

Capital Region (PRISM) Partnership for Regional Invasive Species Management 2024 Annual Work Plan



The Capital Region Partnership for Regional Invasive Species Management (CR-PRISM) 2024 Work Plan is aligned with the goals and objectives described in the PRISMs [Five-year Strategic Plan 2023-2027](#). The work plan outlines specific actions that the CR-PRISM staff and partners will take in 2024, to advance the Strategic Plan’s objectives. The CR-PRISM appreciates our dedicated partners for their support and assistance in achieving the shared mission of mitigating the impact of invasive species affecting our region’s economy, ecology, and way of life.

The Capital Region Partnership for Regional Invasive Species Management is one of eight PRISMs across New York State. The CR-PRISM is hosted by the Cornell Cooperative Extension of Saratoga County. Through the Cornell Cooperative Extension, the CR-PRISM proudly serves eleven counties including Albany, Columbia, Montgomery, Rensselaer, Schenectady, and portions of Fulton, Greene, Herkimer, Saratoga, Warren, and Washington. More than three dozen cooperating organizations, partners, and volunteers support the CR-PRISM in its mission. Funding for the CR-PRISM is provided by the Environmental Protection Fund, as administered through the New York State Department of Environmental Conservation. To become a partner or volunteer please visit our website and contact a coordinator.

Invasive species are defined by Environmental Conservation Law (9-1703 (1)) as non-native species that can cause harm to the environment, economy, or to human health. Invasive species are a form of biological pollution that come from around the world. The rate of invasion of these species is growing due to increasing international trade and climate change. A wide variety of invasive species negatively impact many sectors of our world: our ecosystems, including all-natural systems and managed forests; our food supply, including agricultural products and harvested wildlife, fish, and shellfish; our built environments, including landscaping, infrastructure, industry, gardens and pets; and our economy, recreation, and human health. Responding to this growing problem, New York State has implemented recommendations of the New York Invasive Species Task Force (ISTF) established under legislation passed in 2003. In 2008, Title 17 of ECL Article 9 established the New York Invasive Species Council and Invasive Species Advisory Committee. This Council, comprised of nine state agencies, is co-led by the New York State Departments of Environmental Conservation (DEC) and Agriculture and Markets (AGM) Among the Council’s numerous statutory responsibilities is: *“supporting within available funds and encouraging Partnerships for Regional Invasive Species Management [PRISMs] in their efforts to address invasive species through coordination, recruitment, and training of volunteers, education, early detection, rapid response, eradication, research, and planning.”*

A special thank you for continued support: The New York State Department of Environmental Conservation, Invasive Species Coordination Section; the New York State Department of Agriculture and Markets; the New York State Invasive Species Council; Invasive Species Advisory Committee; New York State Legislature; the Capital Region PRISM Steering Committee and host organization, the Cornell Cooperative Extension of Saratoga County.

2024 Capital Region Steering Committee Members



**Department of
Environmental
Conservation**

**Agriculture
and Markets**

Robert Cole
Linda White
Thomas Allgaier
Loretta McNamee
Matthew Brincka
Dustin Lewis
Meg Wilkinson

NYS Department of Environmental Conservation Division of Lands and Forest: Forester
National Park Service: Biological Technician
NYS Department of Agriculture and Markets: Invasive Species Coordinator
NYS Department of Transportation: Region 1: Environmental Specialist
NYS Office of Parks, Recreation, and Historic Preservation / Invasive Species Biologist
Saratoga County Soil and Water Conservation District: District Manager
NYS Department of Environmental Conservation, Natural Heritage Program





VISION

To cultivate a region in which partners work together to address the harmful impacts associated with invasive species to protect its lands and waters, biodiversity, economy, and quality of life.

MISSION

Our mission is to prevent, detect, and respond to harmful invasive species in the PRISM region through collaboration, resource sharing, strategic messaging, and education.

Goal 1: Partnership

Coordinate and collaborate with partners to grow and strengthen regional capacity to prevent, detect, and respond to invasive species.

Goal 2: Prevent

Minimize the introduction and spread of harmful invasive species into new areas.

Goal 3: Detect and Monitor

Detect and monitor harmful invasive species approaching and affecting the Capital Region.

Goal 4: Respond

Mitigate ecological and economic impacts of priority invasive species using an integrated pest management approach.

Goal 5: Outreach, Communication and Education

Build engaged communities that understand, support, and invest in the PRISM's work to prevent, detect, and respond to harmful invasive species in the Capital Region.

The goals, objectives, and priority work actions embedded in CR-PRISM Annual Work Plan will be deployed strategically across the region, and are aligned to the eight focal initiatives of the [New York State Invasive Species Comprehension Management Plan \(ISCMP\) of 2018](#). The overarching goal of the ISCMP is to “minimize the introduction, establishment, proliferation, and negative impacts caused by invasive species.”

- *Continue to build partnerships and capacity*
- *Commit to a centralized framework for sharing invasive species information*
- *Set priorities for invasive species management and advance preparedness*
- *Engage and inform the public*
- *Advance prevention and early detection*
- *Improve the response to invasive species*
- *Recover ecosystem resilience*
- *Evaluate success*

The CR-PRISM covers all or parts of eleven counties with similar concerns regarding invasive species. A multi-faceted and strategic approach is needed when developing a plan to mitigate the harm caused by invasive species. The CR-PRISM Annual Work Plan below is a framework which helps guide the CR-PRISM and the Partnership to address invasive species, while using the eight focal initiatives of the New York State ISCMP of 2018. The CR-PRISM is uniquely positioned with the resources and expertise to address invasive species, as stated in the ECL Article 9, Title 17 through coordination, recruitment and training of volunteers, education, detection and monitoring, eradication, research, and planning. The CR-PRISM has set five goals to mitigate the harmful effects of invasive species to the public while protecting critical ecological and economic resources of the region. The goals, objectives, and actions of the [CR-PRISM Five-Year Strategic Plan](#) will be implemented collaboratively among the CR-PRISM staff and partners through annual work efforts.

The Annual Work Plan is arranged by goal, objectives and actions with anticipated start and completion times. The document is read from left to right with priority actions described using metrics and outputs for annual reporting. The five goals, objectives, and priority work actions in the new Capital Region PRISM Strategic Plan from 2023-2027 are streamlined and based on the Partnership needs, along with NYS DEC deliverables. The new CR-Strategic Plan is comprised of five major goals, seventeen objectives, and fifty-six priority actions. The priority work actions will be enacted over the next five years. The goals, objectives, and priority actions of the strategic plan are used to draft the CR-PRISM's annual work plan. The priority actions have been categorized into groups in this work plan, such as standard operating procedures, enhancements, or initiatives. Standard Operating Procedures (SOP) are core deliverables and actions that occur in the CR-PRISM on a regular basis. Enhancements will be made to pre-existing programs that are effective but in need of updates. Initiatives are programs that need to be developed and deployed to help further the mission of the CR-PRISM. For tracking purposes, objectives and priority work actions to be reported in the Annual Report (AR) and Contract Deliverables (CD) are designated as such. The CR-PRISM Annual Work Plan of 2024 has been reviewed by the Steering Committee and approved by the New York State Department of Environmental Conservation Invasive Species Coordinate Section. The staff has selected specific priority work actions in green text to start first. Priority actions in blue will be initiated after higher priority items are completed. In general, many of the work actions are on going and in black text.

Capital Region (PRISM) Partnership for Regional Invasive Species Management Staff	
Team Leader (PRISM Coordinator) Kristopher Williams	kbw44@cornell.edu
Aquatic Invasive Species (AIS) Program Manager Hannah Coppola	hwe22@cornell.edu
Education and Outreach (E/O) Coordinator Addison Kubik	ask263@cornell.edu
Terrestrial Invasive Species (TIS) Coordinator Samantha Schultz	ssg86@cornell.edu

Capital Region PRISM: Goals, Objectives, and Priority Actions

PARTNERSHIP

Goal 1: Coordinate and collaborate with partners to grow and strengthen regional capacity to prevent, detect, and respond to invasive species.

The CR-PRISM understands that the nature and complexity of invasive species prevention and management are too great for one single entity to solve. Partners and communities are key to an effective framework of response. Partnerships are the foundation of the CR-PRISM.

Objectives	Priority Work Actions	Captured Metrics/Outputs	Target Quarter	Responsibility	Product
Objective 1.1: Invest in the PRISM partnership and other local networks to facilitate the sharing of information, resources, and expertise across the region.	1.1a <i>Provide opportunities for information sharing among partners through different communication channels, annual partner meetings, and local topical meetings</i>	1.1a # of partners engaged within workgroups and committees (SOP)	Q1-Q4	Team / TL	<input type="checkbox"/> CD 1 <input type="checkbox"/> AR
	1.1b <i>Strategically recruit new partners to reach new audiences and locations in the CR-PRISM</i>	1.1b # of new partners reached. Develop and deliver partner invite (Enhancement) <ul style="list-style-type: none"> Consider including opportunities for types of collaborations (field training/volunteer), funding, partner definitions, join distribution list. Join a committee. Workplan and Strategic Plan (Consider with steering committee invites, crew assistance invite, annual partner survey, RFP announcement) 	Q4-1	TL / Review w Team	<input type="checkbox"/> CD 1 <input type="checkbox"/> AR
	1.1c <i>Develop a mechanism for partners to report on their, invasive species work, such as an annual survey</i>	Report partner feedback from survey annual report and or at partner meeting. (Initiative) <ul style="list-style-type: none"> Combine with partner highlight 5.1c may trigger a response in 1.1b. 	Q4/1 Develop Release	E/O	<input type="checkbox"/> CD 1 <input type="checkbox"/> AR
	1.1d <i>Use a Request for Proposals (RFP) process to provide financial assistance for partners to implement CR-PRISM goals and objectives</i>	1.1d # of RFPs awarded. Describe priority objectives. Review Reporting Methods (SOP)	Q4 Revise/Release (November 30 th)	TL / Steering	<input type="checkbox"/> CD 1 <input type="checkbox"/> AR
Objective 1.2: Coordinate and collaborate with statewide and regional partners on invasive species issues that cross PRISM boundaries.	1.2a <i>Work collaboratively to respond to statewide and local high threat invasive species issues</i>	1.2a List and describe statewide partners and highlight major outcomes (SOP)	Ongoing	Team	<input type="checkbox"/> CD1,10 <input type="checkbox"/> AR
	1.2b <i>Share and provide opportunities for research with partner networks when appropriate</i>	1.2b List and describe research highlights and outcomes (SOP)	Ongoing	Team	<input type="checkbox"/> CD 5 <input type="checkbox"/> AR
	1.2c <i>Coordinate with other PRISMs and related agencies such as monthly PRISM calls, quarterly PRISM leader and coordinator meetings, regional workgroups</i>	1.2c # of PRISM leader and monthly call ins participated (SOP)	Ongoing	TL	<input type="checkbox"/> CD 10 <input type="checkbox"/> AR/Appendix
	1.2d <i>Participate in biannual Invasive Species Summit organized by New York's Invasive Species Advisory Council</i>	1.2a-c # of statewide and regional workgroups	1a-c Ongoing	Team	<input type="checkbox"/> AR/Appendix

		1.2d Describe in annual report, include in E/O metrics. Describe roles, responsibilities, presentations (SOP)	Ongoing	Team / ISCS	<input type="checkbox"/> CD 11 <input type="checkbox"/> AR/Appendix
Objective 1.3: Manage the partnership, CR-PRISM operations, and complete contract deliverables.	1.3a <i>Evaluate, adapt, and revise the CR-PRISM Operational Guidelines/Bylaws, and Strategic Plan</i>	1.3a Include in annual report as needed (SOP)	As Needed/Update 2025	Team	<input type="checkbox"/> AR
	1.3b <i>Update Standard Operating Procedures to maintain institutional memory</i>	1.3b Include in annual report as needed (SOP)	As Needed/Update 2025	Team	<input type="checkbox"/> AR
	1.3c <i>Craft an Annual Work Plan in consultation with the Invasive Species Coordination Section and submit all required reports to NYSDEC</i>	1.3c (SOP)	Q1 Current (2023) / Q3/Q4 Oct	TL / Team / ISCS	<input type="checkbox"/> CD 7,8 <input type="checkbox"/> AR
	1.3d <i>Celebrate successes and lessons learned in the annual report</i>	1.3d (SOP)	Q4 Start Q1 DOB January 31st	Team	<input type="checkbox"/> CD 8 <input type="checkbox"/> AR
	1.3e <i>Report all survey and treatment data in the New York State Invasive Species Database (iMapInvasives)</i>	1.3e (SOP)	Ongoing	Team	<input type="checkbox"/> CD 4 <input type="checkbox"/> AR/Appendix
	1.3f <i>Review and update Partnership Agreement, clarifying roles and responsibilities of PRISM partners, Steering Committee, subcommittees, and working groups</i>	1.3f Review and produce an updated Partnership Agreement. Review classification(s) Design as an acknowledgement unless an RFP or MOU is involved. (Initiative)	Q4/Q1 (December 30)	TL / Steering / Team	<input type="checkbox"/> AR/Appendix

Capital Region PRISM: Goals, Objectives, and Priority Actions

PREVENT

Goal 2: Minimize the introduction and spread of harmful invasive species into new areas.

Prevention is the leading management strategy and the most cost-effective measure when addressing invasive species. Prevention includes limiting the spread of existing invasive species and new ones approaching the region. CR-PRISM staff and partners implement active prevention measures and conduct prevention outreach to develop public awareness about the harm caused by invasive species and how to control their spread.

Objectives	Priority Work Actions	Captured Metrics/Outputs	Target Quarter	Responsibility	Product
Objective 2.1: Actively reduce the spread of aquatic invasive species through a region-wide Watercraft Inspection Steward Program.	2.1a <i>Train and deploy watercraft inspection stewards to prevent and detect aquatic invasive species from spreading across the region while promoting behavioral change messaging such as ‘Clean, Drain, Dry’</i>	2.1a Deploy and describe program outcomes and highlights in annual reports. <ul style="list-style-type: none"> ▪ <i>(Individual) Provide self-evaluations (form) and performance review with seasonal staff</i> ▪ <i>(Whole Group) Retraining for Identification, public interactions, position expectations. (Enhancement)</i> 	Q1/Q2 Ongoing (December 30th)	AIS / TIS Program	<input type="checkbox"/> CD 14 <input type="checkbox"/> AR
	2.1b <i>Submit boat steward data via the Watercraft Inspection Steward Program Application and annual report</i>	2.1b Submit # of new people reached on Clean, Drain, Dry practices, # of people reached, # watercraft inspections, # AIS intercepts (SOP)	Q 2-4 Ongoing	AIS Program	<input type="checkbox"/> CD 14 <input type="checkbox"/> AR
Objective 2.2: Implement targeted prevention education for priority pathways of invasive species spread.	2.2a <i>Identify invasive species spread pathways and audiences that can be addressed through targeted education efforts and actions, such as guidelines for Clean Fill and Materials</i>	2.2a Describe and report # of targeted audience(s) reached when implemented. Highlight in A.R. Design, construct, and pilot curriculum for IS prevention program for contaminated material and equipment. I.e. roadside, trails, and developed landscapes. (Enhancement)	Q 2-4	TBD / TL, E/O, TIS	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
	2.2b <i>Promote and assist partners with the creation of spread prevention infrastructure and/or materials to address specific pathways of terrestrial and aquatic invasive species spread, such as boot brush stations</i>	2.2b Utilize a specific RFP to fund boot brush stations. Report # & highlight in A.R. Explore and install bike brush station at state land or partner property. Identify any need for new or updated AIS Infrastructure at boat launches (Initiative)	Q 2 nd 3 rd 2024 Q 4 th 1 st 2025	E/O with TL	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
Objective 2.3: Collaboratively address invasive species prevention with partners.	2.3a <i>Identify and engage local partners with prevention actions as needed relating to species of concern/high priority invasive species through event horizon scanning and related vectors within the CR-PRISM</i>	2.3a Identify species of concern/high priority through event horizon scanning and share with the partnership. Draft IS-lists from workgroup(s) and then share for example via website,	Q 2 and Ongoing	Team	<input type="checkbox"/> CD 4 <input type="checkbox"/> AR Appendix

	<p>2.3b <i>Identify and collaboratively work with statewide partners and other PRISMs to identify and/or address vectors beyond the CR-PRISM geography</i></p>	<p>newsletter, and workshops. Deploy High Priority Species List /SLF Outreach (Enhancement)</p> <p>2.3b Maintain communications with other PRISM and statewide partners on species of concern/high priority invasive species through event horizon scanning. (SOP)</p> <ul style="list-style-type: none"> Collaborate with Lead, AIS, and TIS Coordinator, Forest Health, AMG-CAPS, APHIS. 	<p>Ongoing</p>	<p>Team / TL</p>	<p><input type="checkbox"/>CD 4 <input type="checkbox"/>AR</p>
<p>Objective 2.4:</p> <p>Anticipate new introductions and reassess current species of concern/high priority species through event horizon scanning.</p>	<p>2.4a <i>Annually update the CR-PRISM's tier list and assist in revision to the statewide tier list</i></p> <p>2.4b <i>Evaluate sleeper species that are more likely to spread as the climate changes</i></p> <p>2.4c <i>Inform partners and the public about new and emerging species of concern/high priority invasive species using available tools</i></p>	<p>2.4a Scan invasive species databases, identify needed changes to all tier species. Consult work groups if needed ex. NYNHP. Comprehensive for TIS/AIS Work with NYNHP (Enhancement)</p> <ul style="list-style-type: none"> Draft a basic operating procedure guideline for tier updates Consider peer review from practitioners alongside iMap reports. Consider part 575 regulation updates <p>2.4b Stay informed on potential sleeper species, conduct early detection surveillance, monitor, and respond as needed. Include in annual report as needed. Use current resources products from NYSIRI, RISCC. iMap Invasives networks and/or partner reports. (SOP)</p> <p>2.4c Share species of concern/high priority invasive species with partnership through topical meetings, newsletters, website etc. Include in quarterly reports annual report as needed Share on HPIS-List (SOP)</p>	<p>Q 1-2</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Team</p> <p>AIS and TIS</p> <p>E/O / Team</p>	<p><input type="checkbox"/>CD 10 <input type="checkbox"/>AR</p> <p><input type="checkbox"/>CD 4 <input type="checkbox"/>AR/ Need</p> <p><input type="checkbox"/>CD 4 <input type="checkbox"/>AR/Need</p>

Capital Region PRISM: Goals, Objectives, and Priority Actions

DETECT AND MONITOR

Goal 3: Detect and monitor harmful invasives species approaching and affecting the PRISM Region

Detection and monitoring actions are critical to slowing the spread of invasive species and managing impacts. Early detection of new infestations is a cost-effective management strategy when paired with rapid response, providing the best opportunity to address harmful invasive species before they cause considerable damage to the environment.

Objectives	Priority Work Actions	Captured Metrics/Outputs	Target Quarter	Responsibility	Product
Objective 3.1 Make effective use of limited resources by monitoring priority invasive species and locations.	3.1a <i>Reevaluate natural areas for monitoring by updating and using prioritization models such as CR-PRISM Priority Waterbodies (PWB), Priority Conservation Areas (PCA), and other statewide resources</i>	3.1a Report PCA and PWB <u>location</u> with updates. Record # of areas monitored and report invasive species of concern. Document no new IS species present Include reporting action on secondary sites. (Enhancement)	Q1&2	TIS, AIS, TL	<input type="checkbox"/> CD 4,6 <input type="checkbox"/> AR Appendix
	3.1b <i>Monitor priority pathways and highly probable areas for harmful invasive species</i>	3.1b Report # <i>locations</i> and # presence species acres surveyed (SOP)	Q1-4 based on phenology	TIS/AIS (Technicians/WISP)	<input type="checkbox"/> CD 4,6 <input type="checkbox"/> AR
	3.1c <i>Monitor for species by tier classification</i>	3.1c Utilize updated high priority species list alongside NYSNHP Statewide Tier List for detection and monitoring practices (SOP)	Q1-4 threat based	TIS/AIS (IS Technicians)	<input type="checkbox"/> CD 4 <input type="checkbox"/> AR List
	3.1d <i>Explore and adopt new technologies for early detections over large areas and time such as eDNA, remote sensing and photo documentation, when appropriate</i>	3.1d Highlight and report findings from new detect and monitor strategies. Develop eDNA pilot program such as survey protocol and lab services. (Enhancement) Continue HRTF eDNA and expand into other PWB and locations of significance i.e. nearest to Adirondack Park. Form a subcommittee to determine locations, species, and methods for Forest Pest eDNA program. Deploy pilot program. (Initiative)	Q1 Select Locations and schedule Q3-4 Collect Samples	TL and TIS/AIS	<input type="checkbox"/> CD 5 <input type="checkbox"/> AR Highlight
Objective 3.2: Engage partners and the community in detecting and monitoring high-priority invasive species.	3.2a <i>Identify and contact prime audiences with the capacity to monitor high-priority invasive species and locations</i>	3.2a Agricultural Growers (SLF), Land Trust (Saratoga PLAN, Columbia Land Conservancy, MHLC, RLT, RPA, GBT, LGC, OPRHP/SCA Huyck WWP, OSP etc.). Lake Association (SLPID, NYFOLA, identify large groups first). SWCD (Regional Program). Academic/Colleges and Environmental Groups (Siena, Union, SUNY Albany, Skidmore, ACC, HVCC) Draft a formal invitation outlining potential opportunities and programs to deploy. (Enhancement)	Q1-Q4 / Ongoing	Team Meeting w Staff	<input type="checkbox"/> CD 4

	3.2b Train and <u>support</u> partners, community scientists, and subcontractors to conduct surveys and document findings using CR-PRISM templates	<ul style="list-style-type: none"> Combine with partner invite 1.1b strategic recruitment <p>3.2b Host established TIS, AIS formal training annually as needed for invasive species plant and animal identification alongside native species. Consider prioritizing parcels and highly probable areas and vectors. Demonstrate reporting techniques using internal templates and online databases and forms when appropriate. Utilize volunteers through partner agencies.</p> <ul style="list-style-type: none"> “Use reoccurring volunteers for established programs with partners” # Events, Record # of Volunteer and Hours Worked When appropriate, record in a statewide data base by volunteers or internally by lead agency. Consider a written template. Lead structured programs with partners (selected from invite) (Enhancement) 	Year round	Team	<input type="checkbox"/> CD 3,4 <input type="checkbox"/> AR
<p>Objective 3.3:</p> <p>Recruit and train volunteers to collect data on invasive species using iMapInvasives database.</p>	<p>3.3a Recruit and train new and existing volunteer networks and volunteers of PRISM partners</p> <p>3.3b Continue, expand, and develop volunteer network programs that use iMapInvasives, such as spotted lanternfly grids and hemlock hunters</p> <p>3.3c Train partners to provide iMapInvasives trainings</p>	<p>3.3 Recruit identified targets and schedule Training(s). Conduct 3 iMapInvasives Trainings as contractually prescribed. (SOP)</p> <ul style="list-style-type: none"> Best Approach: Use Invasive Species 101 Presentation followed with field identification of common species and upload into iMap. (Use invite to solicit partner volunteers) <p>Consider pairing objective with a program from 3.2b Utilize volunteers through partner agencies.</p> <ul style="list-style-type: none"> “Use reoccurring or new volunteers for established programs with partners” Volunteers will record entries in the statewide database. Following an event, the lead agency will record the search area. PRISM will upload the specific training to the tracker and iMapInvasives Website. # Events, Record # of Volunteer and Hours Worked, and method of delivery/tool used. <p>3.3b Enhance and promote existing programs. Identify and develop 1-2 new programs.</p> <ul style="list-style-type: none"> Consider a general program where participants adopt designated location for early detections Consider a specific program, for example invasive forest pest. (Enhancement) <p>3.3c Consider and develop with 3.2b. Training resource managers in partnership to train their volunteers. (To be considered)</p>	<p>Ongoing Q1 Plan/Promote Q2/3 Deliver</p> <p>Q1 HWA Q2/3 new program</p>	<p>EO / Team Assist</p> <p>EO / Team Assist</p>	<input type="checkbox"/> CD 2 <input type="checkbox"/> AR <input type="checkbox"/> CD 2,4 <input type="checkbox"/> AR

Capital Region PRISM: Goals, Objectives, and Priority Actions

RESPOND

Goal 4: Mitigate ecological and economic impacts of priority invasive species using an integrated pest management approach.

Once a harmful invasive species is detected, CR-PRISM staff and partners determine how to respond. Invasive species response is multi-faceted and requires continued effort. The CR-PRISM staff uses an integrated pest management-based framework to respond to infestations; this is a tool to assess threats, risk, resource value, and removal feasibility to select the best response. Responses might include eradication, containment, suppression, monitoring, or no action. When an infestation is removed, post-treatment monitoring is used to evaluate success and restoration practices used to prevent

Objectives	Priority Work Actions	Captured Metrics/Outputs	Target Quarter	Responsibility	Product
Objective 4.1: Make effective use of limited resources by prioritizing responses to invasive species infestations.	4.1a <i>Use the framework of response/Integrated Pest Management approach to identify, delineate, and select management actions for high-priority species including post treatment actions, restoration, and when appropriate, research</i>	4.1a Report # of areas, acres treated, restored, under active management, and/or eradicated. Report # new/initial or first of its kind treatments. List invasive species treated by tier in reports, databases and iMapInvasives. Prioritize PCA's and PWB's first with low levels of invasive species. Consider very high/high threat species outside PWB and PWB i.e. hogweed, hydrilla. (SOP)	Q1/2 Planning Q2-4 Responding	TIS and AIS / TL (IS Technicians)	<input type="checkbox"/> CD4,5,6,8,13 <input type="checkbox"/> AR
	4.1b <i>Deploy a response team that can quickly and effectively manage high-priority infestations</i>	4.1b Deploy IS Technicians to respond to priority work sites (SOP). Develop crew assistance program. (Initiative) Deploy AIS staff for prioritized water chestnut infestations. (SOP) ▪ Consider packaging with partner invite 1.1b	Q4/Q1 Constructing Crew Program	TIS/TL	<input type="checkbox"/> CD 13 <input type="checkbox"/> AR
	4.1c <i>Evaluate management effectiveness through posttreatment monitoring of known treatment sites.</i>	Report # of sites for post treatment monitoring without follow up controls. Report # PTM requiring follow up controls (SOP)	Ongoing based on phenology	AIS / TIS (IS Technicians)	<input type="checkbox"/> CD 4,8,6 <input type="checkbox"/> AR
	4.1d <i>Coordinate access to private and public lands and waters for response actions</i>	4.1d Report # of private and public lands and waters accessed using NYSDEC TRV and OPRHP Research Permits and Templates (SOP) Submit all permit applications and send out request for permissions in December. Draft a new introductory template for private lands (Initiative)	Q4-Q1 Permissions Ongoing as needed	TIS/AIS	<input type="checkbox"/> CD 9 <input type="checkbox"/> AR
Objective 4.2: Consult with partners to share information and resources to effectively respond to priority invasive species.	4.2a <i>Assist partners to develop programs for long-term invasive species management using the CR-PRISM's framework of response and iMapInvasives</i>	4.2a Provide framework support for subcontracted RFPs as appropriate. Use Framework with partners through items such as Invasive Species Management Plans and ISPZs. (SOP) Including framework guidelines for water chestnut management for large infestations and municipalities (Initiative) Assist partners in developing management plans for their ISPZs. Identify high -priority targets and other resources that need to be protected, and prioritize	Ongoing Q1- Water Chestnut Guidelines	TL/TIS	<input type="checkbox"/> CD <input type="checkbox"/> AR

	4.2b Engage PRISM partners to build rapid response capacity throughout the PRISM region	management actions including eradication, containment, exclusion or suppression using such tools as the invasive species decision tree, IPMDAT. 4.2b Utilize PRISM staff and technicians to assist partners to carry out rapid response actions. Record # of surveys and treatments performed, as appropriate, area surveyed, area treated, areas protected, and a trends analysis of treatment success over time. (Enhancement) Report as a partner summary with RFP and Crew Assistant Program.	As Identified Q2/Q3/Q4 Staff	TIS / AIS (IS Technicians)	<input type="checkbox"/> CD 6,13 <input type="checkbox"/> AR
	4.2c Host management workshops	4.2c Present Framework of Response structure to partners to engage them to prioritize and manage invasive species on their properties. Conduct lectures with in-field components. Record # of management workshops, # of partners/individuals participating. (SOP) ▪ Management workshops include Forest pests, Lake Associations, Prioritizing TIS parcels	Ongoing Q1-Q3 Schedule	Team	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
	4.2d Enhance and share Best Management Practices and guidelines as needed	4.2d Update BMPs with current research and information and share with partners accordingly. Including but not limited to: Highly Probable Areas, Prevention Tool Kit, Disposal Guide Invasive Species Comprehensive Management Plan (Initiative) Water Chestnut Guidelines for Municipalities	Ongoing	Pairings with- AIS / TIS Coordinator and E/O and TL	<input type="checkbox"/> CD 1,3,6 <input type="checkbox"/> AR
	4.2e Facilitate equipment sharing among partners	4.2e Internally create an ongoing list of equipment purchased utilizing Environmental Protection Funds provided by NYS DEC and provide to the NYS DEC (Enhancement) ▪ Include an invite for equipment sharing with a crew assistance announcement and distribute (Initiative)	Ongoing Q4/Q1	Team TIS/TL	<input type="checkbox"/> CD1 <input type="checkbox"/> AR Appendix AR Appendix
	Objective 4.3: Restore sites following invasive species management and control efforts as needed.	4.3a Evaluate and conduct restoration actions (consider areas vulnerable to climate shifts) 4.3b Provide guidance for restoration practices as requested	4.3a Incorporate new climate and resilience research and practices, if available. Consult with statewide-related agencies and regional partners (SOP) 4.3b Compile and develop restoration resources (BMP). Share with state and local partners. (Enhancements)	Ongoing Ongoing	TL, TIS, EO TIS/TL E/O sharing
Objective 4.4: Conduct and support research.	4.4a Assist statewide partners and supporting agencies with research as requested, as time permits	4.4a Work with NYISRI, NYSHI, Trees In Peril and other institutions including ISCS and NYNHP, as needed. Participate in biocontrol research and site assessments as feasible. Assist in potential biocontrol releases as needed. Examples include predator and parasitoid releases for HWA and EAB, and swallowwort control. (Enhancement) ▪ Submit research priorities to ISCS. Describe and highlight major findings in Annual Report.	Ongoing	Collaboration- TL Field- TIS/AIS (IS Technicians)	<input type="checkbox"/> CD 5,10 <input type="checkbox"/> AR

Capital Region PRISM: Goals, Objectives, and Priority Actions

OUTREACH, COMMUNICATION, AND EDUCATION

Goal 5: Build engaged communities that understand, support, and invest in the PRISM’s work to prevent, detect, and respond to harmful invasive species in the Capital Region.

Education and outreach strategies are needed to reduce the harmful impacts of invasive species in the region. Many people are not aware of the harm caused by invasive species; others may be motivated to work on invasive species but may be overwhelmed by the scale of the problem. CR-PRISM staff seek to empower people through understanding the CR-PRISM approach to invasive species, their role in invasive species prevention, detection, and response, and providing resources for those who want to be more involved.

Objectives	Priority Work Actions	Captured Metrics/Outputs	Target Quarter	Responsibility	Product
Objective 5.1: Use consistent messaging on preventing, monitoring, and responding to invasive species.	5.1a Identify priority audiences and assess information needs and communication preferences	5.1a Form an E/O Committee to identify audiences to engage and what content or messaging to use. Solicit ideas to develop. Describe products from committee in goal 5 of the Annual Report. (Initiative)	Q1 and 2 Identify committee members meet to garnish ideas to develop into products	E/O Review with staff	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
	5.1b Identify and meet PRISM outreach and communication needs consistent with statewide approaches -Develop and adopt new messaging campaigns as appropriate, especially those that are relevant a wide range of people, such as ‘Clean, Drain, Dry,’ ‘Play, Clean, Go,’ and ‘Pledge to Protect’	5.1b Adopt statewide messages and incorporate into products. Engage partners to adopt and use messages. Ex. Continue to incorporate and enhance Pledge to Protect messaging. (SOP/Enhancement) ▪ (ex. Pledge to Protect content into products i.e fact sheet, newsletter, swag website, presentations)	Ongoing	Team	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
	5.1c Highlight successes in invasive species work	5.1c Partner Highlight(s) utilize social media platform, Quarterly Newsletter, ISAC Reports, Annual Reports, other: website front page, solicit works from partner survey. (SOP) ▪ Combine with 1.1c Partner Survey	1x/quarter	E/O, Team	<input type="checkbox"/> CD 1,3,8,10 <input type="checkbox"/> AR
	5.1d Develop empowering messages that incorporate concepts about co-existing with invasive species	5.1d Incorporate positive messages in products and content i.e., statements and messages on successful practices to promote buy-in. (SOP) Ex. purple loosestrife biocontrol success <i>Ok to live with invasives and we can prevent and manage infestations.</i> ▪ Consider pairing with pledge to protect messaging (5.1b) Partner Highlight AR.	Ongoing	Team	<input type="checkbox"/> CD 1,3

Objective 5.2: Use effective communication channels and products to share invasive species information with different audiences.	5.2a <i>Maintain and enhance a website that serves as a central resource and repository for the Capital Region that complements existing statewide resources like the NY Invasive Species Clearinghouse</i>	5.2a Execute 1-2 major updates to the website. In particular: Pledge to Protect landing page, species of concern/high priority invasive species, and tier information. (Enhancement) Meet to discuss a strategy to improve up to two portions of the website.	Q4/Q1	E/O Team Setting	<input type="checkbox"/> CD 1,3 <input type="checkbox"/> AR updated
	5.2b <i>Construct and share Annual Report with partnership and new members (should be in 1.3d in next strategic plan)</i>	5.2b Share Annual Report in listserv and distribution list, place highlights of metrics and major initiatives in email blast and Quarterly Report. (SOP) Related completed under 1.3d	Q4 - Q1	Construct-Team Share- E/O; TL	<input type="checkbox"/> CD 1,8 <input type="checkbox"/> AR
	5.2c <i>Deliver CR-PRISM Quarterly Newsletter, factsheets, email blast, social media outlets etc.</i>	5.2c Continue to design in MailChimp share on listserv and distribution list. (SOP)	Q1-4	E/O; TL	<input type="checkbox"/> CD 3,10 <input type="checkbox"/> AR
	5.2d <i>Explore new communication channels to reach new audiences as identified</i>	5.2d Evaluate new communications for effectiveness when presented and adopt based on merit. (SOP) i.e. Produce alternate distribution list for specific partners.	Q1	E/O; TL	<input type="checkbox"/> CD 3
	5.2e <i>Participate in informal tabling events with broad impacts</i>	5.2e Report # of Indirect(s). Identify meaningful events with broad impacts (SOP) <ul style="list-style-type: none"> ▪ (2) major regional events Fair/Home Garden Show ▪ (2-3) small events in spring and fall i.e., nature fest, etc. ▪ (Not including ISAW/consider partner request) 	Q1 List and Schedule Priority Events Deploy Ongoing	E/O; Team	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
Objective 5.3 Collaborate and promote programs and events that engage specific audiences in the PRISM's work to prevent, detect, and respond to harmful invasive species in the PRISM Region.	5.3a <i>Reach out to specific audiences for initial awareness and training, such as Master Gardeners, academic institutions, and local clubs</i> -Align education events with the interests of priority audiences	5.3a Report # of Direct participant(s) and # of event(s) with program highlights of pre-established and effective programs. These programs are entry level and serve as a form of initial learning regarding concepts surrounding invasive species. The objective here is addressing introductory concepts such as an IS 101 Basic Course. (SOP)	Q1-4 1-2 events per qtr.	E/O; Team as needed	<input type="checkbox"/> CD 3 <input checked="" type="checkbox"/> AR
	5.3b <i>Create programs for specific audiences such as land trusts, lake associations, and municipalities</i>	5.3b Draft specific and targeted content that will stimulate behavior change with that audience. Identify target audiences and produce specific educational outcomes relevant to the audience (SOP/ Enhancement) Deliver Train the Trainer programs with partners where appropriate. Ex. Regional	Q1-4 1- 2 programs annually / coordinator	Team (Coordinator)	<input type="checkbox"/> CD 1,3 <input type="checkbox"/> AR

	<p>5.3c <i>Promote Invasive Species Awareness Week and collaborate on events with partners</i></p>	<p>training for resources managers to incorporate BMP within their agency and train staff. Deliver target programing to partners, municipalities, and other agencies</p> <ul style="list-style-type: none"> - Ex. 1 Enhance and deliver forest pest program Potential Audiences, NYLT, NYFOA, MFO, Empire State Forest Products Association - Ex 2. Training for AIS Identification and Reporting Regional Lake Association(s) Program - Ex 3. Management Roadside IS and Contaminated Materials and Identify Audiences such as NYSTA, NYDOT, Utility Companies, Municipalities NYS Power Authority - Ex. 4 Native Restoration Practices and Seed Collection <p>5.3c Report # of events and participants, including partner lead events. Highlight major events. Recruit partners to conduct programs and report. (Enhance)</p> <ul style="list-style-type: none"> ▪ Execute programs in time slots to generate effective outcomes. Evening and weekend program. (Condense several goals into a target training) <p>5.3a-c Formal educational events can be delivered in multiple modalities such a lecture, field demonstrations, or comprehensive workshops including hybrid workshops.</p> <ul style="list-style-type: none"> ▪ Use guest speakers and experts to enhance programing 	<p>Q1 Plan Q2 Implement Less Event of High quality and targeted audiences.</p>	<p>Team</p>	<p><input type="checkbox"/> CD 3 <input type="checkbox"/> AR</p>

Acronyms and Abbreviations:

AIS: Aquatic Invasive Species

BMP: Best Management Practices

CCE: Cornell Cooperative Extension

CR-PRISM: Capital Region PRISM

CAPS: Cooperative Agricultural Pest Survey

ED/RR: Early Detection Rapid Response

HPA: Highly Probable Areas

HPIS-List: High Priority Invasive Species List

IPM: Integrated Pest Management

ISAC: Invasive Species Advisory Committee

ISAW: Invasive Species Awareness Week

ISCMP: Invasive Species Comprehensive Management Plan

ISPZ: Invasive Species Prevention Zone

NYSDEC: New York Department of Environmental Conservation

NYNHP: New York Natural Heritage Program

NYSHI: New York State Hemlock Initiative

NYSIRI: New York State Invasive Species Research Institute

PCA: Priority Conservation Areas

PRISM: Partnership for Regional Invasive Species Management

PWB: Priority Waterbodies

RFB: Request for Bids

RFP: Request for Proposals

TIS: Terrestrial Invasive Species

WISP: Watercraft Inspection Steward Program

GLOSSARY

Invasive Species

A species that is nonnative to the ecosystem under consideration, and whose introduction causes or is likely to cause economic or environmental harm or harm to human health. For the purpose of 6 NYCRR Part 575, the harm must significantly outweigh any benefits.

Prohibited Species

Prohibited invasive species cannot be knowingly possessed with the intent to sell, import, purchase, transport or introduce. In addition, no person shall sell, import, purchase, transport, introduce or propagate prohibited invasive species.

Regulated Species

Regulated invasive species, on the other hand, are species which cannot be knowingly introduced into a free-living state or introduced by a means that one should have known would lead to such an introduction, although such species shall be legal to possess, sell, buy, propagate, and transport.

Horizon Scanning

A process for identifying and assessing potential risks posed by non-native species that may be introduced and become established.

High Priority Invasive Species (HPIS)

A Tier 1 or 2 invasive species which poses a high or very high threat that are of particular concern with significant impacts to our ecosystems, economy, agricultural systems, and human health.

Species of Concern (SOC)

Species that have unknown consequences and impacts to our environment, economy, agricultural systems, and human health. These species have shown evidence of invasive tendencies that could pose moderate to very high threats. These species can be approaching the region or found locally.

Sleeper Species

Species naturalized in a region, potentially invasive, but not yet invasive because they are limited by biotic or abiotic conditions. Many naturalized species remain at low abundance and will never become invasive, but others are constrained by unfavorable climate conditions. Climate change could create newly favorable conditions for naturalized species limited by climate, enabling them to 'awaken' and resulting in rapid population growth and invasion.