

Capital Region (PRISM) Partnership for Regional Invasive Species Management

2026 Annual Work Plan Outline



The Capital Region Partnership for Regional Invasive Species Management (CR-PRISM) 2026 Work Plan is aligned with the goals and objectives described in the PRISM's [Five-year Strategic Plan 2023-2027](#). The work plan outlines specific actions that the CR-PRISM staff and partners will take in 2026, to advance the Strategic Plan. The Work Plan Outline lists the PRISM, goals, objectives, and briefly describes priority work actions with outcomes by responsibilities. The actions listed in this 2026 Annual Work Plan Outline are further described with supporting details in the CR-PRISM Standard Operational Procedures. These documents together serve as our New York State Department of Environmental Conservation (NYS DEC) Temporary Revocable Permit(s) and or Work Plan(s) depending on which NYS DEC Region the PRISM is operating in for the year. These all-encompassing documents will serve as the Capital Region PRISM's 2026 Comprehensive Work Plan.

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. 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. 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 NYS Department of Environmental Conservation, the NYS Invasive Species Coordination Section; the NYS Department of Agriculture and Markets; the NYS Invasive Species Council; the NYS Invasive Species Advisory Committee; the NYS Legislature; the Capital Region PRISM Steering Committee and host organization, the Cornell Cooperative Extension of Saratoga County.



Department of
Environmental
Conservation



NEW YORK STATE
INVASIVE SPECIES
MANAGEMENT



Agriculture
and Markets



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 invasives 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 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 priority work actions with anticipated outcomes and timelines. 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 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 when appropriate with given capacity. The objectives with priority actions have been categorized into groups in this work plan, such as initiatives, enhancements, and standard operating procedures. **Initiatives in green** are objectives that are new and will require development and deployment. **Enhancements in blue** are objectives that have been deployed and need revisions. **Standard Operating Procedures (SOP)** are core deliverables and actions that occur in the CR-PRISM on a regular basis. 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 2026 has been reviewed by the CR-PRISM Steering Committee and approved by the New York State Department of Environmental Conservation Invasive Species Coordinate Section.

Capital Region Partnership for Regional Invasive Species Management Steering Committee and Staff	
Anne Rhoads	Executive Director, Edmund Niles Huyck Preserve, Inc.
Casey Holzworth	Assistant Stewardship District Manager, NYS Office of Parks, Recreation, and Historic Preservation
David Decker	Land Steward, Audubon NY
Dustin Lewis	District Manager, Saratoga County Soil and Water Conservation
Jennifer Dean	NYS Natural Heritage Program, SUNY ESF Invasive Species Program Coordinator
Jess Cancelliere	Forest Health Section Chief, NYS DEC Bureau of Invasive Species & Ecosystem Health
Linda White	Biological Technician, National Park Service Saratoga National Historical Park
Scott George	Research Biologist, United States Geological Survey
Thomas Allgaier	Invasive Species Coordinator, Department of Agriculture and Markets
Marshall Lefebvre	Stewardship Director, Mohawk Hudson Land Conservancy
Mary Beth Kolozsvary	Department Chair and Associate Professor of Environmental Studies and Sciences, Siena College
Rob Cole	Forester II, NYS DEC Division of Lands and Forests
Leah Gorman	Biologist, NYS DEC Division of Fish and Wildlife
Kristopher Williams	Capital Region PRISM Coordinator, Team Leader
Alexa Howansky	Capital Region PRISM Aquatic Invasive Species (AIS) Program Manager
Addison Kubik	Capital Region PRISM Education and Outreach (E/O) Coordinator
Sam Schultz	Capital Region PRISM Terrestrial Invasive Species (TIS) Coordinator

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 List the # of partners who were engaged with the CR-PRISM through workgroups, committees, and field activities. (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 List # of existing and new partners. (Enhancements) <ul style="list-style-type: none"> Distribute partner acknowledgment/invite and canvas new members Send invite through email blast, social media, and events. Include important announcements like RFP and IS Grants. Update the PRISM TIS and AIS Trifolds with specific messaging on advanced opportunities and products like Crew Assistance, VEEP, RFP, Framework of Response for Partners. 	Q4-1 (Set a Date for Team Meeting to Identify Target Groups)	TL/All	<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>	1.1c Report partner survey results (Enhancement) <ul style="list-style-type: none"> Publishing in the AR, Newsletters and /or Partner meeting Add a partner success story/highlight 5.1c 	Q4/1 Develop Release Release at Partner Meetings	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 Identify # of RFPs awarded (SOP) <ul style="list-style-type: none"> Describe the type of project and priority objectives executed. Report trends analysis of treatment success when appropriate. Report results of elimination and control efforts, and post-control effectiveness. When appropriate. Update eligibility statements for NGO/NFP 	Q4 Revise/Release (November 30 th)	TL / Steering	<input type="checkbox"/> CD 1,8,13 <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 local or statewide partner collaborations and highlight major outcomes (Initiative) <ul style="list-style-type: none"> Develop and provide management plan guidelines that includes an invasive species “framework of response local ISPZ’s” for partners. 	Ongoing / As presented	Team /TL	<input type="checkbox"/> CD1,10 <input type="checkbox"/> AR

	<p>1.2b <i>Share and provide opportunities for research with partner networks when appropriate</i></p> <p>1.2c <i>Coordinate with other PRISMs and related agencies such as monthly PRISM calls, quarterly PRISM leader and coordinator meetings, regional workgroups</i></p> <p>1.2d <i>Participate in biannual Invasive Species Summit organized by New York’s Invasive Species Advisory Council</i></p>	<ul style="list-style-type: none"> Provide on-site and in person consultations with partners on “management” programming. Record number of consultations and partners <p>1.2b List and describe research highlights and outcomes. (SOP)</p> <ul style="list-style-type: none"> Deploy monitoring plots for lingering species. Deploy eDNA Programming (ISCS/HRTF/Other) <p>1.2c Record in 1.2a-c # and type of workgroups (SOP)</p> <ul style="list-style-type: none"> Participate and deliver action items in ISCS meetings: statewide, regional, and local workgroups . Report as appropriate. Participate and deliver action items with the Invasive Species Council (ISC) / Invasive Species Advisory Committee (ISAC). <p>1.2d Describe in annual report, include in E/O metrics. Describe roles, responsibilities, presentations (SOP)</p> <ul style="list-style-type: none"> Participate with leadership 	<p>Ongoing</p> <p>Ongoing</p> <p>When Activated (Year End)</p>	<p>Team</p> <p>Team</p> <p>Team / ISCS</p>	<p><input type="checkbox"/> CD 5 <input type="checkbox"/> AR</p> <p><input type="checkbox"/> CD 10 <input type="checkbox"/> AR /Appen</p> <p><input type="checkbox"/> AR/Appen <input type="checkbox"/> CD 11</p>
<p>Objective 1.3: Manage the partnership, CR-PRISM operations, and complete contract deliverables.</p>	<p>1.3a <i>Evaluate, adapt, and revise the CR-PRISM Operational Guidelines/Bylaws, and Strategic Plan.</i></p> <p>1.3b <i>Update Standard Operating Procedures to maintain institutional memory</i></p> <p>1.3c <i>Craft an Annual Work Plan in consultation with the Invasive Species Coordination Section and submit all required reports to NYSDEC</i></p> <p>1.3d <i>Celebrate successes and lessons learned in the annual report</i></p> <p>1.3e <i>Report all survey and treatment data in New York State Invasive Species Database (iMapInvasives)</i></p> <p>1.3f <i>Review and update Partnership Agreement, clarifying roles and responsibilities of PRISM partners, Steering Committee, subcommittees, and working groups</i></p>	<p>1.3a Include in annual report as needed (Enhancement)</p> <ul style="list-style-type: none"> Update Templates for TRP for NYS DEC Regions (Use APIPP Document) <p>1.3b Include in annual report as needed (Enhancement)</p> <ul style="list-style-type: none"> Craft a Framework of Res. for Partners. Review AIS SOP and Update: Water Ch. prioritization and Macrophyte Surveys Update Template and Reporting Process for JD Jurisdictional Requests. Partner Agreement, Boot Brush Station Requests, Veep, and CAP Revisions <p>1.3c Report on objectives completed from the annual work plan with highlights and metrics (SOP)</p> <p>1.3d Select highlight story to report on from the list below. (SOP)</p> <ul style="list-style-type: none"> Black Jet Beed Removal Story ,Mosses Kill Water Chestnut Pull, Expo Work effort <p>1.3e Upload and review reports in ARC GIS and record when appropriate in AR (SOP)</p> <p>1.3f Distribute Document (Sunset /completed)</p> <ul style="list-style-type: none"> Distribute and Post: Social media P. Invite 	<p>Q1-2</p> <p>Q1-2</p> <p>Due January 1st Start October Each Year</p> <p>Q4-Q1 Q1 D.O.B January 31st</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Team</p> <p>Team</p> <p>TL / Team / ISCS</p> <p>Team</p> <p>Team</p>	<p><input type="checkbox"/> AR</p> <p><input type="checkbox"/> AR</p> <p><input type="checkbox"/> CD 7,8 <input type="checkbox"/> AR</p> <p><input type="checkbox"/> CD 8 <input type="checkbox"/> AR</p> <p><input type="checkbox"/> CD 4 <input type="checkbox"/> AR/Appen</p> <p><input type="checkbox"/> AR/Appen</p>

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 Deliver AIS prevention training program using standardized documents. (SOP) <ul style="list-style-type: none"> ▪ Deploy/maintain staffing up to 12 stewards ▪ Retrain and check for employee performance and safety continuously. 	Q1/Q2 (Recruitment January 1 st)	AIS	<input type="checkbox"/> CD 14 <input type="checkbox"/> AR
	2.1b <i>Submit boat steward data via the Watercraft Inspection Steward Program Application (WISP) and Annual report</i>	2.1b Collect, review, and report data on a continuous basis. (SOP) <ul style="list-style-type: none"> ▪ Check quality assurance and control ▪ Report <ol style="list-style-type: none"> 1. # of total people reached including # of new people (Direct and indirect) 2. # watercraft inspections 3. # AIS intercepts 4. Work with ISCS on programing as requested & communicate updates. 5. Submit year-end report. 	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 Revise and simplify curriculum for IS prevention program. (Enhancement) <ul style="list-style-type: none"> ▪ "Implementing Conservation Practices to Limit the Spread of Invasive Species in ROWs, Parks, etc." ▪ Consider AIS and TIS programing for early identification trainings for tiered species. ▪ Clean Drain Dry Message Boards at Launches ▪ General I.S. introduction, methods of spread prevention, and early detection in highly probable areas. 	Q 4-1	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 Revise and Distribute Spread Prevention Program Applications. Develop other Tools. (Enhancement)	Q 4 th 1 st 2026	E/O with TL	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR

		<ul style="list-style-type: none"> Utilize a specific RFP to fund boot brush stations. Consider and or explore bike brush station at state land or partner property. Identify any need for new or updated AIS Infrastructure at boat launches Recruit Partners through MOU's to Billboards for Clean Drain Dry 			
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 Update program materials with species of concern through event horizon scanning and share with the partnership. (SOP) <ul style="list-style-type: none"> Use list and share with partners via website, newsletter, workshops, and meetings. Continue to provide updates at trainings with species of concern. 	Q 2	Team	<input type="checkbox"/> CD 4 <input type="checkbox"/> AR Appendix
	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>	2.3b Maintain communications with other PRISM and statewide partners on species of concern/high priority invasive species through event horizon scanning. (SOP) <ul style="list-style-type: none"> Collaborate with iMap Invasives, Forest Health Lab, AMG-CAPS, APHIS, ISAC, ISC, Partners meeting. 	Ongoing	Team	<input type="checkbox"/> CD 4 <input type="checkbox"/> AR
Objective 2.4: Anticipate new introductions and reassess current species of concern/high priority species through event horizon scanning.	2.4a <i>Annually update the CR-PRISM's tier list and assist in revision to the statewide tier list*</i>	2.4a Scan invasive species databases, identify needed changes to all tier species and make minor updates w/iMapInvasives (SOP) <ul style="list-style-type: none"> Consult AIS and TIS Conservation Committees. Assist and report out with Part 575 regulation updates as requested from the ISAC. 	Q 4/1	AIS/TIS	<input type="checkbox"/> CD 10 <input type="checkbox"/> AR
	2.4b <i>Evaluate sleeper species that are more likely to spread as the climate changes *(Combine 2.4a,b)</i>	2.4b Stay informed on potential sleeper species, conduct early detection surveillance, monitor and respond as needed. (SOP)	Ongoing	AIS and TIS	<input type="checkbox"/> CD 4 <input type="checkbox"/> AR/ Need
	2.4c <i>Inform partners and the public about new and emerging species of concern/high priority invasive species using available tools</i>	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)	Ongoing	E/O / Team	<input type="checkbox"/> CD 4 <input type="checkbox"/> AR/Need

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</i> 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	<p>3.1a Reassess current PCA and PWB’s model. Collect field data to optimize PCA and PWB models. Prioritize (Rank) Parcels and Waterbodies for early detection services. (Enhancement)</p> <ul style="list-style-type: none"> Consider tiered species in conjunction with locations based on high conservation values, low levels of biological fouling, and/or areas or R,T,E species Report PCA and PWB <i>location</i> with updates. 	Q4,1 - 2 Under Preliminary Development. Completed by E.O.B. January 2 nd 2026	TIS, AIS, TL	<input type="checkbox"/> CD 4,6 <input type="checkbox"/> AR Appendix
	3.1b <i>Monitor</i> priority pathways and highly probable areas for harmful invasive species	<p>3.1b Utilized standardized methods for detection and monitoring services. Deploy Terrestrial and Aquatic Operating Procedures for Surveys. (SOP)</p> <ul style="list-style-type: none"> Train and deploy terrestrial and aquatic seasonal staff on identification and detection methods including reporting. <p>3.1b Record # and location of areas under evaluation.</p> <ul style="list-style-type: none"> Record # of Aquatic & Terrestrial Survey <ol style="list-style-type: none"> Report number of acres surveyed Report I.S. detections/non-detects. Highlight New Tier 1 and 2 species If appropriate, report native species. Make response recommendations. Include when appropriate partner data 	Q1-4 based on phenology. Build out a schedule while setting a target goal for the number of locations.	TIS/AIS (Technicians/WISP)	<input type="checkbox"/> CD 4,6 <input type="checkbox"/> AR
		3.1b Coordinate and collaborate terrestrial and aquatic detect and monitor actions with the ICS and/or Regional Offices as requested.	<ul style="list-style-type: none"> Report collaborations and efforts. Collaborate on ground truthing for AIS Macrophytes and use technology’s including eDNA/other 	Q1-2 Select locations with collaborative work groups. Q3-4 Collect Samples	TL and TIS/AIS

	<p>3.1c Monitor species by tier classification</p> <p>3.1d Explore and adopt new technologies for early detections over large areas and time such as eDNA, remote sensing and photo documentation, when appropriate</p> <p>3.1e Coordinate access to private and public lands and waters for detecting and monitor actions (Added in 2024)</p>	<p>3.1c Update high priority species list using NYNHP Tier(s) for early detection (SOP)</p> <ul style="list-style-type: none"> Report any new findings including non-detections. Use statewide database. <p>3.1d Describe innovative approaches for early detection. (Enhancement)</p> <ul style="list-style-type: none"> Report findings and effectiveness from different strategies. Continue to develop eDNA program with survey protocol and lab services. Continue AIS and Forest Pest eDNA programing if available and expand into other locations of significance. <p>3.1e Report # of private and public lands and waters accessed using NYS DEC TRP, Work Plan, and OPRHP Research Permits and Templates. Submit all permit applications and send out request for permissions in December. (SOP)</p>	<p>Q4-Q1 Permissions Ongoing as needed</p>	<p>All</p>	<p><input type="checkbox"/> CD 4 <input type="checkbox"/> AR List</p> <p><input type="checkbox"/> CD 5 <input type="checkbox"/> AR Highlight</p> <p><input type="checkbox"/> CD 9 <input type="checkbox"/> AR</p>
<p>Objective 3.2: Engage partners and the community in detecting and monitoring high-priority invasive species.</p>	<p>3.2a Identify and contact prime audiences with the capacity to monitor high-priority invasive species and locations (Combine 3.2a and b for flow)</p> <p>3.2b Train and <u>support</u> partners, community scientists, and subcontractors to conduct surveys and document findings using CR-PRISM templates</p>	<p>3.2a Identify, recruit, and collaborate with selected partners/targeted groups. (SOP)</p> <ul style="list-style-type: none"> Identify the type of content/event. <p>3.2b Host terrestrial and aquatic trainings for Partners and/or program participants on I.S. identification, survey methods, and reporting tools. (SOP)</p> <p>Methods of delivery</p> <ol style="list-style-type: none"> Targeted high value formal trainings Volunteer Education & Engagement Program Crew Assistance Program <ul style="list-style-type: none"> Record # Events and Topical Area Record # of Volunteer and Hours 	<p>Q4-1 Execute in conjunction with 1.1b. Partner Invite</p> <p>Year round/ all team members. Build and set target number of programs (at least 3) along with requests.</p>	<p>TL w All Staff</p> <p>E/O Coordinator Team</p>	<p><input type="checkbox"/> CD 4</p> <p><input type="checkbox"/> CD 3,4 <input type="checkbox"/> AR</p>

Objective 3.3: Recruit and train volunteers to collect data on invasive species using iMapInvasives database.	3.3a <i>Recruit and train new and existing volunteer networks and volunteers of PRISM partners</i>	3.3a Identify and utilize audience(s) from 3.2a from the partnership or as request from entities at large. Adopt the standardized trainings as indicated in 3.2b.	Q1 Plan/Promote Q2/3 Deliver	EO / Team Assist	<input type="checkbox"/> CD 2 <input type="checkbox"/> AR
	3.3b <i>Continue, expand, and develop volunteer network programs that use iMapInvasives, such as spotted lanternfly grids and hemlock hunters</i>	3.3b Conduct 3 iMapInvasives trainings as contractually prescribed. (SOP) <ul style="list-style-type: none"> ▪ <i>Use Invasive Species 101 Presentation followed with field identification of common species and upload into iMap. (Use invite to solicit partner volunteers)</i> ▪ <i>List number and name of events</i> ▪ <i>Record the # of volunteers engaged or trained.</i> ▪ <i>Hours of instruction and/or hours of engagement</i> ▪ <i>Method of delivery/ iMap tool used.</i> 	On Going as Needed	EO / Team Assist	<input type="checkbox"/> CD 2,4 <input type="checkbox"/> AR
	3.3c <i>Train partners to provide iMapInvasives trainings</i>				

Capital Region PRISM: Goals, Objectives, and Priority Actions

RESPOND

Goal 4: Mitigate ecological, economic, social 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 Respond on Public Lands and Waters (SOP) <ul style="list-style-type: none"> Report on the number of State Lands and Waters (PCA's and PWB's) acted on. Include alt. areas of high risk as appropriate Report # of areas, acres treated, restored, under active management, and/or eradicated. Report # new/initial treatments. Highlight Tier 1 and 2. List invasive species treated by tier in reports, databases and iMapInvasives. Report any new tier 1 or 2 species removals. Highlight Tier 3 and 4 species to protect conservation values. 	Q1/2 Planning Q2-4 Responding	TIS and AIS / TL (IS Technicians AIS Stewards)	<input type="checkbox"/> CD 4,5,6,8,13 <input type="checkbox"/> AR
	4.1b <i>Deploy a response team that can quickly and effectively manage high-priority infestations</i>	4.1a Coordinate and collaborate terrestrial and aquatic response plans with the ISCS 4.1b Train terrestrial and aquatic seasonal staff on proper identification and removal techniques. (SOP) <ul style="list-style-type: none"> Utilize AIS supervisor and watercraft stewards for aquatic removals and AIS detection services. Coordinate and collaborate terrestrial and aquatic response actions with the ISCS and/or Regional DEC Offices as requested. Ex. Water Chestnut Response Action(s)/other on Mohawk and Hudson River 	Q1/Q2 recruit Q2/Q3 deploy Schedule and conduct Response efforts Ongoing based on phenology	TIS and AIS /TL	<input type="checkbox"/> CD 13 <input type="checkbox"/> AR
	4.1c <i>Evaluate management effectiveness through Post-treatment monitoring of known treatment sites.</i>	4.1c Report # of sites receiving post treatment monitoring and follow up response. (SOP) <ul style="list-style-type: none"> Record percent cover before and after treatment using standard methodologies Report trends analysis of treatment success overtime 	Q4-Q1 Permissions Ongoing as needed	TIS and AIS /TL (IS Technicians)	<input type="checkbox"/> CD 4,8,6,13 <input type="checkbox"/> AR

	<p>4.1d <i>Coordinate access to private and public lands and waters for response actions</i></p>	<ul style="list-style-type: none"> ▪ Report collaborative responses to water chestnut action sites, including ISCS projects. ▪ Implement adaptive management strategies ▪ Consider tracking native species and other community shifts. Report when appropriate. ▪ Monitoring and adaptive management for restoration projects <p>4.1d Report # of private and public lands and waters Accessed: Completed appropriate permits: (SOP)</p> <ol style="list-style-type: none"> 1. NYSDEC (TRP/Work Plan) 2. OPRHP Research Permits. 3. Canal Corps Permits 4. Municipal Permits 5. Wetland Jurisdictional Determination 6. SEQR Permits 7. State Historic Preservation Acts (SHPA) 8. Partner Special Use Permits 9. Private permissions 10. Sharing of Certificates of Insurance 	<p>Q4 Start with JD Determinations Q1 Municipal Agreements for WISP Program and NYS DEC TRP's. All others ongoing and immediate.</p>	<p>TL: TIS/AIS</p>	<p><input type="checkbox"/> CD 9 <input type="checkbox"/> AR</p>
<p>Objective 4.2: Consult with partners to share information and resources to effectively respond to priority invasive species.</p>	<p>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></p> <p>4.2b <i>Engage PRISM partners to build rapid response capacity throughout the PRISM region</i></p> <p>4.2c <i>Host management workshops</i></p>	<p>4.2a Identify partners in need and share "A Framework of Response for Partners"</p> <ul style="list-style-type: none"> ▪ Conduct in person site consultations ▪ Provide partners with a management plan template. ▪ Provide recommendations on partner projects and associated scope of works. ▪ Draft Invasive Species Prevention Zone ISPZ document for the Partnership. Encourage those who are interested to adopt the practice. (Enhancements) ▪ Incorporate reporting methods and tools (iMapInvasives) into management planning for partnerships. ▪ Partners under contract will report using iMapInvasives with RFP's and/or encourage principal partners to report in iMapInvasives. Provide support. (SOP) <p>4.2b Train Partners in Methods and Tools Assist Partners with Staff</p> <ul style="list-style-type: none"> ▪ Highlight number of Crew Assistance Program, Volunteer Education and Engagement Program and RFP/MOU released. <p>4.2c Provide technical IPM trainings (Pesticide Credits)</p>	<p>Q2 Ongoing</p> <p>Quarterly</p> <p>Record and Report Q4</p>	<p>TL/TIS</p> <p>Team Within each program TL/ TIS / AIS /E/O</p>	<p><input type="checkbox"/> CD 6 <input type="checkbox"/> AR</p> <p><input type="checkbox"/> CD 1,6,13 <input type="checkbox"/> AR</p> <p><input type="checkbox"/> CD1, 6,13 <input type="checkbox"/> AR</p>

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.	<i>5.1a Identify priority audiences and assess information needs and communication preferences.</i>	5.1a Use established methods to communicate and share information. (SOP) <ul style="list-style-type: none"> ▪ Identify new audiences/ partners <ol style="list-style-type: none"> 1. Research outlets (Internet/College Department Chairs, Conservancies) ▪ Use Newsletters and Email Blasts share partner invite. ▪ Record newsletters released and new partners. 	On Going consider timing of important events. Like recreation boater season. Grant Releases. ISAW etc.	E/O	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
	<i>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’</i>	5.1b Share messaging with communities and Partners (SOP) <ul style="list-style-type: none"> ▪ Utilize: Billboard MOUs, Boot-brush Stations MOUs, WISP Stewards Public Communications, Social Media and Website, Presentations, Trifolds and Swag. Highlight new products and messages. ▪ Report people reached with Clean Drain Dry Messaging through the WISP program. ▪ Report indirect social media counts 	Ongoing	Team	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
	<i>5.1c Highlight successes in invasive species work</i>	5.1c Partner Highlight(s) utilize social media platform, quarterly newsletter, ISAC Reports, and Annual Reports. (Enhancement) <ul style="list-style-type: none"> ▪ Request and share partnership success stories and highlights. Use email inquiry with partner survey. Consider this communication strategy with 1.1c Partner Survey 	Consider general communications on a continuous basis. Collected, schedule, and distribute around partner meetings. biannual.	E/O, Team	<input type="checkbox"/> CD 1,3,8,10 <input type="checkbox"/> AR
	<i>5.1d Develop empowering messages that incorporate concepts about co-existing with invasive species</i>	5.1d Incorporate positive messages in products and content.	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 2-3 major updates to the website. In particular: (Initiatives) <ul style="list-style-type: none"> ▪ Rebranding the content headers ▪ Restructuring the appearance of content in each content header. <ol style="list-style-type: none"> 1. Frontpage 2. About 3. Programs 4. Framework of Response Overview/TIS/AIS (IPM. Adaptive Management/ISPZ/ Management Planning for Partners. 	Q4-1 <u>These are minor changes. Consider a contractor in the future. Notify ISCS in this event.</u>	E/O Team Setting	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR updated
	5.2b <i>Construct and share Annual Report with partnership and new members</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)	Q1/2 <u>Notify ISCS E/O as a SOP Requirements</u>	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 Explore constant contact over current product. Share on listserv and distribution list. (SOP)	Ongoing	E/O	<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)	Sunset/Done	E/O	<input type="checkbox"/> CD 3
	5.2e <i>Participate in informal tabling events with broad impacts</i>	5.2e Identify meaningful events with broad impacts (SOP) <ul style="list-style-type: none"> ▪ Report the # of Events/Indirect Contacts ▪ (2) major regional events Fair/Garden Show ▪ (2-3) small events in spring/fall ▪ (Not inc. ISAW/consider public request) 	Plan internally Q1&2 Ongoing with Requests	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> - <i>Align education events with the interests of priority Audiences</i>	5.3a The objective here is addressing introductory concepts such as an IS 101 Basic Course. (SOP) <ul style="list-style-type: none"> ▪ Report # of Events and direct participant(s) ▪ Describe major program highlights in annual report. 	Continuous	E/O; Team as needed	<input type="checkbox"/> CD 3 <input type="checkbox"/> AR
	5.3b <i>Create programs for specific audiences such as land trusts, lake associations, and municipalities</i>	5.3b Provide technical instruction to regional managers and partner groups with a goal to incorporate invasive species IPM/BMP within their agency. Show case management trials from the field, IPM demonstrations with non-chemical applications (SOP) <ul style="list-style-type: none"> ▪ Show case management trials from the field, IPM demonstrations with non-chemical applications 	Continuous 2-4 programs annually / coordinator	Team	<input type="checkbox"/> CD 1,3 <input type="checkbox"/> AR

	<p>5.3c Promote Invasive Species Awareness Week and collaborate on events with partners</p>	<ul style="list-style-type: none"> - Ex. 1 Enhance and deliver sustainable forest health programming to audiences such as, NYLT, NYFOA, MFO, - Ex 2. Training for AIS Identification, reporting and management recommendations. 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 - Ex. 5 Advanced Training for species identification and management of high threat species and lower tiers. ▪ Report # of Events and direct participant(s) Describe major program highlights in annual report. <p>5.3c Execute programs in time slots to generate effective outcome.</p> <ul style="list-style-type: none"> ▪ Report # of events and participants, including partner lead events. (SOP) 	<p>Q1 Plan and Recruit Q2 Implement</p>	<p>E/O</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.