

## G1. Capacity Building

**Goal 1:** *The Lower Hudson PRISM has a robust public identity, strong internal structure and a sustainable resource base to continue its mission.*

Priority Strategies (ranked):

1. Coordinating Partners
2. Volunteer Recruitment and Training
3. Public and Local Government Engagement

YEAR TWO (2015)		
Objectives	Actions	Outputs
<b>Coordinating Partners</b>		
<p><b>1.1</b> The Lower Hudson PRISM increases membership by 5% in 2015.</p>	<p><b>1.1.1</b> Produce list of potential partners from among stakeholders, industry, academia, non-profit, local government, etc.</p>	<p><b>1.1.1a</b> List of potential members is created.</p>
	<p><b>1.1.2</b> Partners review the list, divvy up and contact potential partners, informing them of the benefits of becoming a partner.</p>	<p><b>1.1.2a</b> 10 potential partners are contacted in 2015.</p>
<p><b>1.2</b> Partners are guided by a policy handbook that provides clear expectations for what partnership in LH PRISM means.</p>	<p><b>1.2.1</b> Steering committee members draft a policy handbook using existing documents and developing new documents as needed. Policy handbook should include: structure of the PRISM, identified roles and responsibilities of partners, identifies press liaisons, definitions of IS, partner groups, working contracts, and policy statements as needed (e.g. regarding use of herbicides)</p>	<p><b>1.2.1a</b> A policy handbook is created.</p>
	<p><b>1.2.2</b> Partners review and vote on approval of new policies as they are introduced.</p>	<p><b>1.2.2a</b> The policy handbook is updated as new policies are approved.</p>

**YEAR TWO (2015)**

Objectives	Actions	Outputs
<p><b>1.3</b> Partners have access to a tool kit for outreach and education materials that will further efforts for consistency in messages among partners.</p>	<p><b>1.3.1</b> Education and Outreach committee members will develop a toolkit and method for sharing it (website, CD, other).</p> <p><b>1.3.2</b> Partners will utilize the toolkit for accessing informational materials.</p>	<p><b>1.3.1a</b> Toolkit is available by June 1, 2015.</p> <p><b>1.3.2a</b> 20% of partners have accessed the toolkit.</p>
<p><b>Volunteer Recruitment and Training</b></p> <p><b>1.4</b> Partners and volunteers are receiving needed and relevant trainings to improve their capacity to be engaged in all aspects of invasive species management.</p>	<p><b>1.4.1</b> Assess training session needs: iMap, systematic tracking volunteer matrix/metrics (NY/NJ Trail Conference), website/Facebook, funding/grant writing, publicity/public speaking/ effective ppt.</p> <p><b>1.4.2</b> Identify training sessions with the greatest need and match with an entity with the ability to provide the training. At least one partner should coordinate each training with NY-NJ Trail Conference staff.</p>	<p><b>1.4.1a</b> Partner survey data on training needs is organized and followed up on.</p> <p><b>1.4.2a</b> 3 Trainings are identified and held in 2015.</p>
<p><b>Public and Local Government Engagement</b></p> <p><b>1.5</b> Press releases are being used effectively to increase awareness about the PRISM.</p>	<p><b>1.5.1</b> Write press releases at strategic times to increase awareness of priority invasive species and to publicize important events like Invasive Species Awareness Week.</p> <p><b>1.5.2</b> Track all press releases that mention LH PRISM written by partners or other organizations</p>	<p><b>1.5.1a</b> 5 press releases are written and distributed in 2015.</p> <p><b>1.5.2a</b> A spreadsheet or other method for tracking publicity is developed.</p>

**YEAR TWO (2015)**

Objectives	Actions	Outputs
<p><b>1.6</b> There is a clear vision for the role of the PRISM website for partners and the public.</p>	<p><b>1.6.1</b> A sub-committee of the PRISM will re-visit the PRISM websites and evaluate what needs are being met by the current system and what needs are not being met.</p> <p><b>1.6.2</b> Sub-committee will recommend how to proceed with the website, whether to continue as is, utilize volunteer efforts in another way, or use contract funds for the website building and design.</p> <p><b>1.6.3</b> Partners will vote on how to proceed with the website and if it is decided that contract funds should be used, an RFP will be developed and released.</p>	<p><b>1.6.1a</b> Call made for 4 volunteers for sub-committee</p> <p><b>1.6.1b</b> A sub-committee meets before 2/29/15.</p> <p><b>1.6.2a</b> A recommendation is made on how to proceed with the website before the Spring 2015 LH PRISM meeting.</p> <p><b>1.6.3a</b> A plan for the PRISM website(s) is made before April 2015.</p>

## G2. Conservation Targets

**Goal 2:** *The Lower Hudson PRISM protects the rich, native biodiversity of the Lower Hudson Valley by focusing on priority targets for conservation.*

Priority Strategies (ranked):

1. Coordinating Partners
2. Managing IS Strategically
3. Assessment and Monitoring Network
4. Public and Local Government Engagement

\*Conservation targets are species, sites, areas or ecosystems to be protected

<b>YEAR TWO (2015)</b>		
Objectives	Actions	Outputs
<b>Coordinating partners</b>		
<b>2.1</b> Partners engaged - internal and external partners - engaged in discussions that will assist in identifying potential priority targets	<b>2.1.1</b> Continue to engage external partners	<b>2.1.1a</b>
<b>2.2</b> Develop a list of potential priority targets and identify data gaps	<b>2.2.1</b> Elicit candidate invasive species prevention zones (ISPZ) from organizations maintaining long-term field stewardship	<b>2.2.1a</b> List of candidate ISPZ conservation targets
	<b>2.2.2</b> Refine geospatial approach for estimating potential landscape-scale sites	<b>2.2.2a</b> ISPZ Target selection GIS model
	<b>2.2.3</b> Including the work underway (Hudsonia), estimate the relative impacts that IS have on SGCN species (fauna) to develop an initial set of priority conservation targets	<b>2.2.3a</b> A set of ranked priority SGCN conservation targets
<b>2.3</b> Develop a method for prioritizing LH PRISM IS management projects with respect to conservation targets	<b>2.3.1</b> Integrate the above to produce a methodology for selecting and prioritizing projects.	<b>2.3.1a</b> A coherent, standardized, repeatable, adaptive methodology for prioritizing IS management projects across our region
<b>Managing IS Strategically</b>		
<b>2.4</b> Use conservation target priorities to select at least one	<b>2.4.1</b> Using an RFP process, fund at least one project that	<b>2.4.1a</b> A completed project that exemplifies how to

<b>YEAR TWO (2015)</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Outputs</b>
control project in order to test the selection protocol	specifically protects a conservation target (SGCN species) through invasive species management and can serve as a demonstration for future control projects	protect conservation targets with invasive species management
	<b>2.4.2</b> Revisit the project selection protocol after using it on 2015 project selection to evaluate how it worked and what could be done differently	<b>2.4.2a</b> A revised conservation target project selection protocol
<b>2.5</b> Begin work to close data gaps	<b>2.5.1</b> Identify 3 initiatives that may begin immediately to fill data gaps	<b>2.5.1a.</b> List of initiatives is produced by spring 2015. <b>2.5.1b</b> At least one initiative is started.
	<b>2.5.2</b> Identify 3 research needs that will help to fill data gaps and pass these to NYS Research institute	<b>2.5.2a.</b> Research needs with justifications are produced and forwarded to Research Inst.

### G3. Strategic Invasive Species Management

**Goal 3:** *The Lower Hudson PRISM supports and optimizes regional conservation through strategic invasive species management.*

Priority Strategies (ranked):

1. Managing IS strategically
2. Early detection monitoring network
3. Rapid response capacity
4. Eradication/control efforts

YEAR TWO (2015)		
Objectives	Actions	Outputs
<p><b>3.1</b> Have the capacity/ability to rapidly respond to new introductions</p>	<p><b>3.1.1</b> Identify members of a rapid response team ***Summer field crews available through NY-NJ Trail Conference, NYC DEP, and NYS Parks</p> <p><b>3.1.2</b> Draft a crisis management plan – new detections of highly invasive species (Hydrilla, ALB, snakehead, etc; --how to contact stakeholders (report to DEC, get PR's out, etc); talk to Steve Young / ID list of people 'in the know' about the worst up-and-coming invaders that should make this list</p> <p><b>3.1.3</b> Begin to develop a procedure for deciding which species and situations trigger a rapid response</p> <p><b>3.1.4</b> Document resources/funding to be deployed in the case of an early detection</p> <p><b>3.1.5</b> Develop a communication plan for coordinating partner efforts in the event of a rapid/strategic response (non-crisis) by April.</p>	<p><b>3.1.1a</b> List of existing teams Connect teams / Linda as leader (Bob, Meredith) Identify geographic gaps or gaps in highly probable areas</p> <p><b>3.1.2a</b> Adopted crisis management plan</p> <p><b>3.1.3a</b> A draft rapid response procedure is drafted by December</p> <p><b>3.1.4a</b> List of resources that could be pulled from is on website</p> <p><b>3.1.5a</b> Plan completed *Note: review Groundworks' partnership coordination efforts</p>

**YEAR TWO (2015)**

Objectives	Actions	Outputs
	<p><b>3.1.6</b> Practice the above action steps on at least one early detection species (Emerging or Threat) by November.</p> <p><b>3.1.7</b> Establish a protocol for conducting rapid responses on private lands</p>	<p><b>3.1.6a</b> One rapid response scenario is carried out</p> <p><b>3.1.6b</b> A report on what worked and what didn't for the rapid response</p> <p><b>3.1.7a</b> Waiver and procedures for use for work in private lands is produced.</p>
<p><b>3.2.</b> Have the capacity/ability to detect new introductions to the LH-PRISM</p>	<p><b>Improve Data Recording/Reporting</b></p> <p><b>3.2.1</b> Improve the ability of iMapInvasives to provide an Early Detection report by submitting more records for under-reported species that are currently on the list - develop a focused survey effort on at least 20 underreported species (including aquatics).</p> <p><b>3.2.2</b> Develop a strategy for determining which areas are invasive free vs. under-surveyed/under-reported and for surveying those areas</p> <p><b>3.2.3</b> To help fill data gaps, Increase the number of partners who have bulk uploaded their data</p> <p><b>Prioritize Key Areas to Focus Monitoring Efforts</b></p> <p><b>3.2.4</b> Identify candidate Invasive Species Prevention Zones (ISPZ) and survey them</p>	<p><b>3.2.1a</b> New records have been entered in iMap for all 20 focus underreported species by December.</p> <p><b>3.2.2a</b> A strategy for surveying under-reported areas is documented</p> <p><b>3.2.3a</b> Of the partners that have data on file, greater than 80% of them have uploaded that data to iMap.</p> <p><b>3.2.4a</b> Completed broad surveys of at least 2 candidate ISPZs</p>

**YEAR TWO (2015)**

Objectives	Actions	Outputs
	<p><b>3.2.5</b> Continue to refine Highly Probable Areas to help guide a survey program</p> <p><b>Develop Early Detection Invasive Species Survey Campaigns</b></p> <p><b>3.2.6</b> Organize an effort to survey for highly invasive species with eradication (from the PRISM) or containment potential (to prevent spread to neighboring uninvaded region).</p> <p><b>3.2.7</b> Develop a list of highly invasive species that are <i>approaching</i> the region (including aquatics) and organize an effort to survey targeted areas based on their mode and pathway of introduction</p> <p><b>3.2.8</b> Develop a list of species that are established or widespread within the region that are early detection lists in neighboring regions (Catskills, New Jersey, Connecticut, Long</p>	<p><b>3.2.5a</b> Trail-head parking lots GIS layer is completed.</p> <p><b>3.2.5b</b> Nurseries GIS layer is completed</p> <p><b>3.2.5c</b> Transmission lines layer is completed</p> <p><b>3.2.5d</b> A layer showing pet shops and bait shops with associated physical addresses is developed</p> <p><b>3.2.5e</b> The boat launch layer is reviewed and validated for the region.</p> <p><b>3.2.6a</b> A survey plan is developed for these species</p> <p><b>3.2.6b</b> At least 10 surveys are completed</p> <p><b>3.2.7a</b> At least 10 surveys are completed (including some at aquatic sites)</p> <p><b>3.2.8a</b> At least 10 surveys are completed</p>



**YEAR TWO (2015)**

Objectives	Actions	Outputs
	Island) to survey for containment efforts	
<p><b>3.3</b> Work under adopted best management practices (BMP)</p>	<p><b>3.3.1</b> Produce BMPs for at least 5 of the Lower Hudson PRISM partner’s top 10 species including:            1)Black and Pale swallowwort            2)Mile-a-minute            3)Japanese knotweed            4)Phragmites            5)Oriental bittersweet            6)Japanese barberry            7)Porcelainberry            8)Japanese stiltgrass</p> <p><b>3.3.2</b> Establish a schedule for BMPs to be produced focusing on the species on the NYS Prohibited list</p>	<p><b>3.3.1a</b> 5 BMPs are developed and reviewed by the partnership by December 2015</p> <p><b>3.3.2a</b> A schedule of BMPs that will be forthcoming is posted on the website</p>
<p><b>3.4</b> Document strategies and methods used in prioritizing species and areas where efforts have been focused</p>	<p><b>3.4.1</b> Create a scalable guideline for control project selection that covers regional to local areas</p>	<p><b>3.4.1a</b> A guidance document for partners on project selection</p>

## G4. Education and Outreach

**Goal 4:** *The Lower Hudson PRISM reaches out to new audiences and delivers education that communicates the positive impacts of invasive species management on ecosystems. The Lower Hudson PRISM offers clear steps for action on personal and community levels.*

Priority Strategies (ranked):

1. Coordinating PRISM Education and Outreach message
2. Public Education and Outreach
3. Volunteer training
4. Local Government Engagement
5. Reporting (incorporated throughout)

\*Note: ED/RR outreach message

<b>YEAR TWO (2015)</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Outputs</b>
<p><b>Coordinating LH PRISM outreach and education message</b></p> <p><b>4.1</b> Evaluate and respond to education and outreach needs identified by Partner survey.</p> <p><b>4.2.</b> Communicate with other PRISMs to see which outreach resources have worked and especially which didn't.</p>	<p><b>4.1.1.</b> Look at partner survey (2014) and see what is needed in terms of education and outreach resources</p> <p><b>4.1.2</b> Encourage partners to use LH PRISM website (or Clearinghouse bookshelf) to post resources available for educators and volunteers.</p> <p><b>4.1.3</b> Provide training on how to post to bookshelf.</p> <p><b>4.2.1</b> Communicate findings to LH PRISM about those outreach methods or programs that did or didn't work.</p>	<p><b>4.1.1a.</b> Resource list of existing Invasive Species outreach materials based on identified needs.</p> <p><b>4.1.2a.</b>Website hosts a comprehensive list of outreach and education resources that are available</p> <p><b>4.1.3a.</b></p> <p><b>4.2.1a.</b> Presentation at a PRISM meeting of those outreach efforts that did or did not work.</p>
<p><b>Public Education and Outreach and Volunteer &amp; Educator Training</b></p> <p><b>4.3.</b> Engage with local PRISM partnering organizations to deliver IS education and materials.</p>	<p><b>4.3.1</b> Participate concertedly in Invasive Species Awareness Week (second week in July) to raise visibility of LH PRISM as well as Invasive Species)</p>	<p><b>4.3.1a.</b> Deliver 30 outreach programs (cover all counties of LHPRISM) during IS week at libraries/farmer's markets/fairs etc.</p>

<b>YEAR TWO (2015)</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Outputs</b>
	<p><b>4.3.2 (See also 5.1.1)</b> Engage living industries and hobbyists regarding DEC Regulated and Prohibited list and alternatives to invasives and labeling requirements.</p> <ul style="list-style-type: none"> <li>- Garden clubs and master gardeners</li> <li>- Train the trainer – teach master gardeners so they can then go out and teach others</li> <li>- Outreach to industries (multiplier effect)</li> <li>- Use winter schools for green industry profs (CEUs)</li> <li>- Hudson Valley Horticultural Newsletter and NYTLA and other trade org NYSTA</li> </ul>	<p><b>4.3.1b.</b> Publish press release</p> <p><b>4.3.1c.</b> Each partner includes in their regular outreach (newsletter, webpage, etc.) or some Invasive Species message during Invasive Species week.</p> <p><b>4.3.2a.</b> (See 5.1.1 for additional specific outputs).</p>
<p><b>4.4.</b> Deliver aquatic invasive species education, trainings, and materials.</p>	<p><b>4.4.1 (See also 5.4.1)</b> Engage volunteers and participants in aquatic invasive species identification/surveying workshops and trainings.</p> <ul style="list-style-type: none"> <li>- Provide outreach to general public at events</li> <li>- Engage PRISM partnering organizations about aquatic IS trainings and workshops</li> </ul>	<p><b>4.4.1a.</b> Outreach materials</p> <p><b>4.4.1b</b> Trainings provided to volunteers</p> <p><b>4.4.1c</b> X volunteers who have been trained in workshops collect survey data</p> <p><b>4.4.1d</b> Deliver X outreach programs, and X ID trainings</p>
<p><b>4.5.</b> Create a reporting method for PRISM partners to collect and report back to PRISM program participant metrics.</p>	<p><b>4.5.1.</b> Develop reporting method from PRISM Partners to collect participant metrics and report back.</p>	<p><b>4.5.1a.</b> Partners can easily enter metrics after each event.</p>

<b>YEAR TWO (2015)</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Outputs</b>
<p><b>Local Government Engagement</b></p> <p><b>4.5</b> Engage local government in IS Awareness actions – use DEC Reg and Prohibited list as launching point</p>	<p><b>4.5.1.</b> Develop short Powerpoint</p> <ul style="list-style-type: none"> <li>- Talk to Health &amp; Env or other Public Leg meeting</li> <li>- Planning, Highway, Zoning, etc. forum w/ credits</li> <li>- ELLA (org of Conservation Advisory Committees) (ref Teatown for contact)</li> </ul>	<p><b>4.5.1a.</b> Present materials at X meetings in 2015.</p> <p><b>4.5.1b.</b> Report municipal outreach to LH PRISM for annual reporting</p>

## G5. Mitigating Pathways of Invasion

**Goal 5:** *PRISM has a coordinated program to prevent species introduction by focusing on pathways.*

Priority Strategies (ranked):

1. Public/local government engagement/coordinating partners
2. Education and outreach
3. Managing priority species strategically

<b>YEAR TWO (2015)</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Outputs</b>
<b>5.1</b> Increase compliance with new regulations prohibiting and regulating the sale of invasive species among living industry points of sale	<b>5.1.1</b> Develop an inspection and education program to be delivered at living industry points of sale (nurseries, pet stores, bait shops)	<b>5.1.1a</b> Outreach materials and training to provide to volunteers  <b>5.1.2a</b> 50 living industry points of sale reached  <b>5.1.3a</b> 10 volunteers will visit 5 stores each
<b>5.2</b> Weigh in on 1 – 5 regional or statewide pathway policies – e.g. canal barrier for invasive carp, bamboo sale bans or other invasive species issues that might arise	<b>5.2.1</b> As a policy arises the partnership will determine if they wish to write a letter of support	<b>5.6.1a</b> A letter of support
<b>5.3</b> Maintain and update a pathways spreadsheet that can be used to inform actions relating to other goals	<b>5.3.1</b> Revisit the spreadsheet on a semi-annual basis and update with other pathways that may be identified	<b>5.3.1a</b> An updated pathways spreadsheet
<b>5.4</b> Establish a Watercraft Inspection Steward Program to mitigate the spread of aquatic IS by boaters	<b>5.4.1</b> Inspect boats entering and exiting water at popular boat launches and inform boaters about aquatic invasive species and clean boating practices and regulations	<b>5.4.1a</b> Paid and volunteer steward trainings  <b>5.4.1b</b> Outreach materials for recreational boaters and fisherman  <b>5.4.1c</b> Survey results from boat inspections
<b>5.5</b> Support emerald ash borer (EAB) quarantine change by enabling communities to comply.	<b>5.5.1</b> Hold EAB workshops for municipalities during which communities can learn necessary information	<b>5.5.1a</b> List of workshops and number of attendees

## G6. Information Exchange

**Goal 6:** *The establishment of an information exchange allows Lower Hudson PRISM partners and other professionals to strategically manage and integrate information relevant to the management of invasive species and offer that information to any person, group, agency (partner and non-partner alike).*

Priority Strategies:

1. Coordinating Partners
2. Education and Outreach

<b>YEAR TWO (2015)</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Outputs</b>
<b>6.1</b> Gather and organize information relevant to the management of invasive species from Partners, within the New York State PRISM regions, and outside PRISM regions	<b>6.1.1</b> Populate the “Information and Resources” section on the website with links	<b>6.1.1a</b> An Education and Outreach Bookshelf, BMPs, Current Research and links to iMap and other databases are on the web
<b>6.2</b> Share information relevant to the management of invasive species from Partners, within the New York State PRISM regions, and outside PRISM regions	<p><b>6.2.1</b> Develop a geodatabase of partners, activities, experience, etc.</p> <p><b>6.2.2</b> Partner invasive species management projects are posted on the LHPRISM website</p> <p><b>6.2.3</b> Plan and execute a symposium in 2015</p> <p>Determine:</p> <ol style="list-style-type: none"> <li>1. Scale: PRISM-wide, Statewide, neighboring states?</li> <li>2. Symposium topics/themes: Outreach/Education, Strategic IS management, Ecology/biodiversity/biological control, Pathways/Prevention, poster session</li> <li>3. Host: NYBG, Hudson Highlands Land Trust, Cary Institute, Westchester Comm. College, Bard, State Parks (Bear Mtn. Inn good central location), HRES,</li> </ol>	<p><b>6.2.1a</b> 2014 partner survey info is accessible through the website</p> <p><b>6.2.2a.</b> at least 3 projects are listed or highlighted each year in LHPRISM webpage <i>Note: Past projects will be archived on website</i></p> <p><b>6.2.3a</b> Develop a call for proposals</p> <p><b>6.2.3b</b> Send out call for proposals winter/spring 2015</p> <p><b>6.2.3c</b> Symposium is scheduled targeting the scientific community, public, and/or industry with approximately 150 attendees.</p>

<b>YEAR TWO (2015)</b>		
Objectives	Actions	Outputs
	Ramapo College, ask other PRISMS (Molly Marquand) Research other similar events: <ol style="list-style-type: none"> <li>1. National Invasive Species Conference (annual)</li> <li>2. CT Invasive Plant symposium</li> <li>3. NYIS (Cornell)</li> </ol>	