

WNY PRISM

2023 Annual Work Plan



PARTNERSHIP FOR REGIONAL INVASIVE SPECIES MANAGEMENT

WESTERN NEW YORK

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 community members to improve, restore and protect local aquatic and terrestrial resources.

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**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
Great Lakes Center - SUNY Buffalo State	U.S. Fish and Wildlife Service - Lower Great Lakes Conservation Office
New York Sea Grant	U.S. Department of Agriculture - Natural Resources Conservation Service

WNY PRISM Staff

AL	Andrea Locke, Coordinator
BH	Brittany Herson, Terrestrial Program Manager
RT	Rachel Taylor, Community Science & Engagement PM
AC	Amanda Cooper, Aquatic Program Manager
DK	Douglas Knoph, Field Operations Manager
CP	Dr. Christopher Pennuto, Director
PM	Program Managers

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
ISCS	Invasive Species Coordination Section - DEC
JSG	Japanese Stiltgrass
Mgt	Management
Mtg(s)	Meeting(s)
NAISMA	North American Invasive Species Management Association
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 community members to improve, restore and protect local aquatic and terrestrial resources.

Strategic Plan Goals *(from WNY PRISM Strategic Plan 2019-2024)*

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 (E&O)

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 (EDRR)

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).	AL	Quarterly
	2 Hold Partner Meetings (2).	AL	April/October
	3 Finalize and release 2022 WNY PRISM Annual Report (1).	AL	January
	4 Update Operational Guidelines (1).	AL	February
	5 Maintain WNY PRISM Listserv as regional resource.	AL	Ongoing
	6 Launch redesigned WNY PRISM website.	AL, RT	February
	7 Maintain Website and Social Media as means to disseminate and collect information.	RT	Ongoing
	8 Produce 2023 Core Program Reports (WISP, Early Detection, Community Science, CAP)(4).	PM	November
	9 Release bi-weekly eNews through Listserv (25).	RT	Bi-weekly
B. Ensure WNY PRISM maintains ability to successfully implement the strategic plan and address established priorities.	1 Finalize and release 2023 Annual Work Plan (1).	AL	January
	2 Post seasonal job openings as identified.	AL	January
	3 Recruit and hire seasonal positions.	PM	Q1
	4 Respond to WNY PRISM RFP (2024-2028).	CP, AL	Q2
	5 Provide opportunities for professional development for staff.	AL	As identified
	6 Identify and pursue funding to support enhancement of WNY PRISM efforts and to increase capacity for new projects, seek DEC approval.	AL	As identified
	7 Complete all required grant reporting.	AL	Ongoing
	8 Ensure Truck is maintained in good working condition and available for use, including insurance.	DK	Ongoing
	9 Identify seasonal staff needs for 2024 and update job descriptions.	AL/PM	December
C. Support priority projects and collaborative efforts through facilitation and increased involvement of new and established partners.	1 Facilitate WNY Water Chestnut Working Group - 2 meetings w/ field season communication.	AC	Ongoing
	2 Identify issues and potential collaborations on the horizon involving other PRISMs and statewide partners, ensure familiarity with issues and participate in discussions as time permits.	AL	Ongoing
D. Increase awareness of and promote WNY PRISM services and achievements among partners and the general public.	1 Develop social media posts/schedule to promote WNY PRISM resources, programs, and projects - one post per month (12).	RT	Monthly
	2 Develop fact sheet that identifies resources for distribution to partners.	RT, AL	February
	3 Update WNY PRISM trifold brochure.	RT	April

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
<i>D. Continued</i>	4 Promote new website, highlight new functionality.	RT	Ongoing
	5 Finalize and implement new logo - update outreach materials.	RT	Ongoing
E. Build regional capacity for invasive species management efforts and priority projects.	1 Update and expand grant development resources and online toolkit.	AL	May
	2 Review and/or provide feedback for partner grant proposals, as time permits.	AL	As requested
	3 Provide Letters of Support to partners for projects addressing shared goals and priorities, with approval from DEC.	AL	As identified
	4 Encourage use of Crew Assistance Program and increase partner participation in field efforts beyond planning & proposal submission.	DK	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 biocontrol efforts.	All	Quarterly
	3 Attend WNY Forest Pest Task Force Meetings, work with partners towards shared goals.	BH	Monthly
	4 Serve on the Advisory Committee for the Great Lakes Phragmites Collaborative and participate in sub-committee meetings.	AL	Quarterly
	5 Provide feedback and guidance for NYS regulatory updates and/or new proposals, based on regional input (Part 575, Pesticides, etc.).	AL	TBD - public comment period
	6 Attend 2023 NYS Invasive Species Expo.	All	September

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 Update and release 2023 priority species lists (3).	AL	January
	2 Review and update WNY PRISM Tier Rankings.	PM, WG	February/March
	3 Review conservation target priorities, develop protocols for identification, prioritization and continued review/updates.	AL	October
B. Identify means of improving information sharing and dissemination, and implement changes across multiple platforms.	1 Integrate iMap based presence and distribution maps for species profiles.	Contract/ RT	February
	2 Integrate boat launch survey interactive map into website (1).	AC	March
	3 Integrate interactive maps for identified programs, TBD (2).	PM	April
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 Hold Invasive Species Identification Workshop, include iMap Training (1).	BH, RT	June
	2 Identify and update video iMap tutorials for Website and YouTube (2).	BH, RT	March
	3 Complete development and field testing of protocols for pre and post treatment data collection with standardized metrics.	BH, DK	September
	4 Complete development of management and habitat restoration database.	BH, DK	October
D. Identify research and information needs to improve effective invasive species management efforts, collaborate with the NYISRI.	1 Coordinate with NYISRI to provide requested input and feedback on research priorities, in the format provided by NYISRI, and encourage partner participation.	AL	Ongoing
	2 Assist DEC and partners with data and/or specimen collection involving shared priorities as requested and capacity allows.	TBD	As Requested
	3 Develop informational resources for website involving biocontrol agents including development, use and availability.	AL	September
E. Support and promote use of iMapInvasives as the primary database for invasive species management information and species presence and distribution data sharing.	1 Use iMap tools to collect invasive species management data.	PM	Ongoing
	2 Provide all WNY PRISM survey data to iMap and confirm data.	PM	Ongoing
	3 Identify appropriate tools for different programs, volunteers and community scientists, work with iMap team to address challenges.	RT, BH	Ongoing
	4 Identify and address geographic data gaps (2).	DK, BH	Q2/Q3
	5 Address species presence and distribution data gaps (5).	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 Identify and develop new (fifth) Pledge to Protect Banner (1).	RT, AL	April
	2 Expand online/interactive Pledge to Protect Program components including ability to sign up and pledge quiz.	RT, AL	February/Ongoing
	3 Update Pledge to Protect Program outreach materials, including cards and stickers, identify additional outreach material opportunities.	RT	November
	4 Include behavior change strategies and standardized messaging in WNY PRISM outreach, presentations and workshops.	ALL	As identified
	5 Provide presentations focused on priority issues, as capacity allows.	ALL	Ongoing
B. Provide resources and programming to address invasive species management training needs.	1 Hold Aquatic Invasive Species Workshop (1).	AC	June
	2 Hold Terrestrial Invasive Species Workshop (1).	BH	June
	3 Update Best Management Practices Factsheets w/ new logo & colors.	RT	July
	4 Hold Site Management Plan Development Workshop (1).	AL	November
C. Ensure availability of education and outreach materials to meet prioritized regional needs.	1 Coordinate SLF outreach efforts with AGM, procure materials and produce additional materials as need is identified.	RT	March
	2 Identify outreach material needs and sources, procure as needed.	RT	Ongoing
	3 Develop species identification videos (2).	RT	November
D. Provide for community engagement and learning opportunities through outreach, use of social media and volunteerism.	1 Produce Spring and Fall eNewsletters (2).	RT	April/October
	2 Attend regional education and outreach events, prioritize events based on established priorities and programming, and ensure at least 1 event in each county (12).	RT	Ongoing
	3 Hold Walk and Talk series (3 or 4).	RT	May - September
	4 Hold volunteer workdays (4).	BH, RT	June - September
	5 Track WNY PRISM volunteer metrics - number of volunteers trained, type of training, hours contributed and match value.	RT	Ongoing
	6 Maintain WNY IS Events Calendar and promote use among partners.	RT	Ongoing
	7 Develop monthly social media plan/schedule to include identified posts, resources and news items; implement.	RT	Monthly
	8 Collect social media metrics and incorporate results into upcoming posts and efforts.	RT	Monthly
	7 Produce annual social media assessment/report (1) to be included as part of the 2023 E&O Program Metrics Report (1).	RT	December

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 Review and finalize new website, ensure site is functional and includes identified information and features, launch site.	AL, RT	February
	2 Develop and post new invasive species profiles, prioritized based on Tier Rankings (6), review and update additional profiles as needed.	RT	September
	3 Ensure program pages are up-to-date, provide updates to RT.	PM, RT	Quarterly
	4 Produce blog posts for website - news items, resources, field reports, etc. (16).	RT, PM	Monthly
F. Develop Community Science 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 trainings.	RT, BH	January - March
	2 Engage community scientists with HWA data collection, maintain detailed records, review and organize data.	RT	January - April
	3 Work with partners to facilitate and implement SLF survey/trapping efforts, acquire additional traps if available.	RT	March/April
	4 Engage partners and community scientists with identification of appropriate trees for SLF trapping.	RT	February - April
	5 Engage partners and community scientists with trap monitoring and data collection for SLF.	RT	April - November
	6 Implement Community Science Trail Survey Program - update protocols on data collection and training materials - work with iMap to improve data collection.	RT	June
	7 Hold Trail Survey Program trainings for Town of Tonawanda and Town of Clarence.	RT	June
	8 Engage community scientists with Trail Survey data collection, collect and review data, develop report.	RT	Ongoing/October
	9 Produce 1-page Community Science/Scientist Bulletin.	RT	Quarterly
G. Collaborate with regional and statewide partners on unified education and outreach efforts, and integrate WNY PRISM educational programming with partner programming to ensure consistent messaging.	1 Coordinate regional efforts for NYISAW, attend planning meetings, support regional partners, and collect metrics.	RT	June
	2 Maintain communication with PRISM and statewide partners regarding development of outreach materials targeting shared priorities.	AL, RT	Ongoing
	3 Participate in DEC led Invasive Species Education and Outreach Committee and associated work groups, assist with shared efforts.	RT	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
<i>G. Continued</i>	4 Facilitate regional Education and Outreach Working Group.	RT	Semi-annual
H. Develop measures of success, encourage partners to use and to collect necessary data and documentation to demonstrate effectiveness of educational programming.	1 Review current metrics, identify additional metrics and/or changes to improve measures.	RT, AL	October
	2 Review and update workshop evaluation, identify opportunities for use and encourage use among staff and partners.	RT	June/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
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	April
	2 Update resource for field staff, to assist with understanding emerging issues and annual species/survey priorities (1).	AL	April
	3 Seek information and resources on species threatening adjacent regions, assess for potential impacts in WNY, iMap Horizon Scan.	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).	RT	January/May
	2 Conduct survey of established Boot Brush Stations, determine condition and potential maintenance needs.	RT	July
	3 Develop presentation/ppt on BMP's for pathways of invasion/disruption for Rural Landowners Workshop and record (1).	DK	March
	4 Work with partners to establish signage at boat launches and fishing access sites.	AC, DEC	TBD
C. Develop protocols and resources that encourage adoption of spread prevention Best Management Practices and habits within the public and private sectors.	1 Review NIASMA Certified Weed Free Program, incorporate information and resources into WNY PRISM programming.	AL	June
	2 Update resource flier for municipalities focused on spread prevention and planning.	RT	July
	3 Identify spread prevention language for contractors/contracts (1).	AL	October
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	January/Ongoing
	2 Develop/update invasive species profiles for species added to the watchlist, indicate nearest location and pathway of invasion.	RT	As identified
	3 Use iMap Horizon Scan tool and assist with development of "Potential Leads" tool.	AL	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 Continue to support partner efforts to expand/improve use of eDNA technologies.	AC, AL	As identified
	2 Identify habitat needs for waterwheel and determine habitat availability, incorporate habitat suitability modeling.	AC	February
	3 Use WISPA data to identify frequent sites of to/from movement by boats, identify applications of data.	AC	September

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.	AC	January/November/Ongoing
	2 Participate in statewide WISP planning meetings and identified working groups.	AC	As identified
	3 Ensure all launch permissions and insurance documents are in place ahead of season.	AC	March
	4 Ensure boat stewards have all necessary supplies and equipment including materials and functional tablets.	AC	March/Ongoing
	5 Review launch fact sheets and profiles, update as needed.	AC	April/September
	6 Coordinate and facilitate training for WNY PRISM boat stewards and provide for partners interested in attending.	AC	May
	7 Collect data using DEC approved data collection tools (WISPA, Walk-up and Angler Surveys), review all data and ensure accuracy - quality assurance.	AC	May - September
	8 Conduct Steward Audits and maintain incident reports.	AC	May - September
	9 Produce monthly data reports (5).	AC	May - September
	10 Participate in monthly meetings with DEC.	AC	May - September
	11 Hold weekly Lead calls and monthly All-Steward calls.	AC	June - August
	12 Identify opportunities for providing additional work experiences for boat stewards including professional development, networking and team projects.	AC	Ongoing
	13 Produce 2023 WISP Program Report (1).	AC	October
	14 Review and assess current and past boat launches and prioritize launches for 2024 season. Provide recommendations for launch selection, number of sites and associated staffing needs.	AC	November

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.	BH	Ongoing
	2 Communicate early detection reports and expansion of established species to partners.	AL	April, as needed
	3 Assist with confirmation of reported early detections as capacity allows - engage partners and volunteers.	PM	Ongoing
	4 Update early detection priorities as needed.	AL	As needed
B. Develop a framework for regional response to new invasive species and infestations.	1 Complete Japanese stiltgrass EDRR project including annual and final reports.	BH	January/February
	2 Continue to facilitate Mile-A-Minute Working Group communications.	AL	May
	3 Develop regional rapid response protocol (flow chart/ decision tree) to serve as framework for response activities.	AL	August
	4 Maintain early detection site/management database, update with 2023 data.	BH	October
	5 Maintain updated list of partner contacts for EDRR efforts.	BH	Ongoing
	6 Evaluate need/opportunity for continued Great Lakes Slender False Brome Working Group meetings, present options for moving forward.	BH	April
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	Ongoing
	2 Conduct annual assessment of priority lists and update as needed.	AL	October
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 2023 monitoring sites and who will be responsible for completing surveys.	BH, AC, DK	January
	2 Assess areas surrounding new and existing early detection sites, and prioritize areas to survey based on likelihood of spread.	BH, AC, DK	April
	3 Complete site monitoring for all 2023 sites identified.	BH, AC	Q2/Q3
E. Ensure availability of species information and Best Management Practices for early detection priority species.	1 Review, update and/or develop invasive species profiles for early detection species, provide updates to RT to update website.	BH	As identified
	2 Identify need for additional resources, including tools, concerning early detection priority species.	BH	December

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
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, DK	Ongoing
	2 Ensure WNY PRISM staff are effectively trained to complete early detection surveys and assessments - provide assistance for partners.	BH	May/Ongoing
	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, including native response.	BH	Ongoing
	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 (Niagara River, Erie Canal, Gratwick, Orchard Park) as needed and capacity allows.	AC	As identified
	7 Assist with mile-a-minute removal efforts as requested and capacity allows.	BH	June
	8 Work with appropriate partners to seek funding or other mechanism to address early detection needs, including HWA treatments, within WNY.	BH	As identified

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	September
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 (2).	RT	June
	2 Monitor 2020 restoration sites.	AL	June/August
	3 Further analyze phenology data for identified species and develop management calendars to include in BMPs.	RT	August/December
	4 Identify species for development of a Technical Guide, develop (2).	DK, BH	December
C. Provide opportunities for professional development including opportunities for information sharing, sharing knowledge and expertise, and discussions of lessons learned.	1 Provide opportunity for partner's seasonal/short-term employees to attend WNY PRISM seasonal trainings.	BH, DK, AC	May
	2 Provide opportunity for partners to work with WNY PRISM Crew to gain experience implementing invasive species removal and monitoring.	DK	Q2/Q3
D. Coordinate Crew Assistance Program based on clearly defined criteria for project selection and prioritization.	1 Identify 2023 capacity for CAP (and other field) projects - identify available days and non-CAP committed projects that may influence prioritization/selection.	DK, BH, AC	January
	2 Address/incorporate CAP projects implemented in previous years that require additional investment, communicate with appropriate partners.	DK	January
	3 Review CAP proposals for consistency with WNY PRISM criteria, communicate with partners to address questions/issues, score and rank proposals - provide summary and recommendations to AL.	DK, BH	February
	4 Conduct final review and approve CAP project selections.	AL, SC	February/March
	5 Develop 2023 Field Operations/Crew schedule.	DK	March/Ongoing
	6 Ensure Crew has necessary supplies and equipment to implement projects.	DK	March/Ongoing
	7 Secure necessary permits and permissions, including MOU's, for selected CAP projects.	DK	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
<i>D. Continued</i>	8 Provide Crew with necessary training to assist with removal efforts, including pesticide training - update and organize training materials.	DK	Q1/Q2
	9 Implement CAP projects.	DK	Q2/Q3
	10 Provide project reports/summaries to partners within 4 weeks of completing individual projects, dependent upon iMap data crosswalk.	DK	Ongoing/October
	11 Collect data/metrics from all CAP projects, organize and incorporate into 2023 CAP Report (1) and additional management reporting.	DK, BH	Ongoing/October
	12 Assess 2023 CAP program including criteria, make appropriate updates and develop 2024 CAP program for release during first week of December.	DK	November
	13 Complete update of WNY PRISM Projects Database with 2023 CAP projects.	BH	December
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, select project (1).	DK	February
	2 Obtain proper licensing and permits to implement identified drone project.	DK	March
	3 Implement drone project and complete project report (1).	DK	November
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 - identify WNY PRISM Lead.	AC, DK, BH	Ongoing
	2 Ensure all necessary permissions and regulatory permits to conduct WNY PRISM stewardship activities have been obtained.	PM	Ongoing
	3 Assist DEC and additional regional partners with AIS survey and removal efforts as requested and as falls within capacity to do so.	AC	As requested
	4 Update Native Plant Suppliers spreadsheet.	RT	July
	5 Support partner efforts to identify and develop new and existing sources of native plant materials.	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
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.	BH, DK, AC	Ongoing
	2 Collect data/metrics from all management activities, organize and incorporate into appropriate reports and project database.	BH, DK, AC	Ongoing
	3 Identify completed projects for post-treatment/follow-up data collection, select projects and collect data (2).	BH, DK	March/September
	4 Review and organize data/metrics into appropriate management database.	BH, DK	November