

SAINT LAWRENCE EASTERN LAKE ONTARIO PARTNERSHIP FOR REGIONAL INVASIVE SPECIES MANAGEMENT

2025 Invasive Species

Annual Work Plan

SLELO PRISM



**INVASIVE SPECIES
MANAGEMENT**
SAINT LAWRENCE
EASTERN LAKE ONTARIO

The St. Lawrence Eastern Lake Ontario Partnership for Regional Invasive Species Management (SLELO PRISM) serves as one of eight partnerships across New York State. The mission of the SLELO PRISM is to create resilient lands and waters while protecting biodiversity through a collaborative approach to invasive species management with emphasis on prevention, early detection, rapid response, education, and outreach. SLELO PRISM is hosted by The Nature Conservancy whose mission is to conserve the lands and waters on which all life depends and ensure that both people and nature thrive.

This Invasive Species Annual Work Plan aligns with the PRISM’s ‘24-28 Strategic Plan and outlines ongoing activities and projects in which SLELO PRISM staff, partners and volunteers are involved. SLELO would like to thank our dedicated partners and volunteers for their support and assistance in achieving our shared mission of working in partnership to minimize the impact of invasive species on the SLELO region’s communities, lands, and waters. Please review the full list of partners on our website.

Funding for SLELO PRISM’s activities is provided, in part,
by the NYS Environmental Protection Fund administered through the NYSDEC

SLELO PRISM STAFF		
Invasive Species Program Director	ISPD	Brittney Rogers
Aquatic Restoration and Resiliency Coordinator	ARRC	<i>Vacant at time of report</i>
Terrestrial Restoration and Resiliency Coordinator	TRRC	Robert Smith
Outreach and Education Coordinator	OEC	Megan Pistolese-Shaw
Conservation and GIS Analyst	CGA	Carolyn Koestner

Though prepared at the onset of the calendar year, actions may be adapted based on needs or opportunities identified throughout the year.

Summary of SLELO PRISM Strategic Approaches and Activities

Core Program: Eight strategically focused goals including Prevention, Early Detection and Rapid Response, Management, Education, Outreach and Communication, Cooperation and Partnerships, Information Management, Ecological Restoration, and Innovation.

Connected Lands and Waters (CLAW): Incorporated into the work of the SLELO PRISM is a resilient and connected lands approach that allows us to maximize conservation impact at-scale and the ability of natural systems to sustain themselves in the face of climate change. Our focus is to identify and protect resilient riparian and forested areas, suppress invasive species populations and implement restorative ecological practices on areas that are substantially connected.

Healthy Forests: Sustaining healthy forests are important for nature and people. Within forested areas of the PRISM and associated 'linkage' areas we will work with The Nature Conservancy to promote forest health via the suppression of forest pests and pathogens.

Healthy Freshwater: Freshwater protection through the PRISM will be accomplished through early detection assessments with SLELO staff and volunteers, riparian invasive species suppression, public awareness initiatives, and ecological restoration focused on Connected Lands and Waters via the CLAW Initiative.

Community Preparedness: Throughout the region, municipal leaders are looking for existing tree management plans that incorporate forest pest preparedness strategies and the establishment of invasive species resistant and climate adaptable native street trees. We will continue to utilize and encourage the adoption of our Urban Forest Sustainability Guide and other special initiatives including our Volunteer Surveillance Network focuses on enhancing early detection for priority invasive species through the recruitment and training of community volunteers.

Community Engagement & Outreach: Increase public awareness of invasive species and the role the public plays in the introduction, spread, prevention, and management of invasive species. Outreach methods include but aren't limited to in-person and virtual events, volunteer & community science opportunities, website platforms, outreach materials, marketing initiatives, and media outlets.

Pledge-To-Protect Marketing Initiative: Partners of the PRISM will be developing a *Pledge-To-Protect* education and outreach marketing initiative designed to educate the public on the benefits of protecting our lands and waters from the effects of invasive species and to gain a commitment to take action to protect these places by taking a pledge.

SLELO Special Projects with partners: This strategic plan component is designed to implement invasive species projects in collaboration with SLELO partners that will augment work of the CLAW Program and the PRISM.

Strategic Plan Goals

This Work Plan incorporates eight strategic goals identified by our partners which align with the New York State Department of Environmental Conservation's services agreement, and which brings continuity across New York's PRISM network. The Work Plan is somewhat fluid in that we practice an adaptive management strategy with some priorities changing depending on what we encounter throughout the year.

1. **Prevention** – Prevent the introduction of Tier 1 invasive species into the SLELO PRISM including target conservation and priority areas. Prevention must be the first line of defense in implementing a program.
2. **Early Detection / Rapid Response** – Rapidly detect new and recent invaders and eliminate all individuals within a specific area. ED/RR is the next highest priority after prevention.
3. **Management** – Manage invasives using three basic levels of control; **SUPPRESSION** – Reduce the density but not necessarily the total area or boundary of established infestations. **CONTAINMENT** – Contain established infestations to prevent invasive species from spreading. **ERADICATION** – to eliminate all individuals and the seed bank.
4. **Education, Outreach, Communication** – Increase public awareness, understanding and promote management of invasive species.
5. **Cooperation and Partnerships** – Foster a collaborative partnership with relevant organizations by facilitating opportunities to contribute to and further SLELO initiatives. Enhance cooperation through the sharing of information, expertise, and resources.
6. **Information Management** – Collect, utilize, and share information, resources, and expertise among SLELO PRISM and statewide partners.
7. **Ecological Restoration** – Develop and implement effective ecological restoration methods by reducing the impact of invasive species on ecosystem processes and in areas that have been disturbed or degraded by invasive species and where suppression or control has taken place.
8. **Innovation** – Engage in applied research and innovation to improve invasive species prevention, monitoring, management, and restoration.

Goal	Action	Lead	Date
1	Support WISP in SLELO PRISM	ARRC	Q1
1	Fanwort Outreach to landowners and Survey with CWRI	ARRC	Q3
1	SLF Traps	TRRC	Q3
2	Water Protectors Program	O + A	ALL
2	QA/QC Field Data (iMMA, SAS Pro, Survey123)	RRCs	ALL
2	Hemlock Wolly Adelgid Field Surveys at 12 sites	RRCs	Q1
2	Create Master Spreadsheet of Terrestrial Survey Sites	TRRC	Q1
2	Create Field Survey Site Schedule	RRCs	Q2
2	Hemlock Wolly Adelgid Winter Mortality Surveys	TRRC	Q2
2	Conduct field survey at PCA and report to iMMA / SAS Pro at 13 sites	RRCs	Q3
3	Create Master Spreadsheet of Treatment Sites	TRRC	Q1
3	Management of Giant Hogweed	TRRC	Q2
3	Chemical Treatment by subcontractor of Pale Swallowwort at 8 sites	TRRC	Q2
3	Chemical Treatment by subcontractor of Phragmites at 10 sites	TRRC	Q2
3	Chemical Treatment by subcontractor of Japanese Knotweed at 6 sites	TRRC	Q2
3	Chemical Treatment by subcontractor of Oriental Bittersweet	TRRC	Q2
3	Conduct Swallowwort Biocontrol Establishment Survey	TRRC	Q2
4	Coordination of an annual ELOSC webinar	O + T	ALL
4	Coordinate/facilitate invasive species outreach events	OEC	ALL
4	Coordinate VSN members to assist with early detection efforts	OEC	ALL
4	Manage SLELO PRISM social media platforms	OEC	ALL
4	Develop content for SLELO PRISM social media platforms (at least 250 posts)	OEC	ALL
4	Develop 3 seasonal newsletters and one summer blog update	OEC	ALL
4	Manage SLELO PRISM Constant Contact mailing lists and assist with contact updates	OEC	ALL
4	Develop Constant Contact email announcements as needed.	OEC	ALL
4	Enhancement of the Pledge to Protect (including, blog, website, social media ads, etc.)	OEC	ALL
4	Pledge to Protect Marketing Initiative (Subcontract)	OEC	ALL
4	Maintain SLELO PRISM Website (general content creation and updates)	OEC	ALL
4	Maintain ELOSC website (general content creation/updates)	OEC	ALL
4	Coordinate an Education Committee (bi-monthly rotation or as needed)	OEC	ALL
4	Lead Survey Training Hikes to enhance the VSN Land Protectors program.	OEC	Q1
4	HWA Survey Training (4)	OEC	Q1

4	AIS Learning Experience Trainings (3-4)	O + A	Q2
4	Coordinate the 2025 ELO Symposium	OEC	Q2
4	Coordinate NYISAW events in collaboration with partners	OEC	Q2
4	Assist the coordination of the SLELO Symposium	TEAM	Q2
4	BLD Survey Training	OEC	Q3
4	Host up to 7 Volunteer TIS Removal events	O + T	Q3
4	Support 3 Water Chestnut Removals	O + A	Q3
5	Coord. ARRC Activities with other PRISM's and statewide partners	ARRC	ALL
5	Oversee the implementation of SLELO PRISM Annual Workplan	ISPD	ALL
5	Coordinate / supervise SLELO team and all activities	ISPD	ALL
5	Coord. ISPD Activities with other PRISM's and statewide partners	ISPD	ALL
5	Budget Planning and Review	ISPD	ALL
5	Quarterly Technical Reports (4)	ISPD	ALL
5	Quarterly Invoice Review (4)	ISPD	ALL
5	Monthly PRISM Calls	ISPD	ALL
5	Quarterly PRISM Leader Meetings (4)	ISPD	ALL
5	ISAC Update Quarterly (4)	ISPD	ALL
5	Coordinate and Host partner meetings (3)	ISPD	ALL
5	Disseminate Partner Meeting minutes (3)	ISPD	ALL
5	Collaborate with All PRISM E/O Committee	OEC	ALL
5	Collaborate with SLELO E/O Committee & Partners	OEC	ALL
5	Collaborate with other PRISM's and statewide partners on E/O initiatives	OEC	ALL
5	Incorporate iMapInvasives into outreach and training events	OEC	ALL
5	Collaborate with partners to contribute newsletter articles	OEC	ALL
5	Provide PowerPoint presentations as requested and make available for partner use.	OEC	ALL
5	Oversee all subcontracts	TEAM	ALL
5	Quarterly Newsletter / Program Updates	TEAM	ALL
5	Coord. TRRC Activities with other PRISM's and statewide partners	TRRC	ALL
5	Collaborate with NAISMA Classical Biocontrol Committee	TRRC	ALL
5	Collaborate with TNC's Invasive Species Advisory Committee	TRRC	ALL
5	Partner with Landowners participating in Swallowwort Biocontrol Establishment Survey	TRRC	ALL
5	Annual Conflict of Interest Certification	ISPD	Q1
5	Partner Survey	OEC	Q1

5	Develop and Implement Annual Workplan	TEAM	Q1
5	Develop Budget Plan	TEAM	Q1
5	Collaborate with water chestnut pulls organizers and support volunteer recruitment	O + A	Q3
5	Assist partners with volunteer recruitment when applicable	OEC	Q3
5	Annual Report	TEAM	Q4
6	Coordinate technical data requests made by SLELO staff members.	CGA	ALL
6	Field Reports (Such as Treatment, Field, and HWA Survey Reports)	CGA	ALL
6	Update Field Maps and layers prior to field season and as needed	CGA	ALL
6	Develop PCA Score Card (2)	CGA	ALL
6	Update PCA Score Card (2)	CGA	ALL
6	Attend and present at two conferences (including NYS EXPO or Symposium) in 2025	ISPD	ALL
6	Compilation of map layers for CLAW initiatives to show focal linkage areas	TEAM	ALL
6	Provide in field support to SLELO Staff	CGA	Q3
6	Glyphosate Usage Report	TRRC	Q4
6	Data QA/QC for all field surveys	CGA	Q4
7	Partner Project - Ecological Restoration (Subcontract)	TEAM	ALL
7	CLAW Field Survey Project (Subcontract)	TEAM	ALL
7	Identify and Restoration Project - CLAW Initiatives (Subcontract)	TEAM	Q1
7	Monitor Potential PCA-HPA Restoration Sites at 4 sites	RRCs	Q3
7	Coordinate PCA-HPA ecological restoration plantings at 4 sites	RRCs	Q4
8	Identify ways to automate and improve efficiencies in SLELO's GIS and data analysis work.	CGA	ALL
8	Provide field support of eDNA Initiative (Subcontract)	TEAM	ALL
8	Identify and oversee contractors to provide field support of eDNA Initiative (Subcontract)	ARRC	Q1
8	Obtain & liberate biological controls for HWA	TRRC	Q2
8	Obtain & liberate biological controls for spotted knapweed	TRRC	Q2
8	Drone usage at select PCA or restoration sites by collaborating with RRCs	CGA	Q2
8	Conduct EAB Biocontrol Establishment Survey	O + T	Q3
8	Conduct Swallowwort Biocontrol Establishment Survey	TRRC	Q3
8	Utilize Submersible ROV as needed	ARRC	Q3

SLELO PRISM's Strategic Plan Goals	
Goal	Description
1	Prevention
2	Early Detection and Rapid Response
3	Invasive Species Management
4	Education, Outreach, Marketing
5	Cooperation and Partnership
6	Information Management
7	Ecological Restoration
8	Innovation

