**2020 Work Plan for Capital Mohawk PRISM C#010340**

**Steering Committee Approved 12.11.2019**

* **All black content should remain as it is extracted from our 5-year Strategic Plan**
* **Blue content represents outputs from the 5-year Strategic Plan that are tied to work plan outcomes.**
* **Content in green represents 2020 action items to be executed by staff to meet goals, objectives, and outcomes of our annual work plan.**
* **Contract Deliverables were included as a checks and balance**
* **Use this document when drafting our quarterly objectives**

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| **Goals** | **Objective** | **Strategies** | **Outcomes** | **State Contract Deliverables Met (Y/N)** |
| **5-year Strategic Plan:**  **Partners/Coordination/Cooperation (*An essential part to achieving success of prevention the spread of invasive species is to – identify partners, and stakeholders to improve opportunities for sharing resources (human and financial), knowledge, and cooperation*)**  **Contract Deliverable:**  **Coordinate PRISM partner invasive species management activities and share information and resources (*Collaborate with various stakeholder groups, Invasive Species Coordination Unit, the New York State Invasive Species Advisory Committee, other PRISMs and partners to share information and resources; identify needs, conduct regional invasive species management planning, develop strategies, and highlight success stories and challenges in invasive species management for Capital Mohawk region*)** | 1. Utilize partners to slow the spread of invasive species within the Capital Mohawk region.  2. Collaborating with partners on projects, programs, and events.  3. Sharing of resources, data, and research throughout the PRISM.  4. Continue to foster new partners to increase capacity. | Provide opportunities for PRISM partners to give updates on projects, information, and materials at PRISM wide quarterly meetings. (*Capital Mohawk PRISM listserv is used as a forum for information sharing*.)  Provide time at partners meeting for networking  Continue to promote Request for Proposals (RFPs) that address our goals, objectives, stratagies and or outcomes in our work plan.   * Offer RFP’s under $2500 with easy qualification procedures no match * Offer RFPs under $10,000 with justifications documented+ * Offer RFPs between $10,000 – 25,000 must have management plan+ * Favor RFPs that focus on E/O, ED/RR of emerging species   Enable networking through PRISM partner meetings, working committees, listserv, and other avenues to improve aspects of the PRISM. (*Capital Mohawk PRISM supports the efforts and events of partners throughout the region*.)   * Create a form to partners to solicit outreach events on the listserv and website * Provide a form for reporting invasive species management work   Encourage participation of partners in Invasive Species Awareness Week (ISAW) and other events throughout the region. (*Capital Mohawk PRISM website is available for partners to share resources and events.)*  Promote the Capital Mohawk PRISM throughout the region in order to recruit new partners, including but not limited to educational institutions (high schools, colleges, and universities), professional trade organizations, public sector agencies, and non-governmental organizations. (*Capital Mohawk PRISM coordinates amongst PRISM partners’ information, contacts, and updates.*)   * Seek approval for draft partners agreement / Implement * Recruit new partners * Contact and renew existing partnerships * Diversify partner pool over entire 11 counties   -Academic, parks, preserves, Soil and Water Conservation Districts   * Partner with a larger agencies like ADK/National Grid to share prism details. | A coordinated effort throughout the Capital Mohawk PRISM for partners to accomplish common goals regarding invasive species management.   * Report management and research executed from RFP at partner meetings   Partners are kept informed of Capital Mohawk PRISM strategy, annual work plan, and funding.  A repository of PRISM wide events, projects, and efforts collectively gathered.   * Post Partner works and prism work on web page   Partners and stakeholders have the ability to use the listserv, website, and other social media outlets for sharing information.   * Solicit partners to see what information and or needs they would like   Capital Mohawk PRISM partners are kept up-to-date on invasive species resources, occurrences, and other pertinent information.   * Recruit 2-3 new partners partner’s per team member * Us invitation strategies * Spread invitation to new partners by word of mouth with preexisting partners. * Consider an annual newsletter with regional roundups, new threats, bmp’s   Partner efforts and works, isaw | 1. Hold at least two PRISM partner meetings annually and submit meeting summaries to Invasive Species Coordination Unit within one month following each meeting.  2 large annual meetings (beginning  and end of year)   * Increase partner meetings by 1 mid-season update as needed.   2. Submit quarterly progress reports to Invasive Species Coordination Unit.   * Create quarterly goals while reviewing annual work plan |

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| **5-year Strategic Plan:**  **Prevention (*Although considered the first line of defense for invasive species moving into an area, often the best efforts and management practices will not stop invasive species from becoming established*)**  **Contract Deliverable:**  **Recruit and train volunteers to collect detection data on invasive species (*Recruit and train volunteers in invasive species identification, monitoring, management, and prevention techniques. Volunteers should be trained to verify species and collect and report data to New York’s invasive species database (iMapInvasives). Format and quality assurance/quality control requirements must comply with Database requirements.*)** | 1. Further develop to partners, communities, and municipal officials an awareness of pathways that will likely be corridors for introduction and/or spread of invasive species.  2. Continue to develop a public awareness about the PRISM, invasive species, and the impact that invasive species can cause to the environment, economy, and human health.  3. Sustain the efforts of awareness regarding early detection species to prevent the spread, and control methods to implement. | Strengthen the resource capacity of the Capital Mohawk PRISM to further assist partners, communities, and volunteers in preventing the spread of new or existing invasive species.   * Hire two paid interns for aquatic and terrestrial   -ED/RR, E/O, surveying in-house or with partners as requested   * Reach out to new partners and encourage them to apply for RFPs   -Target specific audiences like Academic institutions for research  -Not For Profit Private Parks and Preserves   * Reach out to other agencies, parks, or preserves who have available staff to provide holistic instruction on invasive identification, reporting in imap and prioritization of removals w/BMP * Recruit citizen scientists through educational programing with lecture series   Target pathway of movement areas to educate partners, stakeholders, volunteers for monitoring and early detection.   * Create brochure that educates the public and partners on highly probable areas of transport   -Parking lots, roadways, bike paths, etc.   * Include trainings in the field on how to conduct initial searches   to find emerging species   * Create documents on how to conduct surveys for terrestrial and aquatic environments ie. like transects and rake tosses * Post ecological significance, prioritization, comprehensive score, and heat map of risk of infestation to website   - Front page of website  - Storyboards with ArcGIS  - Embed to website or direct people to view it in iMap  - Explore option of range expansion maps with EDDMaps/NASMaps  Continue to further develop citizen science projects throughout the region for both aquatic and terrestrial species.   * RFP process   -Emphasize as research requirement  -Have partners create projects and conduct research based on needs  and report back  Within the Capital Mohawk PRISM, identify and map high priority ecological areas that could be impacted by the threat of invasive species. (*Identify and map one new ecologically significant area per year, and inventory area for invasive species.*)   * Utilize the available ArcGIS maps * Utilize NHP ecological significance scores to identify high priority sites by county (Significance of >10)   -Share regions as posted in NYPAD parcels, Encourage partners and  volunteers to adopt work in those areas through Imap prioritization  models  Utilize knowledge of partners and surrounding PRISMs to provide better management practices (BMP’s) awareness to stakeholders and the public for slowing the introduction or spread of invasive species. (*Continue to provide information to the public and utilize website for information.*)   * Accessing NYSDEC E/O clearinghouse for resources   -Revise for in-house needs and share with partners  -Upload developed resources to the clearinghouse   * Save all BMPs to PRISM Drive   -Distribute as needed to partners/post on website   * Share partner findings at meetings, website and other(?) * Use monthly calls and coordinator meetings to request findings and BMPs from other PRISMs * Statewide aquatic and terrestrial coordinator meeting to review BMPs   Continue to develop educational outreach materials for targeted audiences, such as, but not limited to gardeners, recreationalists, lake associations, etc. on identification and pathways. (*Provide at least three trainings/workshops per year for citizen science volunteers.*)   * Develop and refine “Least Wanted” and factsheets for various groups * Keychain ID cards * Posters for kiosks or professionally made signs * Identify target audiences   -Striped bass fishermen, railroad workers, DPW, SWCDs, state parks,  CACs, National Grid and other power companies, lake associations,  land trusts  Continue to provide workshops and trainings for public agencies and private businesses, such as, but not limited to highway departments, parks departments, cemetery associations, landscapers, developers, garden centers, etc. on the pathways that invasive species spread. *(Provide at least two workshops/on-the-ground programs for public agencies/private enterprise per year. Included, but not limited to highway & park departments, nurseries, etc.*)   * Reach out and rotate to all 11 counties * PRISM-led trainings (1 per month) * Continue to honor requests from the public for trainings (1-3 per month) | Increased public knowledge of preventing and slowing the spread of invasive species.  Public agencies and private businesses are more conscious of management efforts and will incorporate BMP’s.   * Post to website and listserv * Disseminating information at partner meetings * Update BMPs based on data that has been collected * Consult with other PRISMS at quarterly meetings   Preventing new introductions of invasive species to the Capital Mohawk PRISM region.  Increased number of trained volunteers to assist with early detection of species entering region.  Partners and target audiences will receive kit of educational materials | 1. Conduct regular recruitment throughout the term of the contract and provide at least three training sessions on invasive species identification, monitoring, management, and/or prevention each year of the contract. Compile list of volunteers trained, activities, and hours contributed to PRISM projects and summarize in annual report.  2. Upload all invasive species detection data collected by Capital Mohawk PRISM volunteers to iMapInvasives database by one (1) month prior to the end of each contract year and summarize in annual report. |

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| **Goals** | **Objective** | **Strategies** | **Outcomes** | **State Contract Deliverables Met (Y/N)** |
| **5-year Strategic Plan:**  **Early Detection/Rapid Response (ED/RR) (*Early detection is imperative to slowing the spread and further prevention of a harmful species. Prioritizing species, pathways, and high probable areas is necessary for reducing the spread*)**  **Contract Deliverable:**  **Monitor for early detection of invasive species (*Using Capital Mohawk PRISM staff, contract staff, and/or volunteers, conduct surveys at sites designated for early detection invasive species. Priority should be placed on low-abundance invasive species to evaluate their threat to conservation targets such as rare species locations and natural communities or natural areas of statewide significance.*)** | 1. Species are identified in the Capital Mohawk PRISM ‘invasive species priority ranking tier system’ as ED/RR species and to develop a protocol for responding.  2. Keeping partners and the public informed as to those species that are deemed to be species of high or very high impact to the environment, economy, or human health.  3. Continue to survey and monitor areas of high priority of risk from invasive species. | Continue to update and verify locations of those species in Tier 1 (ED/Prevention) of the Capital Mohawk PRISM priority list – as to how close proximity to the PRISM. (*Establish a tracking document (map and written) of current locations of early detection species identified in Capital Mohawk PRISM Tier 1 priority ranking system.*)   * Update and review conservation priority areas using ecologically significant NYPAD scores by county   -Set thresholds for ecological significance (>10)  -Survey areas of higher significance more often and those with lower  values less often on a 1-3 year cycle  -Include priority targets in each county for both Aquatic and  Terrestrial Program.   * Consider non-Priority Conservation Areas / or Near By Parcels * Incorporate a Framework of Response   -Rapid response decision-making tool (DLF-16-1/ Rapid Response for  Invasive Species: Framework for Response; DEC  -IPMDAT review of survey location  -Determine if work should be completed within current season or the  following season   * Include partner research for BMPs   -Gather additional resources for complete evaluation of BMPs/IPM  -If not manual/mechanical removal in-house, acquire contractor  and/or RFP/MOU with partner   * Develop survey protocol for aquatic/terrestrial locations   -Look at various protocol from separate agencies  (park staff, fisheries, etc.)   * Use DEC rake toss methodology (aquatic); print out and revise copy for partners * Consider adopting Lake Management Tracker Training program with iMap’s inclusion of map overlays (aquatic) * Survey protocols for highly probable areas with transects should be developed (terrestrial)   Establish an effective monitoring system with PRISM partners. (*Complete at least annually monitoring surveys of high priority areas.*)  Implement a monitoring system with partners and citizen science volunteers. (*Continue to review and update Tier 1 priority ranking species.*)   * Using formal partner’s agreement, share methodologies for surveying (ED/RR protocol) * Conduct trainings for identification of different tier species; include iMap mobile application and treatment reports * Send staff and seasonal workers to assist partners with identification and response * Have partners reporting back to use * Encourage monitoring through RFP process   Determine procedures of communicating the need for a rapid response upon confirmation of finding a high impact species. (*Review annually the rapid response plan for the PRISM, and share with partners.*)   * Encourage partners to use iMap for reporting and advanced partners to set alerts on iMap   -Ensure that PRISM staff have alerts set up for 11-county region   * Provide a mechanism for reporting on Capital Mohawk PRISM webpage   -Include mechanism in literature (factsheets, listserv, etc.)  Continue to develop a communication protocol for notifying partners and the public.   * Partner meeting updates and listserv updates * Create an effective watch list for our front webpage   -“Species of concern” / “Priorty Species”/ “Emerging Species”  list for both terrestrial and aquatic environments  -Send through listserv twice a year or as needed  Assist partners in finding funding sources to implement a rapid response program/project.  Acquire previous documented information from other PRISMs, agencies, and organizations on effective management practices.   * Use clearinghouse and encourage partners to access it as well * Encourage partners to access our webpage as well as NYS Invasive Species Info | PRISM partners and the public are aware of potential pathways, and have knowledge of Tier 1 priority invasive species.  Risk factor of Tier 1 species is decreased due to ED/RR process.  Impact from invasive species is reduced throughout the PRISM, and especially on high priority ecological areas.  Participation from PRISM partners and communities is increased through monitoring. | 1. Summarize monitoring efforts including the names of sites and species surveyed in annual report.  2. Report new or recently established populations that pose a threat to conservation targets to iMapInvasives database at least one month prior to the end of each contract year. |

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| **Goals** | **Objective** | **Strategies** | **Outcomes** | **State Contract Deliverables Met (Y/N)** |
| **5-year Strategic Plan:**  **Education/Outreach (E/O) (*To increase awareness and knowledge of invasive species that can cause significant harm to the environment, economy, and human health.*)**  **Contract Deliverable:**  **Identify and meet PRISM education and outreach needs (*Identify and communicate PRISM education and outreach recommendations and needs with Invasive Species Coordination Unit and other PRISMs. Develop effective invasive species management education and outreach materials, programs for the PRISM. Develop, promote, and track NY Invasive Species Awareness Week events. Track effectiveness.*)** | 1. Provide education/outreach to assorted entities in order to increase awareness of the PRISM, and to provide a better understanding of invasive species and their impacts.  2. Collaborate with Capital Mohawk PRISM partners and stakeholders to expand opportunities of providing information on identification, prevention, management, and restoration throughout the region.  3. Maintain and further develop the Capital Mohawk PRISM website, and other social media avenues as resources. | Continue to support the Education/Outreach working committee in developing materials, lesson plans, exhibits, and other resources to be distributed throughout the Capital Mohawk PRISM. (*Support partner events and venues through educational materials and displays.*)   * ISAW and other events led by partners * Make concerted effort to introduce to partners that we are available for education and outreach   Continue to develop and provide trainings as needed and requested for communities, highway departments, educational institutions, organizations, and other stakeholders. (*Track and record program participation data, and develop program evaluation/survey tools.*)   * Target/Select specific stakeholders from the list below * SWCDs * Master Gardner’s * Municipalities * DOT * Aquatic organizations (Scenic Hudson, Riverkeeper, etc.) * Local colleges (Skidmore, Siena, ACC, UAlbany, Saint Rose, RPI, Union) * Local middle/high schools * BOCES Programs * Library series across the Capital Region (Guilderland, Saratoga, Malta, Burden Lake, etc.) * Park staff (maintenance, educators, etc.) * Future Farmers of America / 4H   Continue to utilize iMapInvasives as an approach to involve citizen scientist volunteers throughout the region. (*Provide at least three iMapInvasives trainings per year to increase citizen scientist volunteers.*)   * Offer different levels of training with different targets   -Mobile app training for reporting  -iMap Desktop version (Making survey/treatment reports)  Provide invasive species trainings/workshops that include both terrestrial and aquatic invasive species information. (*Provide at least four to five workshops per year targeted to specific audiences – i.e. highway departments, trade industry/professionals, and lake associations.*)  Disseminate brochures, factsheets, and educational materials throughout the Capital Mohawk PRISM that have been developed by partners and statewide support.   * Using contract service dollars, develop in-house resource guidebooks to print   Promote the PRISM website as a location for educational resources. (*Capital Mohawk PRISM website has pertinent information and has become an active resource.*)   * Set team updates quarterly (emerging species, research, reports, photos)   - hyperlinking Instagram/Facebook current feed to website  - Make BMPs more accessible on front page of website  - Review other PRISM websites  Develop a Capital Mohawk PRISM communiqué that is shared quarterly with partners via the listserv, and posted on website.   * Newsletter (annual)   -Updates on emerging species, relevant research, general PRISM  Partner updates  Continue to attend events and locations that can promote the mission and purpose of the Capital Mohawk PRISM. | Increased knowledge PRISM-wide on identifying, understanding, reporting, and managing invasive species.  Increased number of volunteers on-the-ground for early detection and rapid response of species.  Increased collaboration of partners and stakeholders throughout the Capital Mohawk PRISM.  Potential of reducing the spread and impact of invasive species throughout the region. | 1. Track list of educational programs offered, events, and materials produced.  2. Quantify number of participants for each event in attendance.  3. Develop reporting metrics and evaluate effectiveness by collecting evaluations from participants and other appropriate methods.  4. Include summaries in annual report.  5. Report recommendations and needs to Invasive Species Coordination Unit Education and Outreach Coordinator as needed throughout contract term. |

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| **Goals** | **Objective** | **Strategies** | **Outcomes** | **State Contract Deliverables Met (Y/N)** |
| **5-year Strategic Plan:**  **Control/Management/Restoration (*Three contemporaneous efforts in the reduction, impact, and manipulation of areas compromised by invasive species; especially high priority ecological areas.*)**  **Contract Deliverable:**  **Manage invasive species infestations on private and public lands (*Coordinate PRISM partners to conduct eradication projects for invasive species using integrated techniques and adaptable approaches as soon as practicable after detection. Eradication efforts are to be consistent with the PRISM’s strategic and PRISM-specific invasive species management plans and must be conducted using Best Management Practices for the site and species under consideration. All activities must be in compliance with State Environmental Quality Review (SEQR) and State Historic Preservation Act (SHPA) requirements. All invasive species management activities must be conducted using best management practices and in compliance with all applicable regulations and conducted throughout the term of the contract. The responsibility to secure all permits required to conduct eradication activities lies with entity conducting the regulated activity.*)**  **Restore sites following invasive species management and control efforts (*Evaluate management projects annually to determine best candidates for restoration. If needed, restore sites using native species and appropriate techniques. Monitor results.*)**  **Coordinate access to private and public lands (*Requests to access public and private lands for delivery of invasive species activities are to be coordinated and arranged by Contractor or PRISM partner(s) engaging in the activity.*)** | 1. Identify, map, and prioritize high priority ecological areas.  2. Work with PRISM partners to respond to early detection species; especially near probable high risk areas within the PRISM.  3. Make use of proven control and management methods of partners and other PRISMs in order to best accomplish containment, and to slow the spread of infestation.  4. Procure funding sources to provide effective response and control measures within the PRISM. | Frequently review Capital Mohawk PRISM priority species ranking tiers, and update as needed. (*Priority species tier ranking list is updated throughout the year, and shared with partners, stakeholders, communities, and volunteers within the region.*)   * Post updates to website, listserv, biannual newsletter, and share with partners * Solicit updates from partners at partner meetings and through the listserv * Have individual/new species reviewed by both conservation and aquatic working committees for tier list recommendation(s)   Working with the conservation/terrestrial working committee of the Capital Mohawk PRISM, prioritize species using the invasive plant management decision analysis tool (IPMDat).   * Before prioritizing species for management by PRISM Staff, perform literary review (1-3 BMPs from accredited institutions and 1 research article must be included in this process) Use a Framework of response in guiding management practices   Utilize iMapInvasives data, maps developed by PRISM partners, and GIS to estimate pathways and corridors of potential spread.  Develop with the Capital Mohawk PRISM steering committee an annual work plan. (*Work closely with steering committee and all working communities (conservation/terrestrial, aquatics, education/outreach, and agriculture) of the Capital Mohawk PRISM to effectively develop a work plan in order to prioritize and coordinate efforts of the PRISM.*)  Provide an annual request for proposals (RFP) to Capital Mohawk PRISM partners to provide collaborative efforts in controlling, managing, and restoring critical habitats within the region. (*PRISM partners work collaboratively on control, management, and restoration measures.*)   * General RFP’s: under $2,500 (no match; entry level qualifiers) * General RFPs: more than $2500 and up to $10,000   (no match; with justifications documented)  Targeted RFPs: $10,000 - $25,000 (no match; with justifications documented) (land management or invasive species management plan required addressing post-treatment monitoring)  Utilize volunteers, partner agencies, and strike teams to respond to high risk/low abundance infestations within the PRISM. (*High risk ecological areas will be monitored at least annually to provide data of species within those areas.*)  Develop a resource list of key individuals throughout the PRISM, including but not limited to, pesticide applicators, volunteers, and species specific experts.   * Update resource list, tool list, contractor list, etc.   Highlight key success projects; especially those that show response to restoration efforts.   * Add to website when reports come in; add to annual work plan as well | A current priority species tier ranking system is available PRISM-wide.  High-risk/high impact species can be removed and/or suppressed from spreading throughout the Capital Mohawk PRISM through implementing best management practices (BMPs).  Capital Mohawk PRISM partners, stakeholders, communities, and volunteers will have a more comprehensive knowledge of pathways, priority species, and management techniques.  PRISM partner success stories can be highlighted. | 1. Assist partners in developing Invasive Species Management Plans for their Invasive Species Prevention Zones. Identify high priority targets and other resources that need to be protected, and prioritize management actions including eradication, containment, exclusion, or suppression using such tools as the invasive species decision tree, Invasive Plant Management Decision Analysis Tool.  2. Assist partners to undertake management projects to protect agricultural, recreational, and natural ecosystems and maintain priority conservation targets and/or rare species.  3. Ensure best management techniques are applied, SEQR compliance, and any and all applicable regulatory permits are obtained.  4. Summarize control projects in annual report.  1. For each year of the project, summarize projects undertaken, the type of management used, acres restored and name of the organization or landowner and conservation targets that benefitted from the management in annual report.  1. PRISM coordinator or partner coordinates and arranges all access required for PRISM invasive species activities with landowners or land managers. |

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| **Goals** | **Objective** | **Strategies** | **Outcomes** | **State Contract Deliverables Met (Y/N)** |
| **5-year Strategic Plan:**  **Information Management/Communication (*Bringing together all goals and objectives in order to advance collaboration of the Capital Mohawk PRISM for sharing information involving surveys, monitoring, early detection, management approaches, restoration, and research.*)**  **Contract Deliverable:**  **Support academic research as needed through citizen science (*Cooperate with the New York State-contracted New York State Invasive Species Research Institute to identify research needed for prevention, early detection, rapid response, and control of invasive species. Support research efforts as needed through activities such as mapping, inventory, collecting data, and monitoring.*)**  **Coordinate with other PRISMs and Invasive Species Coordination Unit (*Collaborate and communicate with other PRISMs, NYS DEC Invasive Species Management Coordinator, and the NYS Invasive Species Advisory Committee through NYS DEC Invasive Species Coordination Unit.*)** | 1. Encourage the use of the Capital Mohawk PRISM website and use it as a platform to disseminate information to PRISM partners, stakeholders, and volunteers.  2. Continue to develop and promote educational factsheets, brochures, and research based information regarding invasive species identification, management, control, and restoration.  3. Support quarterly meetings, and partner involvement in working committees as opportunities to share and report updates.  4. Establish and maintain a system for collecting data from PRISM partners regarding early detection of new species, management techniques, control options, and applied research.  5. Support PRISM partners, stakeholders, and communities during early detection/rapid response actions, including priority contacts to communicate efforts. | Provide a guest presenter at each Capital Mohawk PRISM partner meeting, and provide a forum for partners to share at these meetings. (*Opportunities for Capital Mohawk PRISM partners to share at each of the PRISM-wide meetings a year.*)   * Maintain required Partners meeting biannual with one more as need on partner demand.   Encourage PRISM partners to utilize Capital Mohawk PRISM website for linking pertinent reports, management techniques, control methods, and research regarding invasive species. (*Increase awareness and knowledge of the content of Capital Mohawk website through events, social media outlets, and linking to partner websites.*)   * Disseminate information through website, listserv, etc. as outlined in other goals * Provide a reporting template for invasive species management work done on behalf of our partners to report back to the PRISM (put into our annual work plan and uploaded to the website under Partner Reports)   Continue to support and increase capacity of the Capital Mohawk PRISM working committees to strengthen partner collaboration. (*Increase number of partners receiving information through the Capital Mohawk PRISM listserv annually.*)   * Add new members to the aquatics committee to strengthen community relationships and acquire additional insights * Reformulate agricultural committee through the Department of Agriculture and Markets * Rework education committee through the NYSDEC (if not, find alternate avenue) * Increase number of steering committee meets from 2 to 4 per year (or as needed) * Strengthen conservation committee with new terrestrial coordinator on board   Encourage PRISM partners to share data, control methods, and research in the Capital Mohawk PRISM annual report each year.   * Construct and provide a recommended report form to partners documenting work performed across the region relating to invasive species management   Provide a systematic checklist to be used as partners, stakeholders, and communities work through an early detection/rapid response framework.   * Create Capital Mohawk PRISM specific document | Capital Mohawk PRISM is a recognized presence as a resource, and ability to connect partners.   * Will be performed through partner’s agreement, updating of website, trainings, etc.   Capital Mohawk PRISM partners can collaborate more effectively to share information, and pool resources.   * Performed through partner’s meeting and requesting invasive species management work done by our partners | 1. Submit PRISM research priorities to the NYS Invasive Species Office of Invasive Species Coordination and include in annual report.  2. Submit a list of Capital Mohawk PRISM-supported research projects, efforts undertaken, and their results in annual report.  1. Provide PRISM updates, or identify a proxy to provide updates, during monthly NYS Invasive Species Calls, quarterly PRISM Coordinator calls, and as needed. |