

Heartland Cooperative Invasive Species Management Area

Strategic Plan: A Timeline

Updated 6/8/2010

Goal Category	Description
2009 (Complete!)	
CISMA	✓ Coordinate a meeting with enthusiastic regional partners to establish a new CISMA: the Heartland CISMA.
CISMA	✓ Establish geographic boundaries, a steering committee and a chair: <ol style="list-style-type: none"> i. Boundaries are: Polk, Highlands, DeSoto, Hardee Counties ii. Steering Committee: loosely based on partners who come to central meetings iii. Chair: Cheryl Millett for 2010.
CISMA	✓ Work with FISP to develop HCISMA website.
2010...	
CISMA	▶ Start creating standing subcommittees and <i>ad hoc</i> committees to assist with project-specific CISMA efforts.
CISMA	▶ Schedule general partnership HCISMA meetings at least twice per year.
CISMA	▶ Schedule at least one annual workday on partner property.
CISMA	▶ Actively recruit new, and maintain current, membership in the CISMA and annually evaluate progress. (For example, seek liaison to HCISMA from <i>x</i> private industries.)
CISMA	▶ Develop an annual work plan with HCISMA partners.
CISMA	▶ Draft an MOU or other document allowing public agency staff to work on other agency/NGO/private lands (if required to allow agencies to work on partner lands).
CISMA	▶ Create or use existing liability releases (e.g., TNC or DOF) for partners to work on private lands.
Prevent	▶ Partners begin gathering, sharing and reviewing existing guidelines for vehicle, boats, equipment, personal protective equipment and personnel disinfection programs or protocols to address the unintentional movement of terrestrial and aquatic invasive plants. (may use FFWCC IPMS, APAFR, or other decontamination standards). Include potential for pests and pathogens movement during review of standards for boats, vehicle, equipment, personal protective equipment and personnel disinfection program/protocol to address the unintentional movement of invasive pest/pathogens.

- ED/RR ► **Create a list of probable EDRR plant species** from best available information from CISMA partners, adjacent CISMAs, CISMA prevention alert system, FLEPPC, FISP, FNAI, IFAS and EDDMapS. [ED/RR species = eradication in CISMA boundaries still possible.]
- ED/RR ► **Rank and prioritize top X plant EDRR species.**
- Prevent, ED/RR ► **Set up alert systems** for the HCISMA to be notified of any infestations of EDRR species, and of any NEW:
 - Terrestrial and aquatic non-native **plant** invasions discovered near, or at the boundaries of, HCISMA lands and waters.
 - Pests or pathogens** approaching or adjacent to the HCISMA.
- Prevent, ED/RR ► Subcommittee or individual, before each general partnership HCISMA meeting, **reviews** current WRA results, the EDDMapS database, USGS NAS, and/or other alert system databases **for new terrestrial or aquatic invasive plants adjacent to HCISMA**, and verify that HCISMA partners are alerted.

An then, during each HCISMA meeting, CISMA partners **discuss new species** that they have observed, share information from EDDMapS database or other alert system databases for new terrestrial and aquatic invasive plants within HCISMA; if new species is found in CISMA, include in EDRR prioritization
- Control ► **List and prioritize invasive plants currently under control management** within HCISMA boundaries, using a ranking system that considers the impact of imperiled conservation targets and if necessary, other criteria, such as economics. (Suggested resources: FLEPPC, FISP, FNAI, IFAS and EDDMapS.
- Control ► Encourage all HCISMA partners to **place “Do Not Move Firewood” poster** at all public conservation lands and high-use recreational areas, using the HCISMA logo and contact information on the poster.
- Data ► **Issue quarterly reminders to partners** to record invasive species from field observations and mapping projects into CISMA EDDMapS or FNAI’s invasive databases. (Encourage CISMA partners to use EDDMapS for EDRR species and single occurrence entry, and to use FNAI for large census/polygon and distribution data.)
- Data ► Annually **recruit and assign plant verifiers**, to oversee CISMA record entries into EDDMapS.
- Data ► Annually **conduct partner survey workdays**, targeting locations for new invasions focusing on the HCISMA’s high priority species (newly in or adjacent to CISMA). This may include aerial and ground surveys on public and private lands.
- Data ► Biannual **aerial survey completed.**
- Outreach ► Quarterly or as needed, **maintain and improve HCISMA website** (hosted by FISP); keep calendar updated with events, such as Ona Pasture Weed Day, and updated with HCISMA species lists.
- Outreach ► Hold **first annual trainings for EDRR**; this can include trainings to use EDDMapS database for CISMA partners and targeted audiences.

2011...

- CISMA ▶ Create and **publish short annual report** for 2010. (Publish on website?)
- CISMA ▶ **Review steering committee and subcommittees** and revise as appropriate.
- CISMA ▶ **Create this year's annual work plan**, scheduling at least:
 - 2 general HCISMA mtgs,
 - at least 1 workday,
 - trainings per strat plan...
 - Select new chair.

- CISMA ▶ Encourage public land conservation managers to **submit FFWCC IPMS applications** for cost reimbursement program.

- CISMA ▶ **Identify lead partner or organization to serve as the recipient and administrator for grants.**

- CISMA ▶ **HCISMA MOU completed and signed.**
- Prevent ▶ Choose or develop, and **implement, the decontamination standards for the HCISMA for use by partners** (researchers, fire crews, public works, FDOT, FDOF, and others).

- Prevent ▶ **Set up alert systems for animals** to use to identify new animal invasions near, or at the boundaries of the HCISMA. Potential resources include EDDMapS database and other sources of new species alerts (e.g., USGS NAS database, shell collecting groups, bird boards, etc.)

- Prevent ▶ **Assist and participate in FFWCC Pet Amnesty Days.**
- Prevent ▶ Determine timing and process for systematic **review of potential new pests or pathogens.**

- ED/RR ▶ **Reassess EDRR list.**
- ED/RR ▶ Annually **increase public conservation lands treated and maintained** with FFWCC IPMS and other funds.

- Control ▶ **Annually coordinate a cooperative workday focusing on priority control species.**

- Control ▶ **HCISMA lands and managers willing to participate in biocontrol trials inform USDA ARS, IFAS/University of Florida, and/or others about which**

- Data ▶ Develop **aerial survey plan** for CISMA (plan defined in odd-numbered years, survey carried out 1st month of even-numbered years); assign chairperson for this activity.

- Outreach ▶ Evaluate and define other ways to **“market” the HCISMA to its community** (e.g., give presentations about HCISMA at organizational meetings/workshops, such as Ona Pasture Weed Day).

- Outreach ► Identify an HCISMA lead or subcommittee to **implement outreach and training efforts with academic/education infrastructure** in the HCISMA communities. Activities could include:
 - Develop a list of environmental education centers and distribute educational materials about prevention and control.
 - Work with Cooperative Extension Master Gardener Program and local garden clubs to promote the removal of invasive plants and use of native plants.
 - Work with Florida Sea Grant and other coastal partners to implement Hitchhiker Program in HCISMA and distribute outreach materials to large local marinas and at large fishing tournaments.
 - Develop list of schools, scout groups, community festivals, environmental festivals and others who could help with education about prevention, EDRR and control, and develop strategic relationships with key environmental orgs to further push.
 - Choose a short list of priority education volunteer programs for HCISMA to implement that simultaneously build up invasive volunteer programs and raise awareness (e.g., student work days, invasive survey recruitment and training programs, Pepper Busters creation, etc.)

- Outreach ► **Publicize mapping reports or other projects**, through coordinated press releases or public awareness activities. (Annual activity)

- Outreach ► Each **NISAW** week (usually in January or February), share Annual Weed/Animal Reports with elected officials. (Annual activity)

- Outreach ► Hold **annual trainings for EDRR**; this can include trainings to use EDDMapS database for CISMA partners and targeted audiences.

2012...

- CISMA ▶ Create and **publish short annual report** for 2011.
- CISMA ▶ Create this year's **annual work plan**, scheduling 2 general HCISMA mtgs, at least 1 workday, trainings per strat plan...
- CISMA ▶ **Develop a list of funding programs with due dates** for control, EDRR, education and other projects.
- Prevent ▶ Encourage **use of HCISMA decontamination guidelines by all contractors** (e.g., invasive plant management contractors, wildlife services contractors, etc.).
- Prevent ▶ If a new non-native plant is found in the HCISMA or surrounding geography, **submit this incipient species through the WRA.**
- Prevent ▶ **HCISMA partners start actively pushing for purchase of only pest/pathogen-free mulch, pine-straw, hay, sod, firewood, fill dirt, and so forth.**
- ED/RR ▶ **Reassess EDRR list.**
- ED/RR ▶ Conduct annual **cooperative workdays to eradicate high priority EDRR** and prevention species (newly in or adjacent to HCISMA).
- Control ▶ **Annually assess and update prioritized list of invasive plants and control techniques.**
- Control ▶ Add to emphasis of top priority control species by focusing CISMA partner efforts on these at all opportunities; and increase the size of invasive managed areas on public and private conservation lands.
- Control ▶ **Submit petitions to FDACS for listing of high priority EDRR and control invasive plants as noxious weeds, requesting cease of sales, planting, etc.**
- Control ▶ **Develop a list of known invasive animals on CISMA lands** (e.g. feral hogs, iguanas, Cuban tree frogs, feral cats).
- Data ▶ **Recruit and assign animal verifiers**, to oversee CISMA record entries into EDDMapS. (Annual activity)
- Data ▶ **Direct research: Submit a list of questions** about invasive species biology, impacts, and/or management to university and college biology departments, FLEPPC, FISP, chemical company representatives, or other research entities; review the progress of these questions and answers at least biennially.
- Data ▶ **Biannual aerial survey completed.**

- Outreach ► As a CISMA, or using a designated subcommittee, **develop strategies and a work plan to increase outreach efforts to private industries and atypical public agencies** (railroads, utilities, ranges, nurseries, botanical gardens, pet stores, animal rehabilitation centers, landscapers, architects, foresters, county animal control, FDOT, and other ROW agencies). Activities could include:
- a) Create a communication network contact list for private industries.
 - b) Create a communication network contact list for atypical public agencies.
 - c) Work with retailers to reduce the sale of invasive animals; support and implement the “Don’t Release Unwanted Pets” poster and card statewide efforts.
 - d) Develop or find existing landscape architect certification course that promotes CISMA goals.
 - e) Create a voluntary code of conduct pledge that will be endorsed and signed by one relevant industry or agency to curb the use and distribution of invasive plant species.
 - f) Work with retailers to reduce the sale of invasive plants (e.g., GreenThumb Program).
 - g) Ask your local prominent botanical garden or ASLA Chapter to take a lead role in educating the public and the nursery industry about preventing the introduction and spread of invasive species (garden to help provide information about invasiveness, and not to recommend plants that the Garden is removing from the collections based on the issue of invasiveness).
 - h) Encourage interpretive signage at visible botanical gardens explaining threat of invasives and alternatives to their use in the landscape (could include demonstration garden)
 - i) Utilize strategic communication vehicles for BMPs and AlterNatives messages, such as Extension Service newsletter, FL ASLA and FNGLA Chapter electronic updates, large growers’ newsletters, local environmental groups’ newsletters, etc.
 - j) Publicize signees of voluntary code of conducts lists (e.g., post on website, news articles).
- Outreach ► Identify a CISMA lead or subcommittee to **develop a work plan to build working relationships with private landowners or associations**. Some suggestions include:
- a) Identify specific private landowners for education.
 - b) Develop landowner “outreach” packets to send priority landowners (include species information, training courses, etc.).
 - c) Implement a training effort about the top 5 high priority EDRR and control species to these specific private landowners and landowner associations.
 - d) Develop, or acquire existing materials, about native, or non-invasive plants, as an alternative to invasives for erosion control, wildlife forage, landscaping, etc.
 - e) Begin annual conservation champion award to landowner.
 - f) Schedule regular contact with the media, using press/photo releases and radio to highlight private lands initiative and available resources.

g) Create or use existing materials for a fact sheet or poster to increase knowledge of funding opportunities, current laws and distribute to individuals with goal of enrolling landowners in funding programs (this is on FISP website).

h) Develop voluntary agreement for landowners that support HCISMA EDRR, control and prevention efforts (for plants this is on VCC).

Outreach ► **Publicize mapping reports or other projects**, through coordinated press releases or public awareness activities. (Annual activity)

Outreach ► Each **NISAW** week (usually in January or February), share Annual Weed/Animal Reports with elected officials. (Annual activity)

2013...

- CISMA ▶ Create and **publish short annual report** for 2012.
- CISMA ▶ **Create this year's annual work plan**, scheduling 2 general HCISMA mtgs, at least 1 workday, trainings per strat plan... Select new chair.
- CISMA ▶ **Submit HCISMA proposals for grants** (this can include using landowner incentive programs, staff time as in-kind matches, shared field staff, etc.) (Annual activity)
- Prevent ▶ **Encourage use of HCISMA decontamination guidelines beyond just partners** - by landscapers, lawn companies and other outdoor service contractors.
- Prevent ▶ **Engage local botanical gardens or similar** (such as mine lands restoration efforts) to use the WRA or other predictive tool to assess the invasive threat of new and existing accession plants, and if new/existing accession is listed as invasive, stop planting and remove from botanical garden and include in EDRR prioritization (if it has escaped).
- Prevent ▶ **Work with partners to identify pathways and modes of transport for invasive animals to get into the HCISMA.**
- Prevent ▶ **Develop or find decontamination guidelines to restrict movement of invasive animals.**
- ED/RR ▶ **Develop early detection guidelines for partners to insert in contract language for contractors and researchers** requiring them to alert land managers when they observe unknown or EDRR species.
- Control ▶ Determine invasive-free buffer areas within HCISMA boundaries and **annually increase the size of invasive-free buffer areas around conservation lands.**
- Control ▶ **Increase treatment** of prioritized, invasive plants on public **non-conservation** lands (e.g., ROWs, spoil mounds, recreational parks). (Increase annually.)
- Control ▶ **Identify and engage sellers to voluntarily stop selling known invaders.**
- Control ▶ Prioritize species on list using a ranking system and best available information from CISMA partners, FFWCC, FNAI, EDDMapS and others.
- Control ▶ **Increase public conservation lands treated and maintained.** (Increase annually.)
- Control ▶ **Increase private conservation lands treated and maintained.** (Increase annually.)
- Control ▶ Prioritize, communicate and coordinate **management activities designed to protect native species (plants and animals) and/or economically important species** that are being impacted by invasive pest/pathogens. And possibly establish timelines to:
 - i. Research and prioritize known and potential invasive pest /pathogen species.
 - ii. Investigate tested and potential control methods and apply as feasible and reasonable.

- Data ▶ **Create HCISMA prioritized invasive *management maps* of top ranked EDRR and control species, with focus on pest/pathogens**
- Data ▶ Develop **aerial survey plan** for CISMA (plan defined in odd-numbered years, survey carried out 1st month of even-numbered years); assign chairperson for this activity.
- Data ▶ Coordinate **annual update** meeting or produce a standardized report of **HCISMA invasive treatments; share this with adjacent counties and CISMAs.**
- Data ▶ Develop **stronger working and communication** relationship with surrounding areas and **surrounding CISMAs**; share EDDMapS training and encourage tracking.
- Outreach ▶ Begin **annual visits with newly elected local government officials** to support funding, EDRR, prevention and other HCISMA goals. [*can become part of NISAW week?*]
- Outreach ▶ Continue other outreach activities as listed in 2011 and 2012.

2014... [the year before this 5-yr plan expires]

- CISMA ▶ Create and publish short annual report for 2013.
- CISMA ▶ Create this year's annual work plan, scheduling 2 general HCISMA mtgs, at least 1 workday, trainings per strat plan... Select new chair.
- CISMA ▶ Begin updating strategic plan.
- CISMA ▶ **Hire a part time staff person to coordinate HCISMA activities.**
- Prevent ▶ **Explore the feasibility of banning the highest threat new invasive plant species** through state and local ordinances. (Note – as of March 2002, per FDACS CHAPTER 581 (4), local ordinances cannot prohibit plants that are not already listed by FDACS as a noxious weed or invasive plant).
- Prevent ▶ Explore avenues of reducing pathways for potentially new highest threat new invasive animal species through state or local ordinances (e.g., bans, caging requirements, gender restrictions, etc.).
- ED/RR ▶ **Create a Rapid Response Team(s)** and if necessary, response protocol, to eradicate high priority terrestrial and aquatic EDRR species.
-Hire contractors to eradicate high EDRR species, if needed.
-Continue to reassess EDRR list.
- ED/RR ▶ For animals, create a Rapid Response Team and response protocol to eradicate high priority EDRR species on HCISMA lands and waters, using staff, contractors, hunters, and others:
Annually increase net acreage treated on prioritized private lands.
-Identify and engage appropriate local regulatory and enforcement agencies for local ordinances, comprehensive plans, and landscape rules.
-Annually assess and update prioritized list of invasive animals and control techniques.
-Annually increase prioritized, invasive-treated public non-conservation lands.
-Annually increase the size of invasive-free buffer areas around conservation lands (this includes private lands).
- ED/RR, Control ▶ **Develop an animal control training workshop.**
- Control ▶ Address the cessation of sales, importations or other modes of spread, by annually submitting requests to FFWCC to include updated prioritized control species to restrictive lists (e.g., Reptiles of Concern List, conditional species, prohibitive species, etc.).
- Data ▶ Assist partners to **complete transition to all digital reporting of treatment efforts** for updates or standardized report (e.g. WEEDDAR, WIMS, etc).
- Data ▶ Assist in information gathering to **document the impact of high priority control species** (this helps with prioritizing control, listing on regulated lists (state/local), getting assessments completed by IFAS).
- Data ▶ Biannual **aerial survey completed.**
- Outreach ▶ **Begin working with county Planning & Zoning Departments** to encourage environmentally friendly landscape ordinances. [*Need to evaluate how this relates to recent FL laws?*]
- Outreach ▶ Continue outreach and publicity efforts as listed since 2011...

2015...

- CISMA ► Create and publish short annual report for 2014.
- CISMA ► Create this year's annual work plan, scheduling 2 general HCISMA mtgs, at least 1 workday, trainings per strat plan... Select new chair.
- CISMA ► **Evaluate existing CISMA partner MOUs** (or future FISP CISMA MOU), or other documents and liability releases, to facilitate partner agency participation and support of HCISMA goals and objectives.
- CISMA ► **Pass new 5-year strategic plan.**
- Data ► Develop **aerial survey plan** for CISMA (plan defined in odd-numbered years, survey carried out 1st month of even-numbered years); assign chairperson for this activity.