

2015-2020

# Strategic Plan

*and 2019-2020 Work Plan*

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WASHINGTON INVASIVE SPECIES COUNCIL



WASHINGTON STATE  
RECREATION AND CONSERVATION OFFICE

Washington Invasive  
Species Council

# INVASIVE SPECIES COUNCIL MEMBERS

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Washington Department of Transportation

## VICE CHAIR

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# BACKGROUND

## THE INVASIVE SPECIES COUNCIL

In recognition of the tremendous economic and environmental impact caused by invasive species, the Legislature created the Washington Invasive Species Council in 2006. The council is tasked with providing policy level direction, planning, and coordination to the various public and private entities working throughout Washington State in order to prevent and control the spread of harmful invasive species.

The council is comprised of members from state, federal, local, regional, and tribal government agencies; non-governmental organizations; and industry groups. The council meets quarterly and provides a venue for regular communication between our members, partners, and the public. This ongoing coordination results in consistent statewide priorities, efficient management approaches, and common messaging to prevent the introduction and spread of invasive species in Washington State.

## MISSION STATEMENT

Sustaining Washington's human, plant, and animal communities and our thriving economy by preventing the introduction and spread of harmful invasive species.

## PRIMARY GOALS

1. Provide policy level direction, planning, and coordination in order to empower those engaged in the prevention, detection, control and eradication of invasive species.
2. Serve as a forum for invasive species education and communication.
3. Develop a statewide invasive species strategy in order to coordinate and focus local, state, tribal, and regional management efforts.



# INTRODUCTION

## PROTECTING WASHINGTON'S NATURAL RESOURCES

Washington State is known for its diverse landscapes, abundant natural resources, rich recreational opportunities, and strong economy.

From the marine waters of the Puget Sound and temperate rainforests of the Olympic Mountains, to the shrub-steppe and grassland habitats bordering the mighty Columbia River, Washington's diverse ecosystems support an abundance of wildlife. Washington has nearly 340 plants species of conservation concern<sup>1</sup> and more than 100 animal species of conservation concern,<sup>2</sup> as well as many others that are vulnerable with changing climate conditions, fragmented landscapes, and competition from invasive species.

The state's rich soil and plentiful water supply make Washington one of the most productive growing regions in the world, with agricultural production valued at more than \$10 billion a year. The rivers and lakes provide electricity for cities, habitat for five species of Pacific salmon, and recreational opportunities for the people who live here and love to play outside. Outdoor recreation in Washington State contributes an estimated \$22.5 billion annually to the state economy.<sup>3</sup>

Invasive species threaten our resources, ecosystems, native wildlife, and our very way of life here in Washington State. Invasive insects such as gypsy moth, apple maggot, and wood-boring beetles threaten crop production, apple orchards, and timber harvest. Controlling these invasive insects costs the state millions of dollars annually but saves the state hundreds of millions in economic impacts to agricultural and forestry production.<sup>4</sup> Zebra and quagga mussels threaten hydropower generation, irrigation facilities, and this state's water supply, and are expected to cost the Northwest region hundreds of millions of dollars annually to control if they arrive.<sup>5</sup> Invasive fish such as northern pike, bass, and walleye threaten Washington's fisheries, reducing fishing opportunities and the success of the multi-billion dollar investment in salmon restoration.

Invading species arrive here through a variety of pathways – in the ballast water of ships, on vehicles, on recreational equipment, through the nursery and pet trades, and through many other modes of travel. The rate of new introductions is only predicted to increase with climate change and increasing global trade. Though most invasive species introductions are

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<sup>1</sup>Washington Department of Natural Resources. 2014. Natural Heritage Program Rare Plant List.

<sup>2</sup>Washington Department of Fish and Wildlife. 2013. Threatened and Endangered Wildlife in Washington: 2012 Annual Report. Listing and Recovery Section, Wildlife Program, Washington Department of Fish and Wildlife, Olympia. 251 pp.

<sup>3</sup>Washington State Recreation and Conservation Office. 2015. An Analysis of Outdoor Recreation in Washington State.

<sup>4</sup>Washington State Department of Agriculture. 2012. Pest Program Frequently Asked Questions on Gypsy Moth.

<sup>5</sup>Northwest Power and Conservation Council Independent Economic Advisory Board. 2013. Economic Risk of Zebra and Quagga Mussels in the Columbia River Basin.

# INTRODUCTION

unintentional, they can do irreversible harm; decimating native species and quickly degrading ecosystems and landscapes. Preventing an invasion is far less expensive than trying to control or eradicate a species once it arrives. It requires broad public awareness, targeted outreach, coordinated management, and most importantly, leadership.

The Legislature established the Washington Invasive Species Council in recognition of the threats posed by invasive species and in recognition of the enormous challenges associated with invasive species management in Washington State. Management of invasive species in Washington State is inherently complex due to the number of pathways through which species are introduced and dispersed and the number of entities involved in management. Before the council's establishment, detection, response, and prevention capabilities were inhibited by a lack of statewide priorities, streamlined policy, and sustainable funding. Council leadership has provided better coordination and policy support and has assisted in making management as efficient and effective as possible.

Continued council coordination is essential to maintaining statewide priorities, expanding the state's early detection capabilities, standardizing outreach, and encouraging the use of best management practices. It may not be possible to prevent all invasive species from entering Washington, nor to completely eradicate those already here. However, by working together, the council can decrease significantly the economic and environmental impacts posed by invasive species.

## STATEWIDE STRATEGY

After implementing its original strategy, [\*Invaders at the Gate\*](#), the council recognized a need to update its statewide strategic plan. This revised plan provides new priorities, direction, and formalizes the council's commitment to working towards the common goal of preventing the introduction and spread of invasive species in Washington State. This update is intended to guide the council's work for the next two years, building on the success of the [\*2015-2018 Work Plan\*](#).

The council's *2015-2020 Strategic Plan 2019-2020 Work Plan* identifies and prioritizes 14 objectives within 5 major areas of work:

- I. Leadership and Coordination
- II. Prevention
- III. Education and Outreach
- IV. Early Detection and Rapid Response
- V. Containment, Eradication, and Control

# INTRODUCTION

The council and its partners and stakeholders are committed to achieving the bold objectives outlined in this plan with the goal of reducing the adverse impacts of invasive species on Washington's human, plant, and animal communities as well as our thriving economy.

## **COUNCIL WORK PLAN**

To compliment the 2015-2020 statewide strategic plan, the council has developed a 2-year work plan for the 2018-2020 biennium (Attachment 1) that will focus attention on urgent and priority actions critical to the council's mission and the work of its members, partners, and stakeholders. Progress towards the goals and objectives outlined in this plan will be acknowledged and described in detail in the council's annual reports.

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

## I. LEADERSHIP AND COORDINATION

### OBJECTIVE A

**Promote adequate and sustainable funding from the Washington State Legislature; Governor's Office; and state, federal, and tribal agencies for invasive species response and prevention.**

#### **Problem Statement**

The State lacks stable funding for invasive species detection, management, and prevention. Long-term, sustainable funding is essential to adequately monitor, research, prevent, and manage invasive species. With the help of its members and partners, the council has spoken with legislators, legislative staff, Congress, and the Governor's Office about invasive species funding. This outreach has resulted in small victories but a long-term, adequate, and sustainable funding structure for invasive species management has yet to be established.

The council will continue to seek adequate and sustainable funding for invasive species management through the following actions:

#### **Strategic Objectives**

1. Work with the Recreation and Conservation Office, council members, partners, legislators, and staff to request a state emergency response fund, which will be used to finance rapid response activities for new invasive species detections and rapidly manage expanding high priority invasive species
2. Continue to work with regional partners to deliver outreach to federal decision makers on the impacts of invasive species and the need for federal support in order to ensure effective invasive species management and prevention efforts.
3. Collaborate with council members and partners to gain legislative support for reauthorization of the council for a 10 year period before the sunset date in 2022.
4. Collaborate with council members and partners to develop organizational capacities by supporting requests for increased resources and statutory authority to effectively prevent and manage invasive species. Work with council members, partners, and regional organizations to promote the use and development of economic and environmental analyses and other decision-making tools in order to evaluate and prioritize new invasive species and pathways.



# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

5. Work with council members, partners, and regional organizations to promote the use and development of economic and environmental analyses and other decision-making tools in order to evaluate and prioritize new invasive species and pathways.
6. Collaborate with council members and partners to promote innovation, collaboration, and efficiencies in planning, logistics, and operations across state, federal, local, regional, and tribal government agencies.

## I. LEADERSHIP AND COORDINATION

### OBJECTIVE B

**Promote enhancements to state and federal invasive species policies.**

#### **Problem Statement**

Many state and federal invasive species policies are outdated which limits the council's ability to respond quickly on the ground. Streamlined policy, clear management authority, and agreed upon species classification and risk levels make rapid response more efficient. State, federal, and tribal invasive species policies should evolve alongside management needs in order to provide the necessary regulatory guidance for response. The council works with its partners to develop policy that promotes efficiency, clarifies authority, prioritizes species, enhances coordination, and addresses resource concerns.

The council will continue to support the development and enhancement of invasive species policies through the following actions:

#### **Strategic Objectives**

1. Work with council members and partners to implement a plan for increasing the capacity of the council so it can support more projects, facilitate intergovernmental collaboration, and better serve invasive species managers statewide.
2. Participate in state and national-level initiatives to investigate and respond to the effects of climate change, natural disasters, wildfires, and other large scale disturbances as they relate to the spread, distribution, and impact of invasive species to ecosystems and the economy.
3. Assist invasive species managers to review and develop guidelines, minimum standards, model policies, and recommendations for policies that may influence invasive species populations to ensure consistency across efforts and to encourage collaboration amongst the parties.

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

4. Assist and support regional entities in developing legislation and policies that promote management capacity, research and development, regulatory consistency, and adequate resources for regional, transboundary, and national prevention efforts.
5. Review and determine if a nexus exists between the council and newly adopted state and federal orders, laws, and other policy directives. As needed, create an interagency working group to address identified opportunities and issues.

## I. LEADERSHIP AND COORDINATION

### OBJECTIVE C

**Coordinate with partners from state, federal, local, regional, and tribal government entities to ensure that the council's actions are advancing its statewide management objectives.**

#### **Problem Statement**

There are diverse organizations working to control invasive species throughout Washington State. This makes coordination critical for statewide management to be both efficient and effective. Coordination at the council level has been highly effective at bringing the critical managers and stakeholders to the table to work on strengthening prevention efforts. For example, thanks to council coordination, the Department of Transportation has implemented much stronger prevention protocols, such as using clean fill materials, cleaning equipment, and ensuring that field crews are trained in how to decontaminate gear and prevent the spread of invasive species on project sites.

Council coordination also has helped to organize response activities and develop tools and simple messages for public outreach. The council has successfully coordinated with partners to advance regional invasive species initiatives such as the "Don't Move Firewood" campaign, the "Clean, Drain, Dry" campaign, and the "Squeal on Pigs!" campaign.

The council will continue to coordinate with partners on the following statewide initiatives:

#### **Strategic Objectives**

1. Identify and share opportunities to incorporate language on invasive species management and prevention into agency, tribal, local, and industry policy documents.
2. Advance, promote, or lead development and implementation of statewide or regional communication and outreach initiatives.

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

3. Facilitate the development of state and regional science and policy forums on invasive species issues and convene science and policy advisory work groups as needed to develop interagency recommendations and protocols.
4. Facilitate the updating and sharing of an emergency contact list for local, state, federal, and tribal on-the-ground staff responsible for invasive species detection, prevention, and control in addition to developing a contact list of academic researchers and policy leads.
5. Continue to seek advice from industry partners by coordinating an industry advisory group in addition to investigating the feasibility of applying the advisory group model to other sectors, such as academic researchers.
6. Continue to provide current invasive species information and best practices to the public via the council's Web site, Facebook page, Twitter, Instagram, and at outreach events.

## II. PREVENTION

### OBJECTIVE A

**Identify and address new and existing pathways to prevent the entry and movement of invasive species.**

#### **Problem Statement**

New invasive species are arriving in Washington State through multiple pathways, such as through global shipping, the nursery trade, and on private vehicles and boats. The rate of new introductions is predicted to increase as climate change alters habitat conditions and species' native ranges. Preventing an invasion is far less expensive than trying to control or eradicate a species once it arrives. Through the [Baseline Assessment project](#), the council did extensive work to analyze the most common pathways for species introduction and spread in the Puget Sound basin. The council is working to expand this project to further investigate invasive species pathways statewide. Additionally, the council works with industry groups (recreational boaters, nursery trade, etc.), providing them with information on how they can help reduce the spread of invasive species.

The council will take the following actions to prevent the entry and spread of invasive species:

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

## Strategic Objectives

1. Work with regional, federal, and provincial agencies to assist the Pacific Northwest in preventing the establishment of invasive species, such as quagga and zebra mussels.
2. Facilitate communication between agencies, tribes, cities, counties, universities, and other regional organizations to share information on new introductions and new pathways for introduction.
3. Work with council agencies and partners to determine pathways of introduction for new priority invasive species and continue an interagency working group charged with developing prevention protocols and response plans for newly detected species and emerging pathways.
4. When appropriate, promote the use of native species and encourage environmental risk assessments when new non-native species are proposed for importation as an alternative to native species

## II. PREVENTION

### OBJECTIVE B

**Work with state, federal, local, regional tribal agencies, and regional partners to identify opportunities for enhanced, coordinated, standardized, and complementary prevention approaches.**

#### Problem Statement

There is a need for continued coordination between the entities involved in managing and preventing the spread of invasive species in Washington State. Standardized messaging, decontamination protocols, and best management practices promote efficient and consistent prevention efforts.

The council plays an important role in helping agencies develop best management practices and decontamination protocols, along with informational materials on prevention for state, federal, and tribal employee trainings. Due to the evolving nature of science, agency policy, and leadership, there is a need for continued support from the council to ensure that consistent protocols and best management practices are being used statewide.

The council will focus its coordinating capacity on the following preventative actions:

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

## Strategic Objectives

1. Work with agency, local, and tribal representatives to develop and promote the use of common messages, curricula, and training tools with the goal to encourage consistent best practices.
2. Explore and collaborate with state, regional, and transboundary governmental organizations to develop and incorporate common language on invasive species prevention and best practices into policy, permitting, contracting, and agreement documents.

## II. PREVENTION

### OBJECTIVE C

**Engage stakeholders, partners, and the public in managing invasive species pathways and preventing the introduction and spread of invasive species into terrestrial, riparian, and aquatic ecosystems.**

#### Problem Statement

Coordination among the invasive species managers, partners, and stakeholders is essential to increasing public awareness on invasive species, their impacts, and effective prevention measures. One of the greatest successes of the council in the past 7 years has been its ability to engage and coordinate with new stakeholder groups on prevention campaigns. The council has successfully developed common messages for members and partners, allowing it to reach more people and have a greater influence on behavior.

The council will continue to promote invasive species education, outreach, and prevention through the following actions:

#### Strategic Objectives

1. Update and improve established outreach materials such as the WA Invasives mobile app and develop new outreach materials and tools to fill gaps in protocols, reporting, etc.
2. Partner with federal, state, tribal, and regional organizations to promote data consistency and tools to encourage regional data sharing.

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

## III. EDUCATION AND OUTREACH

### OBJECTIVE A

**Increase and enhance communication across partner entities to support coordinated outreach to the public, private sector, and policymakers.**

#### **Problem Statement**

Prevention and early detection of invasive species introductions requires the help of the public, industry partners, and policymakers. The council has helped develop tools and regional messaging that have successfully raised public awareness about invasive species, their impacts on native ecosystems, and the steps people can take to prevent the spread of invasive species. In collaboration with regional partners, the council developed common prevention-focused messages and outreach materials (brochures, signs, etc.). The council's smart phone app [WA Invasives](#) provides education to citizen scientists and helps in the early detection of new invasive species. The council also works to raise invasive species awareness by supporting regional conference and workshops; presenting to students, agencies, and industry groups; and participating in National Invasive Species Awareness Week.

The council will continue to support targeted education and outreach through the following actions:

#### **Strategic Objectives**

1. Continue to annually revise, improve, and implement a communication and outreach plan that outlines strategies for outreach and opportunities to highlight and improve council messages on the council [Web site](#), events, in publications, and signage.
2. Promote established priorities and common messages developed by council member agencies and others for use when conducting outreach at council-led and partner-led events.
3. Evaluate new educational messages and collaboratively develop recommendations for council adoption and promotion of use by council members and partners.
4. Identify gaps not addressed by current messages. Work with council members and partners to develop messaging to address identified gaps for use within Washington State and the region.

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

## III. EDUCATION AND OUTREACH

### OBJECTIVE B

**Support the development of education and outreach materials that encourage the use of native and non-invasive species in restoration, gardening, landscaping, and science kits.**

#### **Problem Statement**

Invasive species often spread across the landscape due to misidentification and misinformation. Focused outreach to nurseries, soil and gravel distributors, the pet trade, landscapers, and restoration ecologists has proven successful at raising awareness and reducing the harmful impacts caused by invasive species. The council works with its member agencies and industry partners to provide training, education, and outreach to agency staff, science teachers, nurseries, master gardeners, and many other audiences. The council also developed creative alternatives such as pollinator-friendly, non-invasive seed packets – a collaborative project sponsored by the council, the Department of Agriculture, and the State Noxious Weed Control Board.

The council will continue to develop education and outreach materials that promote the use of native species through the following actions:

#### **Strategic Objectives**

1. Support and lead the development of formal and informal curricula on invasive species for youth and adult audiences.
2. Investigate and develop recommendations for developing education and outreach curriculum and materials about the intentional release of invasive fish for sport fishing, and cultural releases at events and celebrations.
3. Work with council members and partners to develop best management practices promoting resilient and healthy landscapes following wildfires, earthquakes, and other large scale disturbances.

## IV. EARLY DETECTION AND RAPID RESPONSE

### OBJECTIVE A

**Continue to compile information and conduct a baseline assessment of invasive species information and programs in Washington. This baseline would serve as an initial step towards coordinating a statewide, strategic response to the threat of invasive species.**

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

## Problem Statement

Invasive species management in Washington State is complex due to the number and types of pathways through which species are introduced and dispersed and also by the number of entities involved in management. There is a diverse array of organizations working to prevent the introduction and spread of invasive species, physically control or eradicate them, monitor their distribution, and understand their characteristics.

The 2008 State Strategic Plan, [Invaders at the Gate](#), identified a need to centralize invasive species data to inform managers on the status and potential impact of these species and promote coordination across programs. Since 2008, the council has done significant work to centralize data and promote coordination between programs in the Puget Sound basin through its [Baseline Assessment](#) project. The council needs to expand this work into the rest of Washington State.

The council will continue to compile information on invasive species distribution through the following actions:

## Strategic Objectives

1. Continuing the [Baseline Assessment](#) work statewide through trained first detectors and advocating use of reporting tools such as the WA Invasives app.
2. Convene an interagency work group to analyze baseline information and determine data gaps. Support and facilitate targeted data collection initiatives to address identified data gaps.
3. Work with authoritative data sources to promote streamlined processes for data sharing and open data access and visualization.

## IV. EARLY DETECTION AND RAPID RESPONSE

### OBJECTIVE B

**Improve detection of invasive species by training field biologists, foresters, highway maintenance crews, citizen-scientists, and other land and water stewards to identify and report priority invasive species and support the use of information technology.**

## Problem Statement

There are limited resources dedicated to invasive species detection in Washington State. That said, the state has a largely untapped resource with thousands of trained ecologists, botanists, biologists, foresters, entomologists, citizen scientists, and other field crews. If provided with training and tools, they could assist in the identification and early detection of



# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

invasive species, which would help the council's understanding of the magnitude of the problem and the management needs. The [WA Invasives](#) app is an example of one tool developed by the council that both trained and untrained people can use to monitor and detect invasive species.

The council will continue to develop and promote innovative tools to engage the public in invasive species management with the following action:

## **Strategic Objective**

1. Develop and promote citizen science and professionally focused trainings using harmonized messaging, reporting tools, and best practices for prevention and control.

## **IV. EARLY DETECTION AND RAPID RESPONSE**

### **OBJECTIVE C**

**Support rapid response planning for high risk species by providing technical support to managers and by facilitating coordination across state and federal regulatory processes.**

#### **Problem Statement**

Quick and organized response is key to controlling a new invasive species infestation. Precious time can be lost while determining authority and identifying funding and permitting requirements. The council has played an important role in assisting with agency coordination and development of response plans for priority species such as feral swine and dreissenid mussels.

The council will continue to provide coordination and technical support for response planning efforts through the following actions:

#### **Strategic Objectives**

1. Promote the adoption of the Incident Command System (ICS) methodology and structure in order to align state, tribal, regional, federal, and local rapid response processes for invasive species detections.
2. Identify planning and readiness gaps and advocate for the development of rapid response plans and regional rapid response efforts and support solutions to identified readiness gaps.
3. Collect and share rapid response information and lessons learned between organizations.

# STATEWIDE INVASIVE SPECIES STRATEGIC PLAN

## V. CONTAINMENT, CONTROL, AND ERADICATION

### OBJECTIVE A

**Support the containment of invasive species established in Washington State and support the control and eradication of smaller or newly discovered infestations to prevent greater spread.**

#### **Problem Statement**

In the case of particularly harmful invasive species such as gypsy moth and dreissenid mussels, it is important to move rapidly to contain an infestation and prevent further spread throughout the state. The council coordinates with state, federal, and tribal agencies to determine priority, high-risk species that require rapid response and containment measures. Changing climate conditions and increased global movement of people and goods is expected to amplify new invasive species introductions.

The council will continue to support invasive species managers in containment, control, and eradication efforts through the following actions:

#### **Strategic Objectives**

1. Develop a process to rapidly evaluate new invasive species, define management priorities, and assist council agencies and partners to fund monitoring, research, and management.
2. Partner with council members and others to conduct targeted outreach to nurseries, biological supply companies, and pet stores on invasive species to address their importation into Washington State.
3. Support and advocate for research, development, and permits to make new management tools available quickly, in addition to improving the efficiency, efficacy and specificity of existing tools.

# ATTACHMENT 1: WORK PLAN

This work plan outlines the approach the council will follow to address the strategic objectives in 2019 and 2020. The strategic objectives are prioritized into tiers: Tier 1 is the priority and includes the most critical near-term objectives, which will be addressed within the next 2 years. Tier 2 are the second most critical near-term objectives, which will be addressed within the next two years and Tier 3 objectives are important, but less critical near-term objectives, which will be implemented based on availability of resources.

## TIER 1

### Leadership and Coordination

- **IA1. Work with the Recreation and Conservation Office, council members, partners, legislators, and staff to request a state emergency response fund, which will be used to finance rapid response activities for new invasive species detections and rapidly manage expanding high priority invasive species.**
- **IA2. Continue to work with regional partners to deliver outreach to federal decision makers on the impacts of invasive species and the need for federal support in order to ensure effective invasive species management and prevention efforts.**
- **IA3. Collaborate with council members and partners to gain legislative support for reauthorization of the council for a 10 year period before the sunset date in 2022.**
- **IB5. Review and determine if a nexus exists between the council and newly adopted state and federal orders, laws, and other policy directives. As needed, create an interagency working group to address identified opportunities and issues.**
- **IC1. Identify and share opportunities to incorporate language on invasive species management and prevention into agency, tribal, local, and industry policy documents.**

### Prevention

- **2A1. Work with regional, federal, and provincial agencies to assist the Pacific Northwest in preventing the establishment of invasive species, such as quagga and zebra mussels.**

### Early Detection and Rapid Response

- **4C1. Promote the adoption of the Incident Command System (ICS) methodology and structure in order to align state, tribal, regional, federal, and local rapid response processes for invasive species detections.**

# ATTACHMENT 1: WORK PLAN

## TIER 2

### Leadership and Coordination

- **1A4. Collaborate with council members and partners to develop organizational capacities by supporting requests for increased resources and statutory authority to effectively prevent and manage invasive species.**
- **1A5. Work with council members, partners, and regional organizations to promote the use and development of economic and environmental analyses and other decision-making tools in order to evaluate and prioritize new invasive species and pathways.**
- **1A6. Collaborate with council members and partners to promote innovation, collaboration, and efficiencies in planning, logistics, and operations across state, federal, local, regional, and tribal government agencies.**
- **1B1. Work with council members and partners to implement a plan for increasing the capacity of the council so it can support more projects, facilitate intergovernmental collaboration, and better serve invasive species managers statewide.**
- **1B2. Participate in state and national-level initiatives to investigate and respond to the effects of climate change, natural disasters, wildfires, and other large scale disturbances as they relate to the spread, distribution, and impact of invasive species to ecosystems and the economy.**
- **1B3. Assist invasive species managers to review and develop guidelines, minimum standards, model policies, and recommendations for policies that may influence invasive species populations to ensure consistency across efforts and to encourage collaboration amongst the parties.**
- **1B4. Assist and support regional entities in developing legislation and policies that promote management capacity, research and development, regulatory consistency, and adequate resources for regional, transboundary, and national prevention efforts.**
- **1C2. Advance, promote, or lead development and implementation of statewide or regional communication and outreach initiatives.**
- **1C3. Facilitate the development of state and regional science and policy forums on invasive species issues and convene science and policy advisory work groups as needed to develop interagency recommendations and protocols.**

# ATTACHMENT 1: WORK PLAN

- **1C4. Facilitate the updating and sharing of an emergency contact list for local, state, federal, and tribal on-the-ground staff responsible for invasive species detection, prevention, and control in addition to developing a contact list of academic researchers and policy leads.**
- **1C5. Continue to seek advice from industry partners by coordinating an industry advisory group in addition to investigating the feasibility of applying the advisory group model to other sectors, such as academic researchers.**
- **1C6. Continue to provide current invasive species information and best practices to the public via the council's Web site, Facebook page, Twitter, Instagram, and at outreach events.**

## **Prevention**

- **2A2. Facilitate communication between agencies, tribes, cities, counties, universities, and other regional organizations to share information on new introductions and new pathways for introduction**
- **2A3. Work with council agencies and partners to determine pathways of introduction for new priority invasive species and continue an interagency working group charged with developing prevention protocols and response plans for newly detected species and emerging pathways.**
- **2A4. When appropriate, promote the use of native species and encourage environmental risk assessments when new non-native species are proposed for importation as an alternative to native species.**
- **2B1. Work with agency, local, and tribal representatives to develop and promote the use of common messages, curricula, and training tools with the goal to encourage consistent best practices.**
- **2C1. Update and improve established outreach materials such as the WA Invasives mobile app and develop new outreach materials and tools to fill gaps in protocols, reporting, etc.**

## **Education and Outreach**

- **3A1. Continue to annually revise, improve, and implement a communication and outreach plan that outlines strategies for outreach and opportunities to highlight and improve council messages on the council Web site, events, in publications, and signage.**
- **3B1. Support and lead the development of formal and informal curricula on invasive species for youth and adult audiences.**

# ATTACHMENT 1: WORK PLAN

## Early Detection and Rapid Response

- **4A1. Continuing the Baseline Assessment work statewide through trained first detectors and advocating use of reporting tools such as the WA Invasives app.**
- **4A2. Convene an interagency work group to analyze baseline information and determine data gaps. Support and facilitate targeted data collection initiatives to address identified data gaps.**
- **4C2. Identify planning and readiness gaps and advocate for the development of rapid response plans and regional rapid response efforts and support solutions to identified readiness gaps.**
- **4C3. Collect and share rapid response information and lessons learned between organizations.**

## Containment, Control, and Eradication

- **5A1. Develop a process to rapidly evaluate new invasive species, define management priorities, and assist council agencies and partners to fund monitoring, research, and management.**
- **5A2. Partner with council members and others to conduct targeted outreach to nurseries, biological supply companies, and pet stores on invasive species to address their importation into Washington State.**
- **5A3. Support and advocate for research, development, and permits to make new management tools available quickly, in addition to improving the efficiency, efficacy and specificity of existing tools.**

## TIER 3

### Prevention

- **2B2. Explore and collaborate with state, regional, and transboundary governmental organizations to develop and incorporate common language on invasive species prevention and best practices into policy, permitting, contracting, and agreement documents.**
- **2C2. Partner with federal, state, tribal, and regional organizations to promote data consistency and tools to encourage regional data sharing.**

# ATTACHMENT 1: WORK PLAN

## Education and Outreach

- **3A2. Promote established priorities and common messages developed by council member agencies and others for use when conducting outreach at council-led and partner-led events.**
- **3A3. Evaluate new educational messages and collaboratively develop recommendations for council adoption and promotion of use by council members and partners.**
- **3A4. Identify gaps not addressed by current messages. Work with council members and partners to develop messaging to address identified gaps for use within Washington State and the region.**
- **3B2. Investigate and develop recommendations for developing education and outreach curriculum and materials about the intentional release of invasive fish for sport fishing, and cultural releases at events and celebrations.**
- **3B3. Work with council members and partners to develop best management practices promoting resilient and healthy landscapes following wildfires, earthquakes, and other large scale disturbances**

## Early Detection and Rapid Response

- **4A3. Work with authoritative data sources to promote streamlined processes for data sharing and open data access and visualization.**
- **4B1. Develop and promote citizen science and professionally focused trainings using harmonized messaging, reporting tools, and best practices for prevention and control.**