

MAUI INVASIVE SPECIES COMMITTEE
STRATEGIC PLAN
April 2007

STRATEGIC PLAN COMPONENTS

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- RAPID RESPONSE
- ERADICATION / CONTROL
- PREVENTION
- BIO-CONTROL

MAXIMIZING PROGRAM QUALITY

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MAXIMIZING OUR VOICE

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- RETENTION
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- LOCAL RECRUITMENT

MAXIMIZING PROGRAM IMPACT

GOAL 1: PROTECT MAUI NUI FROM THE HARM OF INVASIVE SPECIES.

Early Detection – Objective 1.1: New terrestrial invasive species are detected at the incipient stage of invasion – when control or eradication is still feasible.

Strategies:

1. USGS & MISC collaborate in implementing Maui-based early detection reporting system.
2. Survey Maui's roadsides, nurseries and botanical gardens during FY08.
3. Improve staff capacity to identify plant, vertebrate, and invertebrate species. Conduct biennial vertebrate identification training for Maui Nui natural resource workers.
4. Implement "Eyes & Ears" program to expand public's familiarity with target species.
5. Support public awareness of the statewide PEST hotline.
6. Increase MISC's awareness of on-island activities for other taxa (e.g., invertebrates). Identify gaps in early detection.

Performance Measures:

1. Public reports about invasive species via the state PEST hotline or directly to MISC increase.
2. Numbers of trained observers familiar with MISC targets and other identified incipient species.
3. Number of miles surveyed; number of new detections.

Rapid Response – Objective 1.2: Clear protocols guide agency responses to detections of new invasive plants, vertebrates, invertebrates and aquatic species.

Strategies:

1. Update and disseminate comprehensive Rapid Response Chart outlining agency responsibilities.
2. Participate in development of a statewide decision-support system for identifying response options and priorities.
3. Create feedback loops to ensure adequate response is maintained.

Performance Measures:

1. Number of responses to new invaders
2. Key agency personnel have enhanced understanding of responsibilities for responding to invasive species reports.
3. Misguided referrals are reduced.
4. Time of response from discovery or report to assessment.
5. Time of response from report to action.

Eradication & Control – Objective 1.3: Maui Nui’s highest priority target species are eradicated or contained.

Strategies:

1. Target species are selected according to threat to native ecosystems, local agriculture, local economy, quality of life, feasibility of control, and cost to control.
2. Annually, control or eradicate highest priority species.
3. Participate in development of a statewide protocol to guide decision-making for when to shift strategies or modify effort on a target species.
4. Work to update Noxious Weed List to include MISC’s target species and other well-known invaders.

Performance Measures:

1. List of target species selected for work is consistent with prioritization criteria.
2. Decreased numbers of mature plant targets.
3. Decreased numbers of individual vertebrate or invertebrate targets.
4. Decreased number of infested acres by target.
5. Increased percent coverage of infested areas.
6. Decreased volumes of herbicide used or applied on target species.
7. Decreased labor employed on target species.

Prevention – Objective 1.4: Maui Nui has effective prevention programs to keep unwanted invasive species from breaching our harbors, ports and airports.

Strategies:

1. Schedule periodic meetings with HDOA to review current pathways.
2. Develop strategies to support Hawaii Department of Agriculture.
3. Support legislation and development of infrastructure to strengthen the ability of Maui County and Hawaii to improve quarantine measures for imported goods.

Performance Measures:

1. Number of inspectors on Maui increases.
2. Weed Risk Assessment protocols implemented to limit importation of high-risk species.

Bio-control – Objective 1.5: MISC supports discovery of effective bio-control agents to address high priority target species that are not easily eradicated by chemical / mechanical means.

Strategies:

1. Support research on and infrastructure for biocontrol
2. Identify top priorities and strategies for biocontrol on Maui.
3. Work with agencies on miconia biocontrol agents.

Performance Measures:

1. Research on bio-control agents for selected targets increases.
2. Increased discovery and/or release of effective new bio-control agents for selected targets.

MAXIMIZING PROGRAM QUALITY

GOAL 2: STRATEGIES AND ACTIONS ARE SCIENCE-BASED, EFFICIENT & EFFECTIVE.

Science-Based – Objective 2.1: Action Plans are based on the most current and reliable science available.

Strategies:

1. Annually review the most current scientific information and best management practices for each target species.
2. Hold periodic meetings to review current knowledge.
3. Publish MISC's operations, experiments, and photographs.
4. Participate in an update to P. Motooka's control publication.

Performance Measures

1. Control methods are responsive to new information.
2. Committee members and staff report continued learning experience.

Efficiency & Effectiveness – Objective 2.2: Survey and control actions are efficient and effective while minimizing non-target impacts.

Strategies

1. Establish concrete action plan for each target species.
2. Annually review current control methodologies and efficacy.
3. Prepare annual and long-term budgets based on estimated cost per target species.
4. Annually review potential for non-target impacts and identify ways to eliminate or reduce impacts.
5. Ensure MISC stays current on research into new and appropriate products and technologies.

Performance Measures

1. Control efficacy increases. Number of repeat visits to control target species decreases.
2. Efficiency of control work is increased. It takes less time to complete the same area or number of properties.
3. Enhanced understanding of control costs for each target species supports decision-making process.
4. Non-target impacts are documented and reviewed.
5. No mature plants at repeat visits.

Data Management – Objective 2.3: Accurate, current and relevant data provide the foundation for MISC’s daily operations and long-term strategies.

Strategies:

1. MISC’s integrated GIS-database system is consistent with statewide standards in cooperation with USGS.
2. Data collected for each species is reviewed quarterly to ensure that data standards are being met.

Performance Measures:

1. Internal data consistency is enhanced; data errors are reduced.
2. Tabular and spatial data are fully portable to statewide system in timely fashion.
3. Data collected provide meaningful measures of success.
4. Maps demonstrate progress over time.

MAXIMIZING OUR VOICE

GOAL 3: ENGAGING THE PUBLIC TO PROTECT MAUI NUI.

Public Understanding & Support – Objective 3.1: The public understands and supports MISC’s mission.

Strategies:

1. Communicate progress, value and relevance of MISC’s work to decision makers and funders.
2. Increase public awareness of MISC’s work and engage public in our efforts through coordinated media campaigns.

Performance Measures:

1. Funding is maintained or increases.
2. Number of public contacts increases.
3. Landowner recalcitrance decreases.
4. Public awareness of MISC and/or target species increases over time.

Industry Participation – Objective 3.2: The nursery and landscape industry are supportive partners.

Strategies:

1. Continue to promote and publicize the Malama i ka Aina award, FY07-09.
2. Develop and implement coqui-free certification program, FY07-08.
3. Ongoing participation in industry-related events and associations.
4. Support the adoption of the Codes of Conduct by MALP members.

Performance Measures:

1. Public is aware of annual award.
2. Nurseries and plant providers demonstrate support for frog-free certification program.
3. MALP adopts Codes of Conduct.

Education – Objective 3.3: MISC helps educate the students of Maui Nui about invasive species and fosters an appreciation for the natural environment.

Strategies:

1. Conduct educational programs for elementary, high school and college groups.
2. Actively promote implementation of the Hoike curriculum, FY07-09.
3. Develop the Hoike module on invasive species during FY09.

Performance Measures:

1. Numbers of presentations to school groups.
2. Numbers of youth involved in survey and control activities.
3. Increase in recruitment of local youth to MISC positions.

STRENGTHENING OUR CONNECTIONS

GOAL 4: MISC MAINTAINS A FOCUS ON MAUI NUI & CONTRIBUTES TO STATEWIDE NETWORK.

Moloka‘i, Lāna‘i & Kaho‘olawe – Objective 4.1: Support invasive species efforts on all islands of Maui Nui.

Strategies:

1. Provide financial, administrative and data support for MoMISC operations.
2. Provide training opportunities for MoMISC staff.
3. Prioritize actions for MISC work on all islands.
4. Strengthen the relationship with partners on each island.
5. Increase public awareness of MISC’s activities on each island.
6. Explore possibility of Lāna‘i on-island staff.

Performance Measures

1. MISC has a regular presence on each island of Maui Nui.
2. Hours worked in cooperation with partner agencies.

ISCs & CGAPS – Objective 4.2: Support statewide efforts to address invasive species.

Strategies:

1. Provide meaningful participation and/or leadership at meetings of the Invasive Species Committees and the Coordinating Group on Alien Pest Species.
2. Develop and foster inter-island exchange of information, including exchange of staff.
3. Identify and work to address barriers to communication among statewide agencies.

Performance Measures

1. Presence and participation at All-ISCs and CGAPS meetings.

Partnerships – Objective 4.3: Acknowledge and utilize the contributions of our partners.

Strategies:

1. Annually celebrate the strength and contributions of our partners.
2. Identify potentially untapped resources within our partners.

Performance Measures:

1. Enhanced sense of contribution among partners.

CREATING FINANCIAL SUSTAINABILITY

GOAL 5: MISC HAS ADEQUATE AND STABLE FUNDING RESOURCES.

Financial Stability – Objective 5.1: Improve long-term financial stability while maintaining or increasing current level of funding.

Strategies:

1. Maintain positive relationship with current funding agencies by providing meaningful assessment of progress to date.
2. Aggressively seek out diversified sources of funding, including other public, private and nonprofit sources, FY06-09.
3. Evaluate and possibly consolidate shared functions among the ISCs.

Performance Measures

1. Funding from current sources maintained or increased through FY10.
2. New sources of funding secured.
3. Feasibility of creating endowment fund explored.

Fiscal Responsibility – Objective 5.2: Resources are used efficiently and fiscal accountability is high.

Strategies:

1. Conduct ongoing review of operating budget to identify and implement potential cost-cutting measures.
2. Thoroughly and accurately track expenditures.

Performance Measures

1. Cost-cutting measures are implemented where feasible.
2. Partners and funding agencies report satisfaction with fiscal accounting.

BUILDING A WORKFORCE TO ACHIEVE OUR VISION

GOAL 6: MISC IS A REWARDING WORKPLACE

Retention – Objective 6.1: Improve employee retention.

Strategies:

1. Improve communication among all aspects of program.
2. Ensure salary structure is competitive.

Performance Measures:

1. Duration of employment increases.

Professional Development – Objective 6.2: Provide meaningful opportunities for personal and professional growth.

Strategies:

1. Provide training to augment staff ability and interests.
2. Promote individual responsibility for species-based research and analysis.
3. Provide opportunities for cross-training with partner agencies.
4. Provide opportunities for advancement.

Performance Measures

1. More training occurs.
2. More staff movement within MISC.

Local Recruitment – Objective 6.3: Enhance recruitment of workforce from local communities.

Strategies

1. Increase career networking with local high schools, Maui Community College, FY08-09.
2. Develop intern program by exploring opportunities such as the UH-HIP program, AmeriCorps, and YCC, FY07-09.
3. Strengthen MISC's relationship with the University of Hawaii by exploring possible joint research possibilities, FY08-09.

Performance Measures

3. Percentage of crew members hired from local communities increases.
4. Number of internships increases.