**Summary of Strategic Plan 2021-2023**

**Our values:** Ignite hope and courage. Care and collaborate. Embrace diversity. Do the right thing, do it remarkably well. Shape a greener future.

**Our mission:** To equip parents and students to lead school communities towards sustainability.

The Network advances its mission through the following three program priorities:

**1: Train and support school sustainability leaders**

Eco-School Network’s leaders will be a powerful, well-equipped workforce, with the skills, resources, and confidence to guide their schools toward sustainability. They will actively shape more sustainable school cultures and recruit successors to maintain the momentum in their schools. All leaders will feel nourished and rewarded, contributing year after year. Several key metrics to measure success include:

* At least 170 leaders are actively coordinating initiatives in 90 schools or more.
* A successful new online training and resource library are in place.
* The percentage of total Network schools that remain active year after year increases annually, so fewer new schools need to be trained each year.
* To supplement staff, each district network has an effective parent coordinator.

**2: Educate and engage students in practicing sustainability**

In our schools, every student, every day, practices Earth stewardship, building lifelong values and habits. Students are empowered to lead projects, share knowledge, and advocate for change within their schools and beyond school walls. Key metrics include:

* Network schools have one or more green practices that engage all students daily.
* The Network starts new practices each year that reach students district-wide.
* The number of student green teams has increased by 30%.
* The good work of student leaders is recognized and elevated.

**3: Shrink environmental footprints of schools and districts**

Network schools are models of whole-school sustainability in action. Our leaders are influencing improvements to the buildings and grounds of new and existing schools, and our districts have adopted standard policies and plans and identified the individuals responsible. Metrics include:

* Network-led changes lead to lower carbon emissions, less waste, more trees and native plantings, more school grounds used as gardens, and fewer vehicle trips.
* 40% of schools have started greening practices in at least three of the areas above.
* At least 25 Network schools complete one or more green school certification programs.
* Each district has adopted one or more new green policies or plans with Network support.

**Internal Work**

To make this work possible, the Network will grow and nurture a thriving community, secure sufficient revenue, and maintain excellent communications, while advancing equity. Metrics include:

* Network is actively supporting at least 60% of the Title 1 schools in our districts.
* A communications plan and contact management system are adopted and being implemented.
* Enough cash is on hand to cover 100% of expenses for following fiscal year.

