



## **Adirondack Partnership for Regional Invasive Species Management Strategic Plan Outline for Spring Partner Meeting on April 28, 2022**

### **Background**

The Adirondack Park Invasive Plant Program (APIPP), hosted by The Nature Conservancy, provides staff and program support to the Adirondack Partnership for Regional Invasive Species Management (PRISM). More than 30 partner organizations and 100 volunteers share their time, ideas and resources to advance the Adirondack PRISM mission. The Adirondack PRISM is one of eight partnerships across New York State (NYS) that are funded, in part, by the Environmental Protection Fund administered by NYS Department of Environmental Conservation (NYSDEC).

APIPP and a [strategic planning committee](#) are creating a new strategic plan to guide the work of the Adirondack PRISM for the next five years. The prior plan expired in 2017. The planning process, led by Karen Strong of Strong Outcomes, started in fall 2021 and will be completed in summer 2022.

The planning committee wishes to thank the many people who shared their thoughts on the evolving plan through interviews and surveys. Your feedback was essential to the creation of this document. The planning committee is pleased to share this plan outline in advance of the APIPP Spring 2022 Partner Meeting.

### **Strategic Plan Implementation**

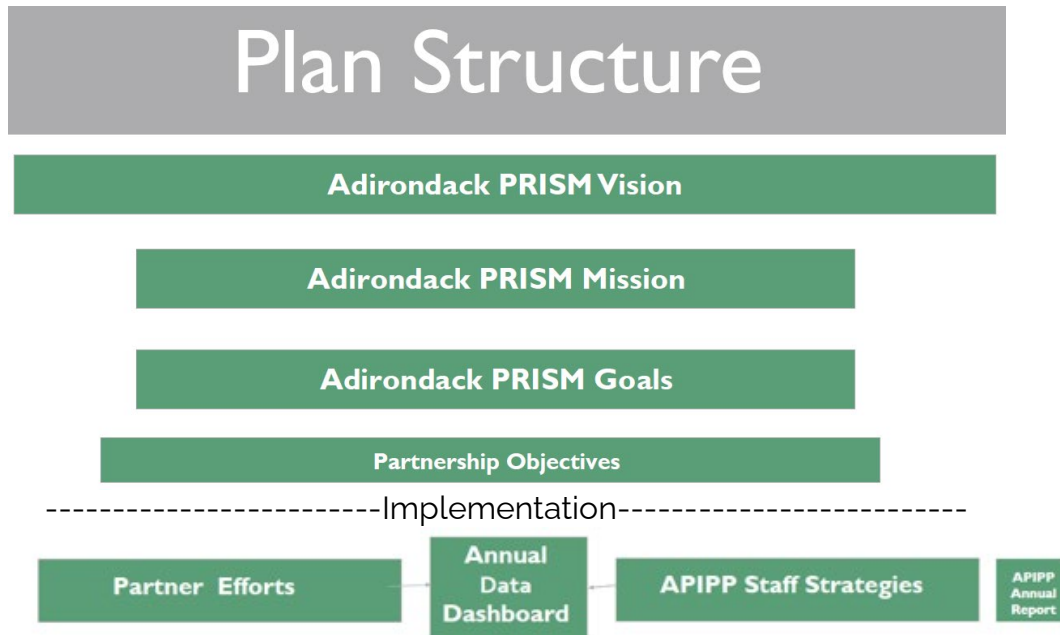
The 2022-2026 Adirondack PRISM Strategic Plan is intended to engage all PRISM partners in the work of protecting the Adirondacks from the negative impacts of invasive species and, as such, Part I of the plan lays out a Vision, Mission, Goals and Objectives that all partners can embrace and contribute to. A simple annual dashboard that partners can easily enter data into in order to visually demonstrate the collective contributions of partners will be explored. Part II of the plan details specific strategies APIPP staff will deploy to contribute to the overall success of the partnership. APIPP's annual accomplishments will be reported in its Annual Report.

### **April 28, 2022 Spring Partner Meeting Discussion and Materials**

The planning committee looks forward to sharing its work with Adirondack PRISM partners at the meeting on April 28, 2022, and to hearing from you about ways you or your organization can contribute to advancing the Adirondack PRISM mission. In this packet you will find the following information to inform the discussion.

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# Adirondack PRISM Strategic Plan 2022 – 2026 Plan Outline



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## Adirondack PRISM Vision

The Adirondack PRISM envisions a healthy Adirondack region where impacts of invasive species do not significantly degrade the landscape and partners and the public are actively engaged in minimizing the economic and ecologic threats these non-native species pose to our human and natural communities. As a result, native species thrive, community investment in managing invasive species is cost-effective, and ecosystems are more resilient to the impacts of climate change.

## Adirondack PRISM Mission

To work in partnership to minimize the impact of invasives species on the Adirondack region's communities, lands, and waters.

### Part I: Adirondack PRISM Collective Goals and Objectives

**Overview:** The Adirondack PRISM is successful because partners have worked together for more than two decades. Partners contribute to the PRISM vision and mission in many ways. The goals and objectives described in Part I of this plan are a framework for our collective work, where partners can see how their contributions advance the mission. Although partners may support all of the goals, not all partners actively contribute to all goals. (Note: the draft dashboard indicators below are a work-in-progress and are designed to provide a simple and consistent way for partners to report and illustrate their contributions to the PRISM objectives.)

#### Goal 1: Protect Adirondack PRISM lands from the most significant ecologic and economic impacts of terrestrial invasive plants and animals, including forest pests and pathogens

- Objective 1.1: Minimize the introduction and spread of terrestrial invasive species
- Objective 1.2: Monitor for terrestrial invasive species
- Objective 1.3: Manage priority infestations of terrestrial invasive species
- Objective 1.4: Collaboratively address terrestrial invasive species threats with partners

#### *Examples of Potential Annual Partner Data Dashboard Indicators for Goal 1*

- Number of species monitored, by partner
- Number of species managed, by partner

## **Goal 2: Protect Adirondack PRISM waters from the most significant ecologic and economic impacts of aquatic invasive plants and animals**

- Objective 2.1: Minimize the introduction and spread of aquatic invasive species
- Objective 2.2: Monitor for aquatic invasive species
- Objective 2.3: Manage priority infestations of aquatic invasive species
- Objective 2.4: Collaboratively address aquatic invasive species threats with partners

### *Examples of Potential Annual Partner Data Dashboard Indicators for Goal 2*

- Number of lakes surveyed and percent with AIS present
- Number of lakes managed

## **Goal 3: Build knowledgeable and engaged communities that are empowered to act on invasive species issues**

- Objective 3.1: Increase public awareness of, and participation in, meaningful and effective invasive species prevention, monitoring and management activities
- Objective 3.2: Share information, resources and expertise among Adirondack PRISM and statewide partners and build a strong partner network
- Objective 3.3: Secure funding, programmatic, and legislative support for invasive species initiatives from local, state and federal governments

### *Examples of Potential Annual Partner Data Dashboard Indicators for Goal 3*

- Number of active partners
- Number of invasive species public education programs

## **Goal 4: Engage in research and innovation to improve the monitoring and management of invasive species**

- Objective 4.1: Implement and evaluate innovative monitoring and management techniques and share findings with partners and the public
- Objective 4.2: Collaborate on invasive species research projects

### *Example of Potential Annual Partner Data Dashboard Indicator for Goal 4*

- Number of new research projects started

## Part II: Adirondack Park Invasive Plant Program Staff Strategies

**Overview:** Part I is a framework for the collective work of the Adirondack PRISM partners. Part II reflects APIPP's contributions to the Adirondack PRISM goals and objectives. APIPP must be strategic in the use of Environmental Protection Fund moneys, and staff priorities are intended to maximize the conservation benefit of APIPP's actions. APIPP prioritizes its work using a Tier Ranking System, which will be further described in the text of the final plan.

### Goal 1: Protect Adirondack PRISM lands from the most significant ecologic and economic impacts of terrestrial invasive plants and animals, including forest pests and pathogens

- Objective 1.1: Minimize the introduction and spread of terrestrial invasive species  
[APIPP Priority Strategies](#)
  - ◆ Prioritize terrestrial invasive species that will be covered in spread-prevention education programs
  - ◆ Develop specialized terrestrial invasive species spread-prevention materials for land managers (such as the New York State Department of Transportation [NYSDOT] and other highway personnel)
  - ◆ Promote, and assist partners with the creation of, spread-prevention infrastructure to address specific pathways of terrestrial invasive species spread (such as boot brush stations, bike wash stations, construction equipment cleaning stations)
  
- Objective 1.2: Monitor for terrestrial invasive species  
[APIPP Priority Strategies](#)
  - ◆ Prioritize species and locations to monitor based on new infestations, past monitoring results, "no plants observed" monitoring schedule, rare and endangered species information, and other factors
  - ◆ Deploy contracted professionals and permanent and seasonal staff (such as campground steward, forest pest research assistant) to monitor distribution and abundance of priority species, to monitor priority locations in order to detect new populations of high priority terrestrial invasive species (including forest pests), and/or to evaluate management effectiveness at known infestation sites
  - ◆ Train and coordinate volunteers to monitor for forest pests and pathogens
  
- Objective 1.3: Manage priority infestations of terrestrial invasive species  
[APIPP Priority Strategies](#)
  - ◆ Prioritize infestations for management or treatment and secure required permits and permissions for treatment
  - ◆ Deploy permanent and seasonal staff and contracted professionals to manage invasive species as follows:

- a) work to eradicate infestations of Tier 2 species where possible,
- b) strategically manage infestations of Tier 3 species to contain their spread, and
- c) strategically manage and suppress infestations of Tier 4 species that threaten high-value resources

- Objective 1.4: Collaboratively address terrestrial invasive species threats with partners

[APIPP Priority Strategies](#)

- ◆ Regularly update terrestrial invasive species best management practices
- ◆ Provide technical advice to landowners and partners on the identification and management of terrestrial invasive species
- ◆ Collaborate with partners to address terrestrial invasive species issues through participation in nationwide, state, and regional working groups and create additional working groups as needed

**Goal 2: Protect Adirondack PRISM waters from the most significant ecologic and economic impacts of aquatic invasive plants and animals**

- Objective 2.1: Minimize the introduction and spread of aquatic invasive species

[APIPP Priority Strategies](#)

- ◆ Prioritize aquatic invasive species that will be covered in spread-prevention education programs
- ◆ Assist Adirondack Watershed Institute (AWI) and NYSDEC with the watercraft inspection steward and boat decontamination programs by coordinating with, and providing information about steward programs and decontamination infrastructure to, lake associations and others
- ◆ Develop specialized aquatic invasive species spread-prevention materials for targeted user groups (such as organizers of fishing tournaments, partners working to slow the spread of invasive species via the canal system)

- Objective 2.2: Monitor for aquatic invasive species

[APIPP Priority Strategies](#)

- ◆ Prioritize species and locations to monitor with input from partners
- ◆ Deploy contracted professionals and staff to monitor distribution and abundance of priority species and/or to monitor priority locations in order to detect populations of high-priority aquatic invasive species using a variety of techniques (such as visual surveys, eDNA sampling, remote vehicles)
- ◆ Recruit and train partners and "Lake Protector" volunteers to participate in monitoring lakes and streams for aquatic invasive species detection
- ◆ Refine the Lake Management Tracker methodology, support the technology, and recruit participants to monitor aquatic invasive species to evaluate management effectiveness and inform future management

- Objective 2.3: Manage priority infestations of aquatic invasive species  
[APIPP Priority Strategies](#)
  - ◆ Lead projects and collaborations to remove small populations of aquatic invasive species that have a high probability of successful eradication or containment across the region (priority locations of Tier 2 and Tier 3 species)
  - ◆ Help partners and volunteers manage Tier 3 and Tier 4 species by providing information about management techniques and the permitting process
  
- Objective 2.4: Collaboratively address aquatic invasive species threats with partners  
[APIPP Priority Strategies](#)
  - ◆ Convene a working group of key Adirondack aquatic invasive species partners to inform members about regional activities, recommend metrics and benchmarks for regional goals, and collaborate on projects
  - ◆ Participate in regional working groups (such as the PRISM aquatic invasive species coordinators group, Northeast Aquatic Nuisance Species Panel, Lake Champlain Basin Program committees)
  - ◆ Work with regional partners (such as the New York State Federation of Lake Associations, Adirondack Lake Assessment Program, Citizens Statewide Lake Assessment Program) to incorporate aquatic invasive species monitoring into other monitoring and study programs related lake threats (such as water quality, harmful algal blooms, climate change)
  - ◆ Regularly update aquatic invasive species best management practices

### **Goal 3: Build engaged and knowledgeable communities that are empowered to act on invasive species issues**

- Objective 3.1: Increase public awareness of, and participation in, meaningful and effective invasive species prevention, monitoring and management activities  
[APIPP Priority Strategies](#)
  - ◆ Create and implement an annual communications plan to reach a broad audience with spread-prevention and other invasive species messages using a variety of outreach tools
  - ◆ Develop an annual APIPP education calendar that includes core educational workshops (such as those for transportation professionals, pesticide applicators, aquatic and terrestrial invasive species volunteers) and topical workshops (such as those focused on specific pathways of spread, information about new species, management of specific species); include iMapInvasives training information as appropriate; secure speakers and promote workshops
  - ◆ Participate in NYS Invasive Species Awareness Week



- ◆ Respond promptly to requests for information from the public
- ◆ Regularly coordinate with partners and create working groups as needed
- Objective 3.2: Share information, resources and expertise among Adirondack PRISM and statewide partners and build a strong partner network  
[APIPP Priority Strategies](#)
  - ◆ Provide a clearinghouse of information via a well-designed and maintained website that includes species information and best management practices, displays monitoring results, and serves as a mechanism for sharing reports, maps, and other resources
  - ◆ Expand the Adirondack PRISM partnership to engage new constituencies as needs and opportunities arise
  - ◆ Support partners by sharing APIPP expertise and resources at partners' meetings, outreach events and education workshops
  - ◆ Host a biennial symposium focused on sharing the latest invasive species technical information with partners, volunteers, and others
  - ◆ Host a minimum of two partner meetings each year
  - ◆ Create and disseminate an APIPP Annual Report and annual partner dashboard
- Objective 3.3: Secure funding, programmatic, and legislative support for invasive species work from local, state, and federal governments  
[APIPP Priority Strategies](#)
  - ◆ Seek funding for special projects as opportunities permit
  - ◆ Provide letters of support for partners seeking funding and share notices of funding opportunities with partners
  - ◆ Provide information about invasive species issues to policy makers, NYS Invasive Species Council, and others
  - ◆ Assist state agencies with enforcement by providing information about invasive species laws to the public
  - ◆ Work with regional partners to better understand invasive species prevention, monitoring and management capacity constraints (such as lack of qualified pesticide applicators, lack of companies to conduct aquatic invasive species management, lack of funding) in order to identify opportunities for collective action

#### **Goal 4: Engage in research and innovation to improve the monitoring and management of invasive species**

- Objective 4.1: Implement and evaluate innovative monitoring and management techniques and share findings with partners and the public  
[APIPP Priority Strategies](#)
  - ◆ Identify, deploy, and/or evaluate innovative approaches to invasive species prevention, monitoring, and management (such as use of remote



- sensing, eDNA analysis, new chemical treatment options, biological controls)
  - ◆ Foster the exchange of knowledge about innovative techniques with partners and the public
- Objective 4.2: Collaborate on invasive species research projects  
APIPP Priority Strategies
  - ◆ Coordinate with the New York Invasive Species Research Institute and other partners to identify and advance priority empirical and applied research projects
  - ◆ Assist with state-wide or region-wide research projects, including monitoring ash species plots for emerald ash borer-induced mortality
  - ◆ Complete a within-lake spatial analysis to identify abiotic, biotic, and human factors that predict which areas in a lake would be most susceptible to invasive species invasion
  - ◆ Identify and prioritize applied research projects (such as a revision of the 2014 economic impact report, testing outreach message effectiveness, alternative knotweed treatment analysis, phragmites management assessment) and secure funding and partnerships to implement as feasible

### **Manage Adirondack PRISM Operations**

Managing Adirondack PRISM operations is an important task for APIPP staff that contributes to the success of all four goals. Staff will deploy the following priority strategies in carrying out this work.

- ◆ Work closely with the NYSDEC Invasive Species Coordination Section to manage The Nature Conservancy's contract with NYSDEC
- ◆ Submit all required reports to NYSDEC
- ◆ Hire and support APIPP permanent and seasonal staff
- ◆ Integrate APIPP staff with The Nature Conservancy's programs
- ◆ Collaborate and network with the other NYS PRISMs
- ◆ Evaluate, adapt, and revise the Adirondack PRISM strategic plan

## Excerpt from Appendix 3: Adirondack PRISM Partnership Operating Principles

**Overview:** The final strategic plan will include Operating Principles that define how Adirondack PRISM Partners and APIPP Volunteers engage in the work to advance the PRISM mission and achieve the shared vision. Key sections of the draft Operating Principles are excerpted below.

### V. ADIRONDACK PRISM PARTNERS AND VOLUNTEERS

#### A. Adirondack PRISM Partners

##### 1. *Adirondack PRISM Partners Defined*

Partners are public or private organizations actively working to achieve outcomes on the ground to minimize the impact of invasives species on the Adirondack region's communities, lands and waters.

##### 2. *Adirondack PRISM Partner Agreements*

Partners agree to advance the Adirondack PRISM mission in ways that are compatible with their own missions and directives. Partners also agree to respond to APIPP inquires and requests for information. Partners who actively participate in the Adirondack PRISM in one or more of the following ways are officially recognized as an Adirondack PRISM Partner on APIPP's website and in its Annual Report.

- Attend at least one partner meeting a year.
- Contribute data to the Adirondack PRISM dashboard.
- Participate in an Adirondack PRISM working group.
- Partner with APIPP staff on an invasive species project.

##### 3. *Adirondack PRISM Partner Benefits*

The individual contribution of each partner is magnified by its engagement in the Adirondack PRISM. In addition, Partners receive many benefits by joining in the collective efforts of the Adirondack PRISM, including the following.

- **Connection:** Adirondack PRISM partner meetings and events provide an opportunity to engage with other organizations and individuals committed to minimizing the impact of invasive species. These meetings and events allow for sharing ideas and knowledge about natural resource management practices, exploring ways to collaborate and make the most effective use of resources, and identifying innovations.
- **Expertise:** Adirondack PRISM partners are at the forefront of regional invasive species research and development of best management practices. Partners can access and contribute to the region's collective knowledge of regional invasive species management issues. In addition, APIPP maintains an extensive collection of technical resources on its website, which is accessible to partners, and APIPP staff are available to make presentations at or help with events held by partners.

- Recognition: Partners are recognized by APIPP in its Annual Report and in other ways (such as an annual data dashboard). This recognition can help partners demonstrate how their individual contributions add to the collective accomplishments of the Adirondack PRISM.

## B. APIPP Volunteers

### 1. *APIPP Volunteers Defined*

Volunteers provide valuable services to many Adirondack PRISM partners. The contributions of volunteers engaged with partner organizations, including NYSDEC, are essential, and are reflected in the annual accomplishments of each partner. Partner organizations may have documents that further define roles, agreements and benefits for their volunteers.

For the purposes of these operating principles and APIPP's implementation of the priority strategies outlined in the Adirondack PRISM strategic plan, APIPP volunteers are defined as individuals donating their time or expertise to the Adirondack PRISM as part of a formal volunteer program hosted by APIPP and The Nature Conservancy.

### 2. *APIPP Volunteer Agreements*

- APIPP volunteers agree to perform the specific services outlined in their volunteer role and to serve as representatives of The Nature Conservancy when performing these duties.
- Volunteers must sign any required liability or risk waivers.
- Volunteers are asked to annually submit a record of their activities and the number of hours of service provided.

### 3. *APIPP Volunteer Benefits*

The individual contribution of each volunteer is magnified by their engagement in the Adirondack PRISM. In addition, APIPP volunteers receive many benefits by joining in the collective efforts of the Adirondack PRISM, including the following.

- Satisfaction: Volunteers make a difference by helping to protect the places they care about from the threats from invasive species and are able to connect with other people concerned about the same issues.
- Knowledge: Volunteers are provided with technical training and skill-development opportunities to enhance their ability to identify, survey, manage and report invasive species.
- Recognition: APIPP thanks individual volunteers, and the collective contribution of volunteers is widely shared in APIPP's Annual Report, media stories, and other documents.

## **VI. PARTNER MEETINGS**

There shall be a minimum of two Partner Meetings each year. Meetings will be announced via electronic communications at least two weeks prior to the meeting.

Minutes of the meetings will be recorded by APIPP and made publicly available after the meeting. There are no quorum requirements for meetings, but participation by a majority of partners is strongly encouraged. Partner meetings are also open to partners' members, volunteers and the general public.

## **VII. WORKING GROUPS**

Working groups foster collaboration among partners and can be an important way to share information.

### **A. APIPP Working Groups**

APIPP may convene either i) standing working groups or ii) *ad hoc* project groups to guide Adirondack PRISM projects or programs, set priorities, establish benchmarks for success, and implement components of the PRISM strategic plan.

- i. Members of standing working groups convened by APIPP will be selected by APIPP staff based on the skills or experience needed for the effective operation of the group.
- ii. Participation in *ad hoc* project groups convened by APIPP may be by invitation only or may be open to any individual, depending on the nature of the project.

Working groups may select a chair from among the working group membership. If a chair is not selected, APIPP staff will fill that role. APIPP will keep informal notes of working group meetings; formal minutes are not required.

### **B. Partner Working Groups**

Adirondack PRISM partners may also have or establish working groups. APIPP staff may participate in working groups convened by others and, as appropriate, may engage these working groups in guiding Adirondack PRISM projects or programs, reviewing APIPP priorities, establishing benchmarks for success, and implementing components of the Adirondack PRISM strategic plan. Partner organizations may have documents that further define participation in their working groups.