

**Fayette County Public Schools**

# **SUSTAINABILITY ACTION PLAN**

**2024-2029**





# From Dr Liggins' Desk

It has been said that we do not inherit the earth from our ancestors – we borrow it from our children.

While we should all take this sentiment to heart individually, Fayette County Public Schools is uniquely positioned to have a collective impact by modeling sustainable operations, building environmental literacy, and supporting the wellness of students, employees, families, and the community at large.

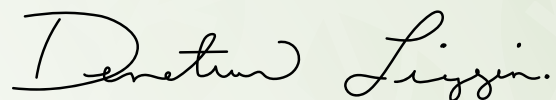
For more than a decade, our district has embraced the opportunity to lead in this arena by implementing green practices, educating our students about their relationship to the world, and encouraging everyone on our campuses to take seriously their role in protecting shared natural resources.

With the launch of this five-year Sustainability Action Plan, we are cementing that commitment to implement fiscally responsible practices that also protect our cherished Bluegrass ecosystems. When fully realized, Fayette County Public Schools will be positioned as a national leader in the three pillars of sustainability – environmental literacy, building impact, and student and staff wellness.

The mission of our school district to ensure all students achieve at high levels and graduate prepared to excel in a global society presumes a future in which there is a planet left to lead. As such, sustainability and environmental stewardship are inextricably woven throughout the daily work we do to help each and every child to fulfill their unlimited potential.

We have a responsibility as citizens of the world to leave an earth that's habitable for future generations, and I'm proud that our organization has embraced the opportunity to not only protect the environment but also imbue future generations with the skills and knowledge to do the same.

Warmly,



**Demetrus Liggins, Ph.D.**  
**Superintendent**



## A Note From BYSC

As active members of our schools, neighborhoods and broader global community, the Bluegrass Youth Sustainability Council recognizes the urgency of building a climate-resilient Lexington. From classroom to boardroom, from kindergarten to senior year, FCPS's Action Plan is an essential next step and positive example of the leadership role school districts must play in the fight towards a climate resilient future. In a world plagued by environmental crises and climate change, we often overlook the importance of spearheading change at a local level. This Plan is a decisive step towards a greener, healthier school district. In our efforts to build a climate resilient planet, we must first assess the improvements that can be made to and by our community. The 5-year Sustainability Action Plan achieves just that.

FCPS students are the future of sustainability in Lexington. The Bluegrass Youth Sustainability Council aims to catalyze student leadership and action across schools and campuses and this Plan makes that possible. Please accept our enthusiastic support of the FCPS 5-year Sustainability Action Plan. We are fully committed to supporting and actively participating in actions required to implement this Plan, as we stand to benefit the most from its impacts on our community and lives. Implementing the ambitious goals of this Action Plan will take committed collaboration and sustained focus from all FCPS stakeholders. Join us. Meet us where we are to build a shared commitment for a more sustainable future for us.

**Bluegrass Youth Sustainability Council**





# Progress is not inevitable.

It is the result of the choices we make *together*.

- 2010

FCPS Sustainability  
Operational + Instructional  
model launch

- 2012

Bluegrass Youth  
Sustainability  
Council launches

- 2015

Green Schools Alliance  
District Collaborative  
Charter Member

- 2016

Green Schools National  
Network Best of Green  
Schools - District Award

- 2019

University of KY  
Env. & Sustainability  
Studies **Sustainability  
Assessment Tool**

- 2020

US Dept of Education  
Green Ribbon School -  
District Award

- 2022


Green Schools National  
Network Green Print  
Districtwide Assessment

- 2023

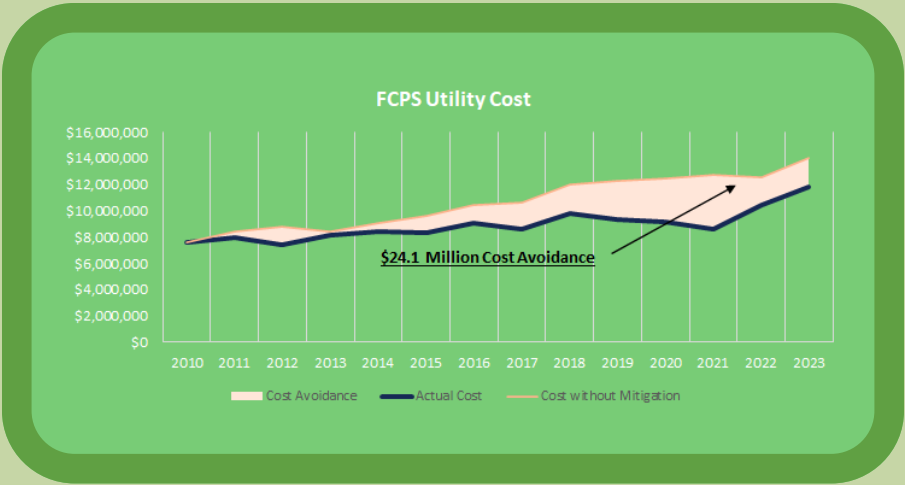
FCPS Sustainability  
Round Tables &  
Leadership Summit

- 2024

FCPS Sustainability  
Action Plan Launch



Fayette County Public Schools  
is the only district to have a US  
Department of Education  
National Green Ribbon School  
recipient **every year since 2012.**



- Signature Programs:**
- [Go Green + Earn Green](#)
  - [Outdoor Classrooms](#)
  - [Sustainability Scorecard](#), [SEE KY](#) & [Green STEM](#)
  - [Bluegrass Youth Sustainability Council](#)
  - [Design 101 & Renovation 101 Teams](#)
  - [Tree Week](#) (fall) & [Earth Week](#) (spring)
  - [Farm to School](#)
  - [Green Clean, Spoon & Campus Sustainability Superstars](#)
  - School Sustainability Leadership Network + Green Career Speakers Bureau



## Next Steps, Action Plan

**Roundtables**  
Jan. 2023

- District Leaders
- Teacher Leaders
- Student Leaders
- Operations Leaders
- Community Partners

**Leadership Summit**  
May 2023

- District Leaders
- Teacher Leaders
- Student Leaders
- Operations Leaders
- Community Partners

**Draft: Action Plan Review**  
Fall–Winter 2023

- Plan, Do, Review
- SMART Goals
- Tasks & Timelines
- Stakeholder insight



## Five Year Sustainability Action Plan 2024–2029

**Leadership Impact System Priorities**

1

District Leadership

2

School Leadership

**Facilities & Operations Impact System Priorities**

3

Energy Efficiency & Indoor Air Quality Practices

4

Solid Waste Practices

**Curriculum & Instruction Impact System Priorities**

5

Instructional Alignment

6

Outdoor Learning

# FCPS Strategic Plan & Sustainability Action Plan Alignment

## Priority 1: District Leadership

**Engagement and Outreach:** Identify and adopt a framework for engaging families and communities that supports student and school improvement.

**Organizational Health & Effectiveness:** Ensure continuous improvement across all areas of the district by aligning strategies with a focus on organizational coherence.

**Highly Effective & Culturally Responsive Workforce:** Implement high quality onboarding and induction programs to support those new to Team FCPS.

## Priority 2: School Leadership

**Organizational Health & Effectiveness:** Implement programs for employees focused on well-being and recognition.

## Priority 3: Facility & Campus Operations

**Organizational Health & Effectiveness:** Enhance, develop and communicate a consistent system of standard operating procedures across all departments.

Create a welcoming environment with a focus on providing excellent service to members of the public throughout the district, with implementation supported by protocols and employee trainings.

## Priority 4: Solid Waste Practices

(Reducing, Reusing, Recycling, Upcycling, Composting)

**Organizational Health & Effectiveness:** Enhance, develop and communicate a consistent system of standard operating procedures across all departments.

## Priority 5: Instructional Alignment

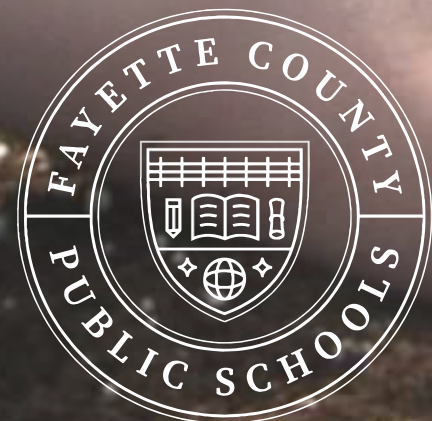
**Student Achievement:** Outline grade level milestones and benchmarks for the Portrait of a Graduate and clearly communicate expectations for students and educators.

Engage families in supporting their students' academic and career planning and accessing their personalized plans.

## Priority 6: Outdoor Learning

**Engagement and Outreach:**

Implement a partnership model that leverages community engagement and resources to increase student opportunities.





# FCPS Sustainability Action Plan



## Leadership

### IMPACT SYSTEM

#### Priority 1:

## District Leadership

#### Overarching Goal:

District leadership team will consistently use sustainability as the lens to provide rich learning opportunities for students, decrease FCPS' ecological footprint, lower costs, attract and retain staff and increase the physical, social and emotional health for students and staff. A shared leadership structure will ensure all stakeholders are represented, honored and empowered to contribute to decision-making throughout the district.

#### Indicators & Evidence:

- District Leadership meeting minutes include sustainability initiatives
- Sustainability mindset data for district leadership
- Progress as measured by the GSNN GreenPrint Implementation Review
- Staff surveys indicate the importance and value of education for sustainability
- District leadership celebrates school and district sustainability achievements
- Districtwide Sustainability Scorecard awards presented at annual Sustainability Coordinator Training
- Community stakeholders are offered multiple opportunities to learn about and engage in school and districtwide sustainability initiatives
- District-wide Sustainability Coordinator Supplemental Duty



#### Supporting Goals:

1. By fall of 2024, district leadership team meetings will semi-annually include time to review district-wide sustainability initiatives that cover both instructional and operational practices.
2. By spring of 2025, all district leadership team members will participate in an annual Sustainability Mindset Survey to serve as a tool to measure alignment between district leadership and school faculty/staff.
3. FCPS will engage in a annual GreenPrint Implementation Review that evaluates four impact systems: Leadership; Curriculum & Instruction; Culture & Climate; and Facilities & Operations.
4. Members of the District Leadership team will attend Sustainability Scorecard award presentation at annual September Sustainability Coordinator Training that highlight school achievement and progress.
5. School Sustainability Coordinators will receive commensurate and adequate compensation for school-based required tasks.
6. Families and community partners will have access to information about and opportunities to engage with sustainability at the classroom, school and district level through regular FACE & 16th District PTA collaboration.
7. Sustainability Team will be adequately staffed and resourced to implement local and national instructional and operational sustainability best practices.





# Leadership

## IMPACT SYSTEM

### Priority 2:

## School Leadership

### Overarching Goal:

By 2029, FCPS will collect and report consistent data at 100% of our schools related to instructional & operational green school best practices. This data will be shared regularly to equip school-based key stakeholders with opportunities for celebration and opportunities for improvement in sustainability.



### Indicators & Evidence:

- Annual Sustainability + Wellness Scorecard results
- Annual School Sustainability Listening Session & Goals
- Establishment of School Principal Leadership Network
- Annual Principal Cadre meeting minutes
- Annual Principal Sustainability Mindset Survey results
- Development of SBDM Sustainability Committee Training
- Semi-monthly Monday Memo Sustainability Scoop & Energy Tip
- Development of New Principal and New Teacher Orientation Training



### Supporting Goals:

1. FCPS will monitor and support school sustainability goals through Sustainability Listening Sessions & district Sustainability & Wellness Scorecard to reflect local, state and national green school best practices.
2. Scorecard results will be used to celebrate achievements, identify opportunities for improvement and set annual goals.
3. FCPS will offer School Leadership support in sustainability by facilitating Principal Sustainability Leadership Network, annual Principal Sustainability Mindset Survey and SBDM Sustainability Committee Training.
4. FCPS will include semi-monthly Sustainability Scoop & Energy Tip in Monday Memo.
5. FCPS will support school leadership sustainability goals through annual Principal Cadre sustainability updates to include Go Green + Earn Green participation.
6. Sustainability will be included in New Principal and New Teacher Orientation.





# Facilities and Operations

## IMPACT SYSTEM

### Priority 3:

## Facility & Campus Operations

### Overarching Goal:

FCPS will increasingly improve energy efficiency, leading to funds being diverted from utilities back to our classroom. An annual goal of a 3% EUI (Energy Use Intensity) reduction leading to district-wide 45 EUI average will be achieved through a combination of investments in capital improvements and initiatives to instill and incentivize a culture of sustainability with all district stakeholders. Indoor Air Quality (IAQ) will be monitored and improved through facility upgrades, without sacrificing energy performance. Campus tree canopy and stormwater management will be monitored and improved through facility upgrades and student-driven initiatives.

### Indicators & Evidence:

- Annual custodial and cafeteria staff training on green school best practices will be developed
- Strategic alignment & continuous collaboration with Annual IAQ monitoring on all FCPS facilities
- Semi-annual review of HVAC and lighting performance and scheduling with maintenance department
- School participation in Go Green to Earn Green will increase 8% annually
- Quarterly school energy efficiency reports & competitions
- Green Clean, Green Spoon & Green Campus Recognitions
- Live energy monitoring for all schools
- Monitoring & pursuit of state and national green school and green fleet funding opportunities
- 4% increase in campus tree canopy by 2029
- IAQ is consistently monitored and standard operating procedures exist to respond to stakeholder concerns



### Supporting Goals:

1. School participation in Go Green to Earn Green will increase 8% annually.
2. FCPS will monitor energy consumption data through utility bill analysis until live energy monitoring is available in all district buildings.
3. Annual utility rate audits will be conducted to ensure buildings are on the most cost effective rate.
4. Break shutdown checklists will be disseminated to all FCPS buildings prior to extended break to encourage energy efficiency.
5. Sustainability Team will work closely with Facilities and Design to ensure energy and resource-efficient school design elements are included in all design projects including elements that may impact indoor air quality.
6. Custodial and cafeteria staff will implement research-based sustainable standard operating procedures.
7. Annual custodial and cafeteria staff training on green school best practices will be developed.
8. Conduct district-wide IAQ baseline assessment and review annually.
9. Stormwater runoff and associated fees will be reduced through campus upgrades and grant-funded campus improvements.
10. FCPS will contribute to Lexington's overall urban tree canopy goal of 30% by increasing campus tree canopy from 11% (2023) to 15% by 2029.
11. A system is in place to continuously collect IAQ concerns and staff are trained on how to provide feedback.
12. FCPS Sustainability Team will semi-annually review HVAC and lighting settings and schedules with FCPS Maintenance to ensure optimal energy efficiency best management practices.





# Facilities and Operations

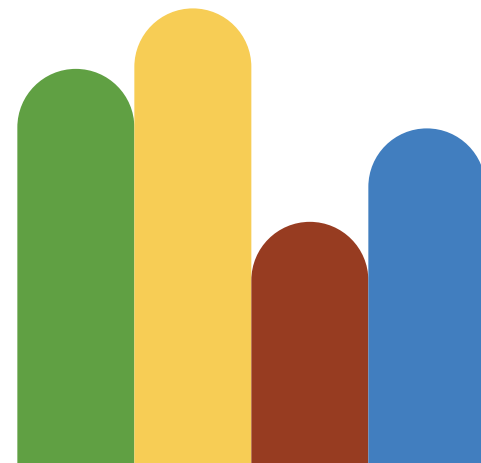
## IMPACT SYSTEM

### Priority 4: Solid Waste Practices

(REDUCING, REUSING, RECYCLING,  
UPCYCLING, COMPOSTING)

#### Overarching Goal:

FCPS will reduce landfill-bound waste and increase cost avoidance by 10% each year through a focus on supplies and materials reduction, reusing of existing supplies and materials, and district-wide recycling.



#### Indicators & Evidence:

- Districtwide recycling standard operating procedures are followed
- Districtwide standard operating procedures for both pre and post-serving line cafeteria recycling will be developed
- Utilization of single use plastic will reduce 5% each year
- By Fall 2029, districtwide Sustainable School Supply Swap procedures will be developed
- By Fall 2025, FCPS Composting for Schools Manual will be developed
- By Fall 2026, districtwide landfill-bound waste stream volume or mass monitoring best practices will be available to all schools



#### Supporting Goals:

1. FCPS will monitor the number of landfill bound dumpster tips and recycling dumpster tips and adjust accordingly to reduce associated costs with landfill bound waste.
2. FCPS will develop and include district-wide solid waste SOPs in annual Sustainability Coordinator and Custodial training.
3. FCPS will reduce single-use plastics in cafeterias.
4. By Fall 2029, 100% of FCPS facilities will have procedures in place to collect eligible recycling materials.





# Curriculum and Instruction

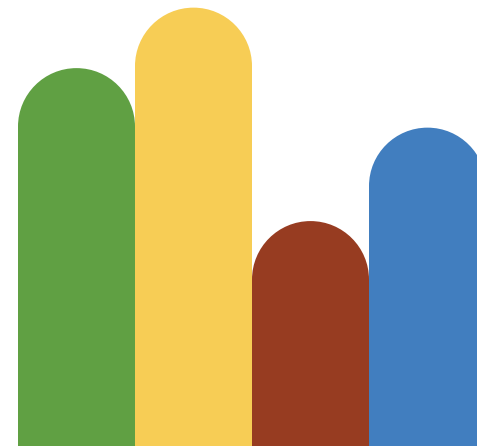
## IMPACT SYSTEM

### Priority 5:

## Instructional Alignment

### Overarching Goal:

By 2029, all students at every grade level will experience meaningful 4PBL (Phenomenon, Place, Project, and Problem-Based Learning) instruction connected to Education for Sustainability (EfS) to solve complex challenges that impact their inherited planet while creating an ecologically sound, socially just and economically viable future.



### Indicators & Evidence:

- School Sustainability Leadership Network Teacher Leaders will inform instructional needs and guide professional learning development
- KAS-aligned, multi-disciplinary, student-centered EfS and climate change curricula will be available to all teachers of every discipline and grade level
- Minutes from semi-annual strategic alignment and continuous collaboration with instructional specialists
- Curriculum crosswalks between existing FCPS Curriculum Frameworks and 4PBL Education for Sustainability will be developed
- Bluegrass Youth Sustainability Council will include student representatives from all FCPS high schools
- Quarterly School Sustainability Leadership Network minutes



### Supporting Goals:

1. All teachers in all grade levels and disciplines will have access to professional learning opportunities in Education for Sustainability (EfS).
2. All teachers of every grade level and discipline will have access to KAS-aligned, research-based Education for Sustainability and climate change instructional materials in collaboration with Teaching & Learning Instruction Specialists.
3. Students will have Green Career Pipeline work-based opportunities available in 4th, 7th and 11th grades.
4. FCPS will leverage the expertise of School Sustainability Leadership Network cohort members to inform and drive district-wide instructional programs, supports and priorities.
5. Students will be given meaningful opportunities to engage in sustainability in the classroom and extracurricularly.





# Curriculum and Instruction

## IMPACT SYSTEM

### Priority 6:

## Outdoor Learning

### Overarching Goal:

By 2029, all instructional staff will have a variety of place-based resources, materials, structures, and guidance to incorporate and leverage the instructional, social-emotional and wellness benefits of outdoor learning.



### Indicators & Evidence:

- All instructional staff will have access to training and resources on learning “in”; “about”; “from”; and “for” nature
- Every school site has identified outdoor learning areas that could include seating, shade structures, wifi accessibility, garden plots, nature trails, etc.
- Data is collected on outdoor learning frequency
- Teaching standards and outdoor learning opportunities are identified through Curriculum framework crosswalks with education for sustainability (EfS), specifically curriculum related to Essential Skills of Global Citizenship and Sustainability
- By June 2025, FCPS Outdoor Learning Manual will include OL Space Type Components
- Adequately staffed and trained Grounds Crew on outdoor learning element care
- Outdoor Classroom Committee will be formed for each renovation and new construction project to purposefully identify outdoor learning spaces



### Supporting Goals:

1. By June 2025 75% of the instructional staff have access to training on outdoor learning that includes learning “in”; “about”; “from”; and “for” nature, along with identified supporting academic resources.
2. By June 2025 all school sites have submitted an outdoor learning plan that includes existing infrastructure, outdoor learning features and partnership assets and opportunities for improvement.
3. By June 2025 all school sites are tracking outdoor learning frequency.
4. By June 2026 outdoor learning and curriculum connectors are identified.
5. FCPS Grounds will be staffed to support outdoor learning elements and receive training on outdoor learning area maintenance, to include tree, pollinator/rain garden, and edible garden care.
6. Campus green space will be strategically identified as a potential Outdoor Classroom during renovations and new construction.





**GREEN SCHOOLS**  
**NATIONAL NETWORK**

