

Adirondack Park Invasive Plant Program (APIPP)

Adirondack Partnership for Regional Invasive Species Management (Adirondack PRISM)

2025 Annual Work Plan

February 28, 2025



**Department of
Environmental
Conservation**



APIPP is one of eight PRISMs across New York State (NYS). APIPP was founded by the Adirondack Chapter of The Nature Conservancy, NYS Department of Environmental Conservation (DEC), NYS Department of Transportation, and NYS Adirondack Park Agency (APA). More than 35 cooperating organizations and hundreds of volunteers support the Adirondack PRISM mission.

Adirondack Park Invasive Plant Program (APIPP) 2025 Workplan

The Adirondack PRISM completed a 2023-2027 [Strategic Plan](#) at the close of 2022. The strategic planning process was led by a planning committee of Adirondack PRISM partners and was informed by consultations with the New York State Department of Environmental Conservation (NYSDEC), stakeholder interviews, and surveys. The APIPP 2025 Workplan aligns with the four goals of the plan and outlines specific actions APIPP staff will take in 2025 to advance the plan’s goals and objectives.

APIPP thanks our dedicated partners for their support and assistance in achieving our shared mission of working in partnership to minimize the impact of invasive species on the Adirondack region’s communities, lands, and waters. Please review the list of [partners](#) on our website.

Funding for the Adirondack PRISM's 2025 activities is provided by the NYS Environmental Protection Fund administered through the NYSDEC.

APIPP 2023-2027 Strategic Plan Goals	
1.	Protect Adirondack PRISM Lands
2..	Protect Adirondack PRISM Waters
3.	Build Engaged Communities
4.	Engage in Research and Innovation
	Manage Adirondack PRISM Operations

APIPP PRISM Staff	
TISM	Terrestrial Invasive Species Manager, Ari Giller-Leinwohl
AISM	Aquatic Invasive Species Manager, to be hired in 2025
CM	Communications Manager, Shaun Kittle
PM	APIPP Program Manager, Brian Greene
CGA	Conservation and GIS Analyst, Carolyn Koestner
TISA	Seasonal Terrestrial Invasive Species Assistant
SISMS	Seasonal Invasive Species Management Steward
AISA	Seasonal Aquatic Invasive Species Assistant
TIS - EDRR	Terrestrial Invasive Species (TIS) Early Detection and Rapid Response Team (Contracted)

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

	Objectives	Strategies and 2025 Workplan	Lead
1.1	Minimize the introduction and spread of terrestrial invasive species	<p>1.1.1 Prioritize terrestrial invasive species that will be covered in spread-prevention education programs:</p> <ul style="list-style-type: none"> - Prioritize Tier 1 & 2 species for all audiences. Select Tier 3 & 4 species based on the audience. 	TISC, PM, CM
		<p>1.1.2 Develop specialized terrestrial invasive species spread-prevention materials for land managers (such as NYS Department of Transportation [NYSDOT] and other highway personnel):</p> <ul style="list-style-type: none"> - Promote existing “Field Guide to Terrestrial Invasive Species” and the “Gravel and Fill Fact Sheet.” 	TISC, CM
		<p>1.1.3 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):</p> <ul style="list-style-type: none"> - Develop boot brush station signs to educate about prevention efforts and install at four locations to help reduce TIS spread. - Develop bike wash station signage if opportunities to install a demonstration station become available. - Develop a plan and prevention infrastructure to prevent the spread of IS at the Follensby Pond Research Consortium Easement. 	CM, PM
1.2	Monitor for terrestrial invasive species	<p>1.2.1 Prioritize species and locations to monitor based on the species’ regional distribution, past monitoring results, “no plants observed” monitoring schedule, rare and endangered species information, and other factors:</p> <ul style="list-style-type: none"> -Approximately 2,000 locations are prioritized for monitoring in 2025 based on known locations, species distribution, rare and endangered species information, and past monitoring results. 	TISC

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

	Objectives	Strategies and 2025 Workplan	Lead
1.2	Monitor for terrestrial invasive species	<p>1.2.2 Deploy contracted professionals and permanent and seasonal staff (such as steward and terrestrial assistant) to monitor distribution and abundance of priority species, to monitor priority locations, install forest pest traps, and/or to evaluate management effectiveness at known infestation sites:</p> <ul style="list-style-type: none"> - Contract with a TIS EDRR crew for at least 9 weeks of monitoring and management. - Employ seasonal steward for up to 16 weeks. - Employ seasonal TIS assistant for up to 16 weeks. - Crosswalk all monitoring data into iMapInvasives. - Assist DEC and partners with installing and monitoring traps or other methods of searching for forest pests (EAB, Red Pine Scale, HWA, etc.) 	TISM, TIS-EDRR, TISA, SISMS
		<p>1.2.3 Train and coordinate volunteers to monitor for terrestrial invasive species, including forest pests and pathogens:</p> <ul style="list-style-type: none"> - Continue Forest Pest Hunter volunteer program for hemlock woolly adelgid and beech leaf disease detection. - Encourage volunteers to enter all findings into iMapInvasives. 	TISM
1.3	Manage priority infestations of terrestrial invasive species	<p>1.3.1 Prioritize infestations for management and secure required permits and permissions for treatment:</p> <ul style="list-style-type: none"> - Prioritized infestations include sites on Forest Preserve as detailed in the Workplans submitted to NYSDEC and APA, sites on state and county highway corridors—many of which coincide with the Forest Preserve sites as infestations spread from the right-of-way to Forest Preserve lands—and other sites as determined by species Tier and ecological impact. 	TISM, TISA, CGA

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	Objectives	Strategies and 2025 Workplan	Lead
1.3	Manage priority infestations of terrestrial invasive species	<p>1.3.2 Deploy permanent and seasonal staff and contracted professionals to manage invasive species as follows: Work to eradicate infestations of Tier 2 species where possible; Strategically manage infestations of Tier 3 species to contain their spread; Strategically manage and suppress infestations of Tier 4 species that threaten high-value resources:</p> <ul style="list-style-type: none"> - Continue efforts to eradicate Tier 2 species. Manage Tier 3 species to contain their spread. Continue efforts to suppress infestations of Tier 4 species, including the prioritized knotweed and common reed grass management projects. Deploy biocontrols for purple loosestrife, HWA, and emerald ash borer. Submit all management information to iMapInvasives. 	TISM, TIS-EDRR, TISA, SISMS
1.4	Collaboratively address terrestrial invasive species threats with partners	<p>1.4.1 Regularly update terrestrial invasive species best management practices (BMPs):</p> <ul style="list-style-type: none"> - Continue to update and promote BMPs and post on www.adkinvasives.com. 	TISM
		<p>1.4.2 Provide technical advice to landowners and partners on the identification and management of terrestrial invasive species:</p> <ul style="list-style-type: none"> - Assist partners and landowners as requested. - Host TIS field identification day for Adirondack PRISM partners. - Engage partners in workshops outlined in Goal 3. - Maintain website with information about TIS and management 	TISM, CM
		<p>1.4.3 Collaborate with partners to address terrestrial invasive species issues and create additional working groups as needed:</p> <ul style="list-style-type: none"> - Participate in the PRISM TIS coordinators group as well working groups for emerald ash borer, hemlock woolly adelgid, spotted lanternfly, and beech leaf disease. 	TISC, PM

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

	Objectives	Strategies and 2025 Workplan	Lead
2.1	Minimize the introduction and spread of aquatic invasive species	<p>2.1.1 Prioritize aquatic invasive species that will be covered in spread-prevention education programs:</p> <ul style="list-style-type: none"> - Prioritize Tier 1 & 2 species for all audiences, including hydrilla and quagga mussels. - Include target list of 16 species to monitor in Lake Protector training. - Promote Clean, Drain, Dry practices whenever and wherever possible. 	AISM, PM, CM
		<p>2.1.2 Assist AWI, LGPC, NYSDEC, and lake associations with the watercraft inspection steward and boat decontamination programs by providing information about steward programs and decontamination infrastructure and by offering technical assistance with monitoring and analyzing aquatic invasive species distribution:</p> <ul style="list-style-type: none"> - Continue to distribute “Protect Your Waters” brochures and posters, which include a link to the decontamination stations. - Participate in the training of boat stewards and provide information and analysis on the effectiveness of the boat steward program. 	AISM, PM
		<p>2.1.3 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):</p> <ul style="list-style-type: none"> - Assist NYSDEC / LCBP with round goby education as needed. - Work with partners to create best practices flyer of lake residents. 	AISM, PM, CM
2.2	Monitor for aquatic invasive species	<p>2.2.1 Prioritize species and locations to monitor with input from partners:</p>	AISM, AISA

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

	Objectives	Strategies and 2025 Workplan	Lead
		<ul style="list-style-type: none"> - Use priority lists of lakes to survey in consultation with NYSDEC, NYNHP, AIS working group, and nearby PRISMs. 	
		<p>2.2.2 Deploy contracted professionals and staff to monitor distribution and abundance of priority species, and/or to monitor priority locations using a variety of techniques (such as visual surveys, eDNA sampling, remote vehicles):</p> <ul style="list-style-type: none"> - Employ seasonal AIS assistant for up to 16 weeks; seasonal assistant and staff will conduct eDNA and traditional surveys. - Assist partners with identification and surveys of AIS. - Targeted eDNA monitoring of low population species like Asian/golden clam and rusty crayfish to assist partners. - Enter monitoring data into iMapInvasives. 	AISM, PM, AISA
		<p>2.2.3 Recruit and train partners and “Lake Protector” volunteers to participate in monitoring lakes and streams to detect aquatic invasive species:</p> <ul style="list-style-type: none"> - Continue to promote and expand the Lake Protector program. - Hold at least three trainings to teach people how to identify and report the 16 focal species for Lake Protectors. 	AISM, AISA, CM
		<p>2.2.4 Refine the Lake Management Tracker (LMT) methodology, support the technology, and recruit participants to monitor aquatic invasive species to evaluate management effectiveness and to inform future management strategies:</p> <ul style="list-style-type: none"> - Support existing lakes and recruit new partners to participate in the LMT program. - Assist lake associations that participate in LMT with questions about development and implementation of AIS adaptive management plans. 	AISM, PM
2.3	Manage priority infestations of aquatic invasive species	<p>2.3.1 Lead projects and collaborations to remove small populations of aquatic invasive species that have a high probability of successful</p>	AISM, PM, AISA

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

	Objectives	Strategies and 2025 Workplan	Lead
		eradication or containment across the region (priority locations of Tier 2 and Tier 3 species): <ul style="list-style-type: none"> - Continue efforts to eradicate water chestnut from Lake Alice. - Assist the LCBP with monitoring and control efforts of water chestnut in Lake Champlain. - Monitor sites downstream of Lake Roxanne to help in efforts to contain a large water chestnut infestation to that lake. - Continue to manage European frog-bit at Lampson Falls. - Continue final year of managing Eurasian water milfoil at three boat launches in Lake Champlain. - Enter all management records into iMapInvasives. 	
2.3	Manage priority infestations of aquatic invasive species	2.3.2 Help partners and volunteers manage Tier 3 and Tier 4 species by assisting with the assessment of various management techniques, and by providing information about the effectiveness of various management techniques and about the permitting process: <ul style="list-style-type: none"> - Work with interested organizations to create AIS adaptive management plans to help them properly set goals, management plans, and monitoring objectives. - Continue to work with lake associations interested in the use of new management techniques by providing education about the permitting process and by fostering the exchange of information about best practices. 	AISM, PM
2.4	Collaboratively address aquatic invasive species threats with partners	2.4.1 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: <ul style="list-style-type: none"> - Continue to convene the AIS working group, approximately quarterly (including the February AIS Partner Roundtable). 	AISM, PM
		2.4.2 Participate in regional working groups:	AISM, PM

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

	Objectives	Strategies and 2025 Workplan	Lead
		<ul style="list-style-type: none"> - Participate in the Lake Champlain Basin Program regional meetings like round goby, water chestnut and golden clam initiatives to coordinate regional responses as needed - Attend regional meetings like the Northeast Aquatic Plant Management and Northeast Aquatic Nuisance Species Panel meetings as time permits. 	
		<p>2.4.3 Work with regional partners to incorporate aquatic invasive species into other monitoring and study programs related to lake threats:</p> <ul style="list-style-type: none"> - Work closely with Adirondack lake associations and attend the NYSFOLA conference to promote Lake Protectors and LMT. - Continue to collaborate with other professional staff to encourage monitoring and reporting of AIS when they are out on the water for other projects. 	AISM, PM
		<p>2.4.4 Regularly update aquatic invasive species best management practices:</p> <ul style="list-style-type: none"> - Continue to update and promote BMPs and post on www.adkinvasives.com. 	AISM

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

	Objectives	Strategies and 2025 Workplan	Lead
3.1	Increase public awareness of, and participation in, meaningful and effective invasive species prevention, monitoring, and management activities	<p>3.1.1 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:</p> <ul style="list-style-type: none"> - Implement annual communications plan, which includes webinars, volunteer trainings, outreach events, print media, and online media. 	CM

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

	Objectives	Strategies and 2025 Workplan	Lead
		<p>3.1.2 Develop an annual APIPP education calendar that includes core educational workshops and topical workshops; include iMapInvasives training information as appropriate; secure speakers and promote workshops:</p> <ul style="list-style-type: none"> - Host winter webinar series and post all recordings. - Plan and deliver spring/fall series of webinars and workshops, including topics like Tier 1 species, TIS for transportation professionals, native plants, and identification trainings. - Hold a series of hands-on events in the summer to engage participants in actively stewarding local areas. - Include iMapInvasives training in workshops as appropriate. 	CM, PM
		<p>3.1.3 Participate in NY's Invasive Species Awareness Week:</p> <ul style="list-style-type: none"> - Participate in ISAW planning meetings. - Deliver ISAW programming to include local events in the Adirondacks. 	CM, PM
		<p>3.1.4 Respond promptly to requests for information from the public:</p> <ul style="list-style-type: none"> - Aim to respond to requests via phone or email within 72 hours. 	CM
3.2	Share information, resources, and expertise among Adirondack PRISM and statewide partners and build a strong partner network	<p>3.2.1 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:</p> <ul style="list-style-type: none"> - Regularly maintain website including up-to-date events and news pages. - Continue to update and post BMPs, maps, and other key resources. 	CM

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

	Objectives	Strategies and 2025 Workplan	Lead
		<p>3.2.2. Expand the Adirondack PRISM partnership to engage new constituencies as needs and opportunities arise:</p> <ul style="list-style-type: none"> - Continue to expand partner list based on 2023 -2027 PRISM Strategic Plan Operating Principles. - Engage partners as needed for workshops and programs, including highlighting a partner in our annual Spring partner meeting. 	CM, PM
		<p>3.2.3 Regularly coordinate with state and regional partners (such as NYSDEC, NYSDOT, NYSDAM, iMapInvasives, other NY PRISMs, Paul Smith's AWI, and other Adirondack nonprofits) and create working groups as needed:</p> <ul style="list-style-type: none"> - Coordinate with all statewide PRISM cohort groups. - Attend all PRISM meetings and statewide webinars, facilitate meetings as assigned. - Assist with iMapInvasives workgroups. 	ALL
		<p>3.2.4 Support partners by sharing APIPP expertise and resources at partners' meetings, outreach events, and educational workshops:</p> <ul style="list-style-type: none"> - Attend partner events as requested and as available (approximately 20-30 events), including AWI's Water Week, Adirondack Lakes Alliance symposium, county soil and water conservation district events and lake association events. 	ALL
3.2	Share information, resources, and expertise among Adirondack PRISM and statewide partners and build a strong partner network	<p>3.2.5 Host or participate in conferences and symposia focused on sharing the latest invasive species technical information with partners, volunteers, and others:</p> <ul style="list-style-type: none"> - Participate in the NYS Invasive Species Expo in Sept. 2025 - Present at the NYS Federation of Lakes May 2025 meeting. - Present at the Aquatic Plant Management Society meetings in Jan. and July. - Participate in other regional IS conferences as feasible. 	ALL
		<p>3.2.6. Host a minimum of two partner meetings each year:</p> <ul style="list-style-type: none"> - Host Spring and End of Year Partner Meeting. - Host February Partner Roundtables. 	ALL

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

	Objectives	Strategies and 2025 Workplan	Lead
		<p>3.2.7 Convene and coordinate with Adirondack partners engaged in communications, outreach, and education:</p> <ul style="list-style-type: none"> - Convene Adirondack Communicators working group at least twice during the year. - Collaborate with partners on education and outreach programs on topics of mutual interest. 	CM
		<p>3.2.8 Create and disseminate an APIPP Annual Report and annual metrics:</p> <ul style="list-style-type: none"> - Complete partner data dashboard to show partner contributions to strategic plan implementation. - Compile and produce 2024 staff metrics dashboard. - 2024 Annual Report for completion in early 2025. 	ALL
3.3	Secure funding, programmatic, and legislative support for invasive species work from local, state, and federal governments	<p>3.3.1 Provide letters of support for partners seeking funding and share notices of funding opportunities with partners:</p> <ul style="list-style-type: none"> - Provide letters of support as requested and as appropriate, in consultation with NYSDEC. 	PM
		<p>3.3.2 Seek funding for special projects as opportunities permit:</p> <ul style="list-style-type: none"> - As needed based on partner and staff assessments. 	PM
		<p>3.3.3 Provide information about invasive species issues to policy makers, NY's Invasive Species Council (ISC), and others:</p> <ul style="list-style-type: none"> - Provide information as requested to The Nature Conservancy's (TNC) government relations team. - Serve as TNC's representative on ISAC and provide regular updates to ISAC for transmission to the ISC. 	PM

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

	Objectives	Strategies and 2025 Workplan	Lead
		<p>3.3.4 Assist state agencies with enforcement by providing information about invasive species laws to the public:</p> <ul style="list-style-type: none"> - Continue to widely disseminate the “Protect Your Waters,” “Protect Your Forests,” and “Don’t Move Firewood” materials to reinforce NY’s laws on transporting firewood and aquatic invasive species. - Provide information about NYS’s prohibited and regulated plant list. 	CM
		<p>3.3.5 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:</p> <ul style="list-style-type: none"> -Seek ways collaborate on workforce development as time permits and opportunities become available. 	PM

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

	Objectives	Strategies and 2025 Workplan	Lead
4.1	Implement and evaluate innovative prevention, monitoring, and management techniques and share findings with partners and the public	<p>4.1.1 Identify, deploy, and/or evaluate innovative approaches to invasive species prevention, monitoring, and management:</p> <ul style="list-style-type: none"> - Identify ways to strategically deploy eDNA for AIS monitoring. - Assist lake associations in monitoring effectiveness of various management techniques. - Partner with lake associations to monitor water quality impacts of milfoil management as part of Paul Smith’s College AWI Adirondack Lakes Assessment Program (ALAP). - Explore ways to incorporate the use of drones and remote sensing to collect information about invasive species. 	AISM, CGA, PM

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

	Objectives	Strategies and 2025 Workplan	Lead
		<p>4.1.2 Foster the exchange of knowledge about innovative techniques with partners and the public:</p> <ul style="list-style-type: none"> - Share current AIPPP research and innovation projects with partners at partner meetings and in other ways. - Help lake associations prepare and share case studies. - Use communications tools to help disseminate knowledge. 	ALL
4.2	Collaborate on invasive species research projects	<p>4.2.1 Coordinate with the NY Invasive Species Research Institute (NYISRI) and other partners to identify and advance priority empirical and applied research projects:</p> <ul style="list-style-type: none"> - Assist with NYISRI projects as requested. - Assist NYSHI with research on HWA monitoring and management. - Assist iMapInvasives with special projects. 	CGA
4.2	Collaborate on invasive species research projects	<p>4.2.2 Assist with statewide or region-wide research projects, including monitoring ash species plots for emerald ash borer-induced mortality, monitoring hemlock plots, and assessing the impact of deer on native vegetation:</p> <ul style="list-style-type: none"> - Continue to monitor MaMA plots. - Assist with an effort to develop a region-wide lingering hemlock monitoring protocol by monitoring plots in at least two locations. 	CGA, PM

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

	Objectives	Strategies and 2025 Workplan	Lead
		<p>4.2.3 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:</p> <ul style="list-style-type: none"> - Completed in 2024 	
		<p>4.2.4 Identify and prioritize applied research projects and secure funding and partnerships to implement as feasible:</p> <ul style="list-style-type: none"> - Complete final year of Lake Champlain pilot project to manage Eurasian watermilfoil at boat launches to reduce the number of retrieving boats with these species on them. - Implement the monitoring and management of prioritized hemlock stands in the Lake George watershed for conservation as part of the Lake George Hemlock Coalition. - Assist with other studies as opportunities arise, such as one being done to compare the genetics of Eurasian watermilfoil and variable-leaf milfoil. 	<p>AISM, PM, TISM, CGA</p>

Manage Adirondack PRISM Operations

	Objectives	Strategies and 2025 Workplan	Lead
	<p>Managing Adirondack PRISM operations is an important task for APIPP staff that contributes to the success of all four goals. Staff will deploy the priority strategies</p>	<p>Work closely with the NYSDEC Invasive Species Coordination Section to manage TNC's contract with NYSDEC:</p> <ul style="list-style-type: none"> - Consult with NYSDEC as needed to implement contract. 	<p>PM</p>

Manage Adirondack PRISM Operations

	Objectives	Strategies and 2025 Workplan	Lead
	outlined in the column to the right in carrying out this work.		
		Submit all required reports to NYSDEC. <ul style="list-style-type: none"> - Submit Annual Report to NYSDEC (submitted Jan. 2025). - Submit Quarterly Reports to NYSDEC. - Submit quarterly financial reports and reimbursement requests to NYSDEC. 	PM
		Hire and support APIPP permanent and seasonal staff: <ul style="list-style-type: none"> -Complete all hiring and new staff training as needed. 	PM
		Integrate APIPP staff with TNC's programs: <ul style="list-style-type: none"> - Participate in TNC trainings as required and for skills development. 	ALL
		Evaluate, adapt, and revise the Adirondack PRISM strategic plan: <ul style="list-style-type: none"> - The 2023-2027 strategic plan was in place as of January 2023. Track implementation activities in 2025. Continue to evaluate in future years. 	ALL