

WNY PRISM

2021 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	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, Early Detection & Terrestrial Programs
ET	Emily Thiel, Education and Outreach Programs
NS	Nicole Smeenk, Aquatic Programs
LN	Lucy Nuessle, Terrestrial Programs
CP	Dr. Christopher Pennuto, Director
PMgrs	Program Managers (BH, ET, NS, LN)
E&O	Education and Outreach Assistant
Crew	Invasive Species Management Assistants
WIS	Watercraft Inspection Steward
INT	WNY PRISM Intern Program Participants

Abbreviations

BMP	Best Management Practices
CAP	Crew Assistance Program
CCE	Cornell Cooperative Extension
DEC	New York State Department of Environmental Conservation
ED	Early Detection
iMap	iMapInvasives
IS	Invasive Species
Mgt	Management
Mtg(s)	Meeting(s)
NYISRI	New York Invasive Species Research Institute
SC	Steering Committee
Website	www.wnyprism.org
WG	Working Groups
WIP	WNY PRISM Watercraft Inspection 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.

NOTE: WNY PRISM has established health and safety protocols that will allow for the work identified in this plan to occur should related restrictions continue in response to the SARS-CoV-2 (COVID-19) pandemic. However, the plan does assume operations at levels consistent with our established contract and grant funding. Loss or disruption of funding will limit WNY PRISM's ability to complete the work described in this plan.

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 Coordinate Steering Committee Meetings (4).	AL	Quarterly
	2 Coordinate Bi-Annual Partner Meetings (2).	ET	April/ October
	3 Coordinate Working Groups (Terrestrial, Aquatic, E&O).	BH, NS, ET	As Needed/ Quarterly
	4 Maintain WNY PRISM Listserv - distribute news and information and provide opportunities for feedback.	ET	Ongoing
	5 Maintain website for easy/intuitive access to informational resources, ensure functioning external/partner links.	ET, E&O	Ongoing
	6 Produce 2021 Program Reports (Aquatic, Terrestrial Management, Early Detection, Education & Outreach)(4).	PMgrs	November
	7 Produce 2020 WNY PRISM Annual Report	AL	February
	8 Collect information for 2021 WNY PRISM Annual Report	AL	Q4
B. Ensure WNY PRISM maintains ability to successfully implement the strategic plan and address established priorities.	1 Finalize and release 2021 Annual Work Plan (1)	AL	January
	2 Develop 2022 Annual Work Plan (1)	AL	December
	3 Identify metrics for tracking WNY PRISM growth and success in 2021.	AL, All	Q1
	4 Update seasonal job descriptions, post, recruit and hire seasonal staff.	PMgrs	Q1
	5 Promote Student Internship Program, develop projects and recruit student interns.	AL, CP	Ongoing
	6 Maintain equipment and inventory.	BH, PMgrs	Ongoing/Q4
	7 Provide opportunities for professional development for full-time staff.	AL	Ongoing
	8 Complete all required grant reporting.	AL	Ongoing
C. Support priority projects and collaborative efforts through facilitation and increased involvement of new and established partners.	1 Identify and prioritize potential new partners, provide informational packets ahead of fall partner meeting (20)	ET, AL	Q3
	2 Seek and/or support collaborative efforts between PRISMs that address shared priorities (i.e. early detection species, Erie Canal).	AL	Ongoing
	3 Seek projects and opportunities that involve regional municipalities and/or unique user groups.	AL	Ongoing
	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 Identify additional outreach and marketing materials needs aimed at increasing awareness of WNY PRISM and WNY PRISM resources.	ET, AL	Q1
	2 Encourage partners to provide links to WNY PRISM resources within websites and social media efforts.	AL, ET	Ongoing
	3 Develop quarterly social media plan/schedule to promote WNY PRISM programs and efforts.	ET, AL	Quarterly
	4 Develop social media posts addressing regional projects and issues to share with partners and encourage coordinated outreach/messaging.	ET, AL	Quarterly
E. Build regional capacity for invasive species management efforts and priority projects.	1 Expand online grant development and writing toolkit (grants database, mgt plans, maps).	AL	Q2
	2 Identify funding to support enhancement of WNY PRISM efforts and to increase capacity for new projects, submit grant proposals.	AL	Ongoing/ As identified
	3 Provide Letters of Support to partners for projects addressing WNY PRISM goals and priorities, track success of proposals.	AL	As requested
	4 Distribute grant/funding opportunities through WNY PRISM Listserv.	ET	Ongoing
	5 Pursue opportunities to partner on grant proposals.	AL	Ongoing
	6 Provide review of partner grant proposals, as requested and time permits.	AL	As requested
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 July meeting and February webinar	AL	Quarterly/ Monthly
	2 Participate in species collaboratives including, but not limited to, <i>Hydrilla</i> , HWA, starry stonewort, and swallow-wort.	AL, PMgrs	Quarterly
	3 Attend WNY Forest Pest Task Force Meetings.	ET,	Monthly
	4 Participate as Great Lakes Phragmites Collaborative Advisory Committee Member and provide requested input and feedback.	AL	Semi-annual/ as requested
	5 Provide feedback and guidance for NYS regulatory updates and/or new proposals, based on regional input.	AL	Ongoing
	6 Attend 2021 NYS Invasive Species Conference.	All Staff	Q4

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 Develop new and updated Tier Rankings in collaboration with iMapInvasives and Working Groups.	AL, BH, NS, WG	Q1/Q2/Q3
	2 Update species profiles and ranking document (website), with Tier Rankings.	AL, ET	Q3/Q4
	3 Update species priority lists using established protocols, encourage partner participation.	AL, SC	As needed
B. Identify means of improving information sharing and dissemination and implement changes across multiple platforms.	1 Implement identified improvements for information sharing through Listserv and social media.	ET, AL	Ongoing
	2 Update species profiles to include integrated distribution maps.	ET, iMap	Q1/Q2
	3 Complete website updates based on 2019 assessment.	ET	Q3
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 Develop protocols for pre and post treatment data collection with standardized metrics.	BH, LN	Q1
	2 Develop protocols/lesson plans for rake toss, aquatic species survey.	NS, ET	Q1/Q2
	3 Continue to use established internal protocols - data quality assurance, spread prevention, data collection, etc.	All	Ongoing
	4 Develop WNY PRISM Project Database (1).	BH	Q1
	5 Hold iMapInvasives Workshop in collaboration with iMap Team (1).	ET	Q2
	6 Develop pre-recorded protocol trainings (2) for website and post.	BH, ET	Q3, Q4
D. Identify research and information needs to improve effective invasive species management efforts and collaborate with the New York Invasive Species Research Institute.	1 Encourage partners to provide information and research needs to WNY PRISM and to participate in NYISRI requests.	AL	Ongoing
	2 Coordinate with NYISRI to provide requested input and feedback, in the format provided by NYISRI.	AL	Q4
	3 Work with Buffalo State students/departments to conduct literature searches on identified research topics.	PMgrs	As identified
E. Support and promote use of iMapInvasives as the primary database for invasive species management information and species presence and distribution data sharing.	1 Identify and address data gap species priorities (3).	BH, Crew	Q2/Q3
	2 Address geographic data gaps (2) - Allegany & Orleans Counties.	BH, Crew	Q2/Q3
	3 Use iMapInvasives survey tools - iMMA, Survey123.	PMgrs	Ongoing
	4 Place survey resources, instructional documents and iMap links on website.	ET	Q2
	5 Provide all WNY PRISM survey data to iMap, confirm data.	PMgrs	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 Include behavior change strategies in WNY PRISM outreach, presentations and workshops - develop standard messages.	ET, AL, All	Q1/Ongoing
	2 Implement Rails-to-Trails volunteer mapping and removal program in partnership with Town of Tonawanda, assess program.	ET, E&O	Q2/Q3 (As permitted)
	3 Further develop experiential learning program that includes behavior change strategies for WNY area Girl and Boy Scouts.	ET	Q2
B. Provide resources and programming to address invasive species management training needs.	1 Hold Invasive Species Identification Workshop (1).	ET, AL	Q2
	2 Hold Terrestrial Invasive Species Workshop (1).	BH, AL, ET	Q3
	3 Hold Aquatic Invasive Species Workshop (1).	NS, ET	Q3
	4 Hold Site Management Plan Development Workshop (1).	AL, ET	Q4
	5 Hold Master Gardener's focused workshop and/or training (1).	ET	As identified
	6 Assess workshops and provide for improvements.	ET, PMgrs	Q4
C. Ensure availability of education and outreach materials to meet prioritized regional needs.	1 Develop invasive species lesson plans and/or materials for colleges and universities and reach out to identified professors.	CP, ET	Ongoing
	2 Expand video/digital library with identification videos.	ET	Q2/Q3
	3 Update website with appropriate resources, ensure functioning links.	ET, E&O	Quarterly
	4 Maintain Lending Library, consider alternate use for developed resources.	ET, NS	Ongoing/Q4
D. Provide for community engagement and learning opportunities through outreach, use of social media and volunteerism.	1 Attend outreach events, at least 1 in each WNY PRISM County and including 8 Farmers' Markets.	ET, E&O	As permitted
	2 Work with partners to assist with event planning and provide presentations for partner events, as appropriate (10).	ET, PMgrs	Ongoing/ As permitted
	3 Track WNY PRISM volunteer metrics - number of volunteers trained, type of training, hours contributed.	ET, All	Ongoing
	4 Produce annual social media assessment/report (1) to be included as part of the 2021 E&O Program Report.	ET	Q4
	5 Produce Spring and Fall eNewsletters (2).	ET	April/October
	6 Assess WNY PRISM outreach display and materials, update as needed.	ET, E&O	Q2/Q3
	7 Maintain WNY Invasive Species Events Calendar and promote use among partners.	ET, E&O	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
E. Maintain WNY PRISM website as an effective outreach tool and information portal.	1 Develop/update project page for Crew Assistance Program (1).	AL, ET	Q1
	2 Develop and post new invasive species profiles (10).	ET, E&O	Q3
	3 Review invasive species profiles and update as needed.	E&O, ET	As needed
	4 Produce blog posts for website - news items, resources, field reports, etc. (20).	ET, PMgrs	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 Develop trail mapping program (resource kit) including outreach, training materials and data collection resources, see A.2 (1).	ET, E&O	Q4
	2 Develop site monitoring program to assist partners with post-treatment monitoring and management (1).	ET, BH	Q4
	3 Assess identified community science programs for feasibility and potential adaptation/incorporation into WNY PRISM efforts	PMgrs	Ongoing/Q4
	4 Further incorporate existing early detection citizen science programs into WNY PRISM education and outreach efforts.	ET	Q1/ 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 (June 7-13) and attend planning meetings.	ET	Quarterly
	2 Participate in DEC led Invasive Species Education and Outreach Committee and associated work groups.	ET	Ongoing
	3 Integrate messaging and program materials from national and statewide campaigns (i.e. Play, Clean, Go) into WNY PRISM efforts.	ET	Ongoing
H. Develop measures of success, encourage partners to use and to collect necessary data and documentation to demonstrate effectiveness of educational programming.	1 Ensure training/workshop assessment survey is available for partner use and feedback.	ET	Q1
	2 Work with statewide partners to develop metrics to measure effectiveness of behavior change efforts.	ET, AL	Ongoing.
	3 Develop regional invasive species volunteer report - engage partners in reporting basic metrics including types of projects and hours.	ET, WG	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 Develop resources for field staff, to assist with understanding emerging issues and annual priorities - both internal and for partner use (1).	BH, AL	Q1
	2 Hold annual stakeholder meeting on emerging issues, consider as part of fall partner meeting (1).	AL	Q4
	3 Seek information and resources on species threatening adjacent states and regions, assess for potential impacts in WNY.	AL, SC	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 stations delayed in 2020.	ET	Q1/Q2
	2 Develop Best Management Practices (factsheet) for disruption of primary pathways of invasion/spread (1).	AL, ET	Q2
	3 Develop presentation/ppt on BMP's for disruption of pathways of invasion (1).	AL, ET	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 spread prevention language for contractors/contracts (1).	AL, SC	Q2
	2 Adapt WNY PRISM internal staff/Crew spread prevention protocols for use by partners, post (1).	BH	Q2
	3 Identify or develop general spread prevention information/resources for municipalities, post on website.	BH, ET	Q2/Q3
	4 Develop sign/poster focused on not dumping bait and provide to partners, to post at kiosks/fishing access sites (1).	ET, NS	Q2
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 Ensure invasive species profiles are developed (or updated) for species added to the watchlist and post.	ET, E&O	Quarterly
	3 Seek resources on emerging threats, increase awareness and understanding of species in preparation for potential establishment.	PMgrs	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 Expand use of habitat suitability modeling for new and emerging species, as opportunity presents.	INT, BH	Ongoing
	2 Support partner efforts to expand/improve use of eDNA technologies.	AL, NS	As identified
	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 Effectively communicate with boat launch partners - provide end of season reports and additional information as requested, and ensure positive working relationships.	NS, AL	Ongoing
	2 Ensure all launch permissions and insurance documents are in place ahead of season.	NS, RF, AL	Q1
	3 Coordinate and facilitate training for WNY PRISM boat stewards and provide for partners interested in attending.	NS	Q2
	4 Ensure boat stewards have all necessary supplies and equipment.	NS, Leads	Ongoing
	5 Collect data using DEC approved data collection tool (WISPA).	NS, Leads	Ongoing
	6 Incorporate Survey123 Walk-up and Angler surveys, where appropriate.	NS	Q1/Q2
	7 Review all data and ensure accuracy - quality assurance.	NS, Leads	Q2/Q3/Q4
	8 Produce monthly data reports (5).	NS	May - September
	9 Review and assess 2021 boat launches and prioritize launches for 2022 season. Provide recommendations for launch selection, number of sites and associated staffing needs.	NS	October
	10 Participate in statewide WISP planning meetings and identified working groups.	NS	Ongoing
	11 Produce 2021 WISP Report as part of Aquatic Programs 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 protocol.	All	Ongoing
	2 Communicate early detection reports and expansion of established species to partners.	AL, ET	Ongoing
	3 Assist with confirmation of reported early detections as capacity allows - engage partners and volunteers.	PMgrs	Ongoing
	4 Coordinate WNY PRISM training and survey efforts with statewide programs (i.e. NY Hemlock Initiative, Spotted Lanternfly).	AL, ET	Ongoing
	5 Encourage use of site assessment data collection protocols, to assist in bridging the gap between survey and response.	All	Ongoing
	6 Update and post early detection site monitoring protocol.	AL	Q1
B. Develop a framework for regional response to new invasive species and infestations.	1 Develop regional rapid response protocol (flow chart/ decision tree) to serve as framework for response activities.	BH, AL	Q3
	2 Continue to facilitate Great Lakes Slender False Brome Working Group.	BH	Semi-annual
	3 Continue to facilitate Mile-a-Minute Working Group and expand use of working group meetings/strategy to address additional species.	BH, AL	As identified
	4 Maintain updated list of partner contacts for early detection efforts.	BH	Ongoing
C. Maintain early detection and approaching region (watchlist) priority species lists.	1 Provide priority ranking for each new species confirmed and assess for inclusion on early detection priority list - update list as needed.	AL, WG, SC	Ongoing
	2 Conduct annual assessment of priority lists and update as needed.	All	Q4
	3 Ensure partners are familiar with established priorities - communicate changes and provide resources for identification and management.	AL, ET	Ongoing
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 2021 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	Q1
	3 Complete site monitoring for all 2021 sites identified.	TBD	Q2/Q3

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.	ET, E&O	As Needed
	2 Review early detection site monitoring protocol and post on website.	AL	Q1
	3 Provide updates on emerging issues and provide resources for training seasonal staff on priorities.	BH, AL	May/August
F. Assist with early detection management and response efforts; provide technical assistance and provide project implementation assistance as appropriate and as capacity allows.	1 Ensure WNY PRISM staff are trained to identify early detection priority species and to use data collection protocols - provide assistance for partners.	BH	Q1/As requested
	2 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
	3 Assist partners with development of response plans on a site specific level.	AL	As Needed/ Requested
	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, Orchard Park) as needed and requested.	NS	As needed
	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 HWA treatments in 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).	ET	Q2/Q3
	2 Identify species for development of a Technical Guide, develop (1).	BH, AL	Q3
	3 Monitor 2020 restoration sites - LEWPA project.	AL	Q2/Q3
	4 Further analyze phenology data for identified species and develop management calendars to include in BMPs.	ET	Q2/Q3/Q4
	5 Develop general native plant/restoration guidelines for partners, incorporate 2020 plant mix development effort (1).	AL	Q2
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	Q2/Q3
	2 Consider mechanisms, including sharepoint, to allow for more regular networking and information sharing, collaborate with other PRISMs.	ET, PMgrs	Ongoing
D. Coordinate Crew Assistance Program based on clearly defined criteria for project selection and prioritization.	1 Identify 2021 capacity for CAP projects (days) and project gaps that may influence prioritization/selection.	LN, BH, AL	January
	2 Review CAP proposals for consistency with WNY PRISM criteria, provide proposals to Steering Committee (Meeting - 2/18) for review.	LN, AL	February
	3 Conduct final review, rank and select CAP proposals for inclusion on 2021 schedule.	SC, AL, LN, BH	Q1
	4 Address/incorporate CAP projects implemented in previous years that require additional investment, communicate with appropriate partners.	LN, AL	Q1
	5 Secure necessary permits and permissions, including MOU's, for selected CAP projects.	BH, AL	Q1/Q2
	6 Provide Crew with necessary training to assist with removal efforts, including pesticide training - update and organize training materials.	BH, AL	Q1/Q2
	7 Develop 2021 Field Operations/Crew schedule.	BH, AL	April

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.	LN, BH	Q1
	9 Implement CAP projects.	BH, AL, Crew	Q2/Q3
	10 Provide project reports/summaries to partners within 4 weeks of completing individual projects.	BH, Crew	Q2/Q3
	11 Collect data/metrics from all CAP projects, organize and incorporate into 2021 terrestrial program report.	BH, Crew	Ongoing /October
	12 Assess 2020 CAP program including criteria, make appropriate updates and develop 2021 CAP program for release on December 1, 2021.	BH	Q4
	13 Update WNY PRISM Projects Database with 2021 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 Identify opportunities to engage partners in use of developed data collection protocols.		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 Ensure all necessary permissions and regulatory permits to conduct WNY PRISM stewardship activities have been obtained.	PMgrs	Ongoing
	2 Collect data/metrics from all management activities, organize and incorporate into appropriate reports and project database.	PMgrs	Ongoing
	3 Assist partners with invasive species removal and restoration activities, based on priorities and as capacity allows.	PMgrs	Ongoing
	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.	PMgrs	Q2/Ongoing
	2 Continue to collect identified management data for all WNY PRISM led management projects.	PMgrs	Ongoing
	3 Work with identified partners to assist with testing of protocols and to solicit feedback on feasibility for broad, regional use.	BH	Q4