monitoring	ET, AL	12/31/2019	Improved management and long-term sustainability of efforts
C. Develop and promote strategy for restoration of sites where invasive species have previously been removed	Provide assistance to partners for development of long-term management plans for removal and restoration project sites, ensure BMP are in place	AL	as identified	Increased resilience against future invasion
	Support development of native plant materials to include local genotype/ecotype	AL	as appropriate	Increased availability of local plant materials for restoration
D. Establish and direct WNY PRISM Invasive Species Management Crew for assisting partners with invasive species removal and restoration efforts, when available and efforts align with WNY PRISM priorities and scope of work	Identify and prioritize non-Crew Assistance Program needs for Crew - early detection, education and outreach, additional long-term projects	LN, AL, KK, ET	1/31/2019	2019 Crew Project List (1)
	Accept project proposals through Crew Assistance Program; review and rank projects based on established priorities and select 2019 Crew projects	LN, AL, SC	2/28/2019	Select 2019 Crew Assistance Program Projects
	Develop schedule for Crew, to allow for the best use of resources and time - prioritize activities to align with WNY PRISM Goals and Objectives	LN, AL	3/31/2019	Crew Schedule (1)
	Review and update Crew Assistance Program for 2020 and release	LN, AL	12/16/2019	Crew Assistance Program (1)
E. Assist partners with the implementation of invasive species management and habitat restoration efforts when efforts align with WNY PRISM priorities, supported activities, and Scope of Work	Provide Crew with necessary training, equipment and PPE to assist partners with management projects	LN	3/31/2019	Increased # projects, increased efficacy of management
	Train Crew as pesticide applicator apprentices and in safe and effective use of stewardship equipment	LN	5/31/2019	Increased project scope capacity, Crew professional development

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6. Management and Habitat Restoration

Assist partners with control of invasive species (eradication, containment, suppression) on high priority conservation areas based on identified regional conservation targets. Assist with the establishment of long-term management and monitoring, and the restoration of impacted sites to healthy native vegetation, to provide increased resilience against future invasions.

Objective	Actions Planned	Lead	Due Date or Frequency	Output or Outcome
<i>E. Continued</i>	Continue work with Erie County on removal of invasive species from Seneca Bluffs and provide further assistance with restoration planning	LN, AL	9/30/2019	Increased resilience against future invasion, improved understanding of IS management
	Implement GLRI-USFS CWMA grant - Priority Lands Invasive Species Management Project in collaboration with the Western New York Land Conservancy	LN, AL	12/31/2019	Improved efficacy of management, increased resilience against invasion
	Ensure all necessary regulatory permits to conduct pesticide application and other stewardship activities have been obtained, including SEQR considerations	AL, LN	ongoing	Increased # projects
F. Engage private landowners, organizations, private sector business, municipalities and agencies in invasive species management activities, including planning removal and site restoration	Coordinate access to private and public lands for delivery of invasive species management activities - as requested by partners and when project falls within WNY PRISM priorities and Scope of Work	AL, LN	as needed	Broader regional participation in management activities
G. Utilize volunteer program to assist with priority invasive species removal projects when available and efforts align with WNY PRISM priorities and Scope of Work	Encourage partners to provide information on upcoming removal events and volunteer needs, and assist with recruitment - place on Events Calendar and Round-up	ET, E&O	ongoing	# volunteer opportunities, increased coordination and collaboration
	Work with partners seeking volunteer assistance to promote activities and recruit volunteers	ET	as needed	# volunteer opportunities, increased coordination and collaboration
	Identify CREW projects for which volunteer assistance will increase the effectiveness of efforts and select opportunities for volunteer workdays	LN, ET	3/31/2019	Increased coordination for volunteer opportunities, improved efficacy of management
H. Utilize a demonstration project model for new tools and methods of invasive species control as opportunities and need present themselves, and when efforts align with WNY PRISM priorities and Scope of Work	Complete project analysis comparing knotweed removal methods at the Great Lakes Center Field Station	LN, CREW	8/31/2019	Improved understanding of IS management methods, BMP (1)
	Continue Riverwalk Management Project through collaboration with the City of Buffalo, to serve as demonstration for expanded greenway & riverwalk management	LN, CREW, AL	4/30/2019 : 8/31/2019	Improved understanding of IS management methods, Demonstration project (1)