

WNY PRISM

Partnership for Regional Invasive Species Management



2025 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 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 Steering Committee Members

Cornell Cooperative Extension of Erie County	NYS Office of Parks, Recreation and Historic Preservation
Great Lakes Center - SUNY Buffalo State	Royal Fern Nursery
New York Sea Grant	U.S. Army Corps of Engineers - Buffalo District
NYS Department of Environmental Conservation	U.S. Fish and Wildlife Service - Lower Great Lakes Conservation Office
NYS Department of Transportation	U.S. Department of Agriculture - Natural Resources Conservation Service

WNY PRISM Staff

AL	Andrea Locke, Coordinator
BH	Brittany Herson, Terrestrial Program Manager
NF	Nicholas Farese, Aquatic Program Manager
RT	Rachel Taylor, Community Science & Engagement
CP	Dr. Christopher Pennuto, Director

Abbreviations

AGM	New York State Department of Agriculture and Markets
BMP	Best Management Practices
CAP	Crew Assistance Program
CWC	Chautauqua Watershed Conservancy
DEC	New York State Department of Environmental Conservation
HWA	Hemlock Woolly Adelgid
iMap	iMapInvasives
IS	Invasive Species
ISCS	Invasive Species Coordination Section - DEC
Mgt	Management
Mtg(s)	Meeting(s)
NY ISP	New York Invasive Species Program/PRISM Network
NYISRI	New York Invasive Species Research Institute
RFP	Request for Proposals
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

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

Prevention

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

Early Detection and Rapid Response

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

Management and Habitat Restoration

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

I. Partner/Network Coordination

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

OBJECTIVES

- A. Provide effective communication structure for the sharing of information and resources.
- B. Ensure WNY PRISM maintains ability to successfully implement the strategic plan and address established priorities.
- C. Support priority projects and collaborative efforts through facilitation and increased involvement of new and established partners.
- D. Increase awareness of and promote WNY PRISM services and achievements among partners and the general public.
- E. Build regional capacity for invasive species management efforts and priority projects.
- F. Work with New York State Invasive Species Program partners and broader Great Lakes and Eastern United States programs on shared priorities.

Actions Planned		Lead	Date or Frequency
I.A.1	Finalize and release 2024 WNY PRISM Annual Report (1).	AL	1/31/2025
I.A.2	Review Operational Guidelines, update if necessary (1).	AL	2/28/2025
I.A.3	Hold Steering Committee Meetings (3).	AL	February/June/November
I.A.4	Hold Spring Partner Meeting (1).	AL	April
I.A.5	Hold Symposium/Fall Partner Meeting (1).	RT, AL	October
I.A.6	Maintain WNY PRISM Listserv, release bi-weekly eNews (26).	RT	Ongoing
I.A.7	Produce 2025 core program reports (WISP, Early Detection, CAP, Community Science) (4).	BH, RT, NF	Sept/Oct/Nov
I.B.1	Develop 5-Year Strategic Plan (2025 - 2029).	AL, CP	5/31/2025
I.B.2	Maintain WNY PRISM Staff - Coordinator (1), Program Managers (3).	AL, CP	Ongoing
I.B.3	Post summer staff job descriptions, recruit candidates, interview and hire.	BH, RT, NF	January - April
I.B.4	Review hourly positions for 2025, update job descriptions.	AL, BH, RT, NF	November
I.B.5	Finalize and release 2026 Annual Work Plan (1).	AL	12/19/2025
I.B.6	Provide for professional development opportunities for full-time staff.	AL	Ongoing
I.B.7	Identify and pursue external funding to support and expand efforts, with DEC approval.	AL	Ongoing
I.C.1	Seek opportunities for new partnerships and projects/initiatives, consistent with established priorities.	AL	Ongoing
I.C.2	Review Working Group purpose/structure, hold meetings (AIS, TIS, E&O).	BH, RT, NF	As Identified
I.C.3	Participate in Working Groups, Advisory Committees and Task Force Meetings, as identified.	AL, BH, RT, NF	As Identified
I.D.1	Identify and pursue opportunities for producing WNY PRISM branded outreach materials.	RT, AL	Ongoing
I.E.1	Provide support for partners seeking funding (grant database, review, letters of support).	AL	Ongoing
I.E.2	Provide management plan review assistance for partners, as time permits.	AL	As Identified
I.F.1	Participate in quarterly PRISM Leaders Meetings (4).	AL	Quarterly
I.F.2	Compile statewide PRISM updates for Quarterly ISAC/ISC meetings (4).	AL	Quarterly
I.F.3	Participate in NYS Invasive Species Program monthly webinars, meetings, presentations and conferences.	AL, BH, RT, NF	As Identified

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.

OBJECTIVES

- A. Maintain clearly defined regional invasive species and conservation target priorities.
- B. Identify means of improving information sharing and dissemination, and implement changes across multiple platforms.
- 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.
- D. Identify research and information needs to improve effective invasive species management efforts, collaborate with the NYISRI.
- E. Support and promote use of iMapInvasives as the primary database for invasive species management information and species presence and distribution data sharing.

Actions Planned		Lead	Date or Frequency
II.A.1	Identify strategy/timeframe to promote species priorities, to support partner and public survey efforts.	RT	February
II.A.2	Develop and post invasive species profiles for 2025 data gap species rugosa rose and sycamore maple, including iMap distribution maps (2).	BH, RT	February
II.A.3	Maintain accurate Tier 1 and Tier 2 rankings, keep informed/seek information on potential emerging species.	BH, NF	Ongoing
II.A.4	Conduct comprehensive review and update of Tier Rankings engaging appropriate working groups (1).	BH, NF	September/October
II.A.5	Finalize and release 2026 priority species lists (1).	AL	12/1/2025
II.B.1	Develop/integrate interactive map for Crew Assistance Program on website, story map (1/2).	BH, RT	January/November
II.B.2	Identify means for improving communication with volunteers and community scientists.	RT	March
II.B.3	Develop/integrate 2022 boat launch survey and interactive map on website, story map (1).	NF, RT	April
II.B.4	Identify potential gaps and/or outdated information in 2022 boat launch survey, updated as needed and provide requested information to DEC on staffed launches.	NF	September
II.B.5			
II.C.1	Maintain WNY PRISM databases (early detection, management and habitat restoration, CAP).	BH, NF	Ongoing
II.C.2	Complete Rake Toss Survey protocol, implement surveys with Boat Stewards.	NF	March/June-August
II.C.2	Review and update data collection protocols, identify needs and prioritize development.	BH, NF	As Identified
II.D.1	Coordinate <i>Hypena opulenta</i> /swallow-wort biocontrol release and monitoring.	AL	January/May
II.D.2	Assist partners with HWA and EAB biocontrol efforts including site selection, releases and monitoring.	BH, RT	As Identified & Time Allows
II.D.3	Assist NY ISP partners with research and data/specimen collection, as identified.	BH, NF	As Identified
II.E.1	Ensure use of iMap Tools as part of data collection, protocols and community science.	BH, NF, RT	Ongoing
II.E.2	Assist iMap with testing new tools as time permits and as appropriate for WNY PRISM programs.	BH, NF, RT	As Identified
II.E.3	Provide all survey data to iMap, confirm data.	BH, NF, RT	11/30/2025

III. Education and Outreach

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

OBJECTIVES

- A. Provide educational programming that is science-based and encourages improved management actions through use of behavior change strategies.
- B. Provide resources and programming to address invasive species management training needs.
- C. Ensure availability of education and outreach materials to meet prioritized regional needs.
- D. Provide for community engagement and learning opportunities through outreach, use of social media and volunteerism.
- E. Maintain WNY PRISM website as an effective outreach tool and information portal.
- F. Develop Community Science programs to assist with data collection for early detection and project monitoring, and maintenance of removal efforts.
- 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.
- H. Develop measures of success, encourage partners to use and to collect necessary data and documentation to demonstrate effectiveness of educational programming.

Actions Planned		Lead	Date or Frequency
III.A.1	Hold event planning meeting and develop annual schedule.	RT	January
III.A.2	Provide presentations for partner events, meetings and/or conferences (10).	RT, AL, BH, NF	As Identified
III.A.3	Pledge to Protect - finalize and promote new pledge (1).	RT	June - ISAW
III.A.4	Hold summer Walk and Talk series (4).	RT	June, July, August, Sept
III.A.5	Review Pledge to Protect program and similar partner programs, identify potential improvements for future, 2026, implementation.	RT	December
III.A.6	Provide/staff table at partner events (15).	RT	As Identified
III.B.1	Hold Annual iMapInvasives Training - incorporate workshop evaluation (1).	RT	June - ISAW
III.B.2	Hold Annual Terrestrial Workshop - incorporate workshop evaluation (1).	BH	TBD
III.B.3	Hold Annual Aquatic Workshop - incorporate workshop evaluation (1).	NF, CP	TBD
III.B.4	Develop new and/or update Best Management Practices Fact Sheets (2).	RT	April/August
III.C.1	Develop and release Spring and Fall Newsletters (2).	RT	April/October
III.C.2	Update Keep a Lookout Fliers (2).	RT	March
III.C.3	Identify and develop species identification tutorial videos (2).	RT	Early Spring - Early Summer
III.D.1	Develop annual social media plan, with monthly breakdown, implement.	RT, AL	February
III.D.2	Hold Volunteer Work Days (3).	RT, BH, NF	June, July, August
III.E.1	Maintain and update website, communicate/work with contractor to address issues, as needed.	RT	Ongoing
III.E.1	Finalize page for additional, partner community science programs, post (i.e. MAMA, iMap Programs).	RT, AL	January
III.E.2	Develop plan for general website updates, prioritize items and implement updates.	RT, AL	February/Ongoing

Actions Planned		Lead	Date or Frequency
III.E.3	Identify and develop new Invasive Species Profiles, with focus on 2025 priority species (2).	RT	April
III.E.4	Develop and post new blog posts (10).	RT	Ongoing
III.E.5	Maintain Events Calendar (1).	RT	Ongoing
III.E.6	Review website for outdated information, broken links, etc., address issues.	RT	Ongoing
III.F.1	Coordinate Hemlock Woolly Adelgid Hunters Community Science Program.	RT	January - March
III.F.2	Implement pilot HWA stand assessment survey effort as part of HWA Hunters Program for selected community scientists.	RT	January - March
III.F.3	Develop AIS focused Community Science Program for implementation in 2026.	RT, NF, AL	December
III.F.4	Coordinate Trail Survey Community Science Program.	RT	June - August
III.F.5	Coordinate Spotted Lanternfly Trap Monitoring Community Science Program.	RT	April - November
III.F.6	Support partner led Community Science Programs, as time allows.	RT	As Identified
III.F.7	Release 1-page Quarterly Community Scientist Bulletin (4).	RT	Quarterly
III.G.1	Coordinate regional efforts for New York Invasive Species Awareness Week.	RT	May/June
III.G.2	Assist with NYS Invasive Species Expo planning efforts as requested and appropriate.	RT	September
III.H.1	Maintain Inquiry, Events and Listserv tracking spreadsheets.	RT	Ongoing
III.H.2	Track volunteer metrics - training, hours, impact/results and match value.	RT	Ongoing
III.H.3	Track social media metrics monthly, incorporate results into subsequent posts.	RT	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.

OBJECTIVES

- A. Maintain communication with partners on emerging issues and ensure key stakeholders are informed on species and issues relevant to their work.
- B. Support and implement spread prevention efforts that focus on the identification and disruption of primary pathways of invasion associated with invasive species priorities.
- C. Develop protocols and resources that encourage adoption of spread prevention BMPs and habits within the public and private sectors.
- D. Maintain watchlist for approaching region species priorities and increase regional awareness and understanding of potential and emerging threats.
- 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
- F. Successfully coordinate the WNY PRISM Watercraft Inspection Stewardship Program.

Actions Planned		Lead	Date or Frequency
IV.A.1	Seek information on approaching region priority species, assess and communicate.	BH, NF, AL	As Identified
IV.B.1	Place spread prevention signs, provided by DEC, at public boat launches - identify potential sites using 2022 boat launch survey and work with partners to place.	NF	March/As Identified
IV.B.2	Coordinate Boot Brush Station Program, provide boot brush stations (6).	RT	February/June
IV.C.1	Identify spread prevention language for contractors/contracts, provide links to information on website.	AL	June
IV.E.1	Support use of eDNA to assist with surveys and management planning, assist partners.	NF, BH	As Identified
IV.E.1	Support use of drones to assist with surveys and monitoring, assist partners.	NF, BH	As Identified
IV.F.1	Coordinate Watercraft Inspection Stewardship Program.	NF	Ongoing
IV.F.2	Ensure all launch permissions, permits and insurance documents are in place ahead of season.	NF	February
IV.F.3	Maintain effective communication with launch partners, provide year-end launch summaries.	NF	Ongoing/September
IV.F.4	Maintain all necessary supplies and equipment including tablets and updated info/fact sheets.	NF	April/Ongoing
IV.F.5	Develop informational poster for outreach tables, horizontal banner (1).	NF, RT	May
IV.F.6	Hold two-day mandatory Steward training, secure site, guest presenters, equipment, specimens, food, etc.	NF	5/20, 5/21
IV.F.7	Produce monthly data reports and final combined report (6).	NF	Monthly
IV.F.8	Produce monthly DEC report and attend monthly check-in meeting (4).	NF	Monthly
IV.F.9	Hold weekly Lead calls/meetings and monthly all-Steward calls.	NF	Weekly/Monthly
IV.F.10	Produce weekly Steward newsletters (15).	NF	Weekly
IV.F.11	Regularly review and confirm WISPA data, identify issues with collection and address.	NF	Weekly/Monthly
IV.F.12	Review sites and prioritize staffing for 2026.	NF	November
IV.F.13	Provide Stewards with learning and professional development opportunities.	NF	As Identified

V. Early Detection and Rapid Response

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

OBJECTIVES

- A. Coordinate early detection reporting, surveys, mapping, site assessments and communication among partners; encourage use of standardized protocols.
- B. Develop a framework for regional response to new invasive species and infestations.
- C. Maintain early detection and approaching region (watchlist) priority species lists.
- D. Maintain early detection site monitoring list and conduct site monitoring based on established protocols and in collaboration with identified partners.
- E. Ensure availability of species information and Best Management Practices for early detection priority species.
- F. Assist with early detection management and response efforts; provide technical assistance and provide project implementation assistance as appropriate; as capacity allows.

Actions Planned		Lead	Date or Frequency
V.A.1	Identify high probability areas for early detection surveys, implement surveys.	BH, NF	January/
V.A.2	Identify high probability areas to survey for approaching region species, implement surveys.	BH, NF	Ongoing
V.A.3	Communicate early detection reports to WNY PRISM staff and appropriate partners/landowners.	BH, NF, AL, RT	As Identified
V.A.4	Facilitate communication for early detection/assessment/response among partners.	BH, NF, AL	As Identified
V.A.5	Assist with confirmation and assessments for early detection reports, as capacity allows.	BH, NF, AL	As Identified
V.B.1	Facilitate WNY mile-a-minute communications, working group meetings.	BH	March
V.B.2	Develop red swamp crayfish working group or equivalent to discuss and coordinate regional response.	NF, CP	TBD
V.B.3	Assist partners with development of response plans, site level and as capacity allows.	AL, BH, NF	As Identified
V.D.1	Maintain/update Early Detection Site Monitoring List, identify 2025 sites and staff responsibilities.	BH, NF	January
V.D.2	Complete early detection site monitoring, review and confirm all data, upload to iMap.	BH, NF	October
V.D.3	Assist with <i>Hydrilla</i> survey and outreach efforts as requested and capacity allows.	NF	August/September
V.D.4	Implement slender false brome management research for identified research plots.	BH	May/September
V.F.1	Prioritize early detection priority species removal efforts.	BH, NF	January
V.F.2	Assess and prioritize slender false brome sites for removal, implement removal.	BH	January
V.F.3	Assess and prioritize early detection priority species list species sites for removal, implement removal.	BH, NF	January
V.F.4	Continue to assist with mile-a-minute removal efforts.	BH	July
V.F.5	Work with Olmsted Park Conservancy to address amur corktree and porcelain berry at Delaware Park - implement removal efforts if permission granted.	AL, BH	January/May
V.F.6	Coordinate with GLC and partners to assist with red swamp crayfish trapping, survey and education efforts.	NF	Ongoing
V.F.7	Incorporate red swamp crayfish relevant information into outreach materials and events.	NF, RT	TBD
V.F.8	Maintain communication with partners regarding their early detection sites - consider if assistance is within WNY PRISM capacity and if so, coordinate efforts with partners.	BH, NF	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.

OBJECTIVES

- A. Provide partners with management plan development assistance and training.
- B. Provide Best Management Practices for invasive species removal, site management and restoration; include guidance for improving resiliency against the reestablishment of invasive species.
- C. Provide opportunities for professional development including opportunities for information sharing, sharing knowledge and discussions of lessons learned.
- D. Coordinate Crew Assistance Program (CAP) based on clearly defined criteria for project selection and prioritization.
- E. Implement projects to help determine effectiveness of new tools, technology and methods of invasive species control as opportunity and need arise.
- 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.
- G. Establish pre-treatment data collection and post-treatment monitoring protocols to allow for improved analysis of management efficacy and further development of Best Management Practices for successful projects.

Actions Planned		Lead	Date or Frequency
VI.A.1	Provide review of partner developed invasive species management plans, as requested and time allows.	AL, BH, NF	As Identified
VI.A.2	Work with CWC to develop management plan for Cassadaga Lakes Nature Park.	AL, BH	March
VI.D.1	Review CAP proposals, score and prioritize for selection - hold pre-selection meetings, as needed.	BH, AL, NF	February
VI.D.2	Ensure necessary permissions, permits and Scope of Work agreements are in place for all CAP projects.	BH	April
VI.D.3	Implement CAP projects, provide project reports to partners within 6 weeks of completing project.	BH	Ongoing
VI.D.4	Assess program and incorporate improvements for 2025, release RFP during first week in December.	BH, AL	November
VI.D.5	Maintain clear communication with partners, ensure understanding of timelines and responsibilities.	BH	Ongoing
VI.E.1	Obtain drone license.	NF	February
VI.E.2	Use drone to implement surveys and project monitoring at water chestnut removal sites.	NF	As Identified
VI.F.1	Develop Crew schedule to include CAP, management, restoration, early detection and survey projects - include outreach needs.	BH, NF, RT	March
VI.F.2	Continue long-term management and restoration demonstration project at Cassadaga Lakes.	BH, AL	Ongoing
VI.F.3	Assist partners with removal and restoration activities, based on priorities and as capacity allows.	BH, NF	As Identified
VI.F.4	Continue to support partner efforts to identify and develop sources of native plant materials.	AL	As Identified
VI.F.5	Maintain stewardship equipment - ensure proper storage within "boat cave" for WISP/AIS equipment.	NF, BH	March
VI.F.6	Ensure all necessary permits and permissions are in place to implement management activities.	BH, NF, RT	As Identified
VI.F.7	Facilitate Water Chestnut Working Group - 2 meetings with field season communication.	NF	Spring/Winter

Actions Planned		Lead	Date or Frequency
VI.F.8	Identify and prioritize water chestnut survey and removal efforts, coordinate with appropriate partners - use iMap tools to assist efforts.	NF	April /Ongoing
VI.G.1	Implement use of pre and post treatment data collection protocols for WNY PRISM led management projects, and other projects as identified.	BH, NF	Ongoing
VI.G.2	Collect identified data/metrics for all management activities, organize and incorporate into appropriate reports and database(s).	BH, NF, RT	Ongoing
VI.G.3	Review previous management projects for post-treatment assessment needs, identify projects for monitoring in 2025, implement monitoring.	BH,NF	January/As Identified
VI.G.4	Ensure all data is reviewed, confirmed and organized within the appropriate database.	BH, NF	Ongoing/October