

Sustainability Plan Roadmap

FROM PLANNING TO ACTION

Lake Washington School District is building on meaningful sustainability progress already underway. This Sustainability Plan Roadmap represents the next step in that work, providing a clear framework to deepen and expand sustainability across operations, learning environments, and organizational systems. It is designed to support the District in translating the Plan into sustained, systemwide action.

The Sustainability Plan establishes the District’s long-term vision for sustainability, including achieving no net direct emissions, strengthening climate resilience, preparing students for a sustainable future, and building staff capacity to support this work. The Plan defines what the District seeks to accomplish and why. This Roadmap serves as its companion, outlining how such a comprehensive set of recommendations can be implemented over time.

The Sustainability Plan Roadmap brings together all recommendations from the Sustainability and Resource Conservation Action Plan in one place and organizes them into a structured format. For each recommendation, the Roadmap identifies an anticipated timeline for implementation along with the next action step needed to move the work forward. Rather than introducing new initiatives, the Roadmap serves as a practical planning and tracking tool that supports transparency, coordination, and accountability as sustainability efforts progress over time.

As the District integrates sustainability throughout its operations, learning, and staff support, the following key questions guide the work:

How close or far are we from ecological balance, and does this decision move us closer?

In what ways do students and staff have—or still need—the knowledge, skills, habits, and mindsets to live sustainably, and how does this action help build them?

What more can we do under current conditions?

What conditions would need to change for us to do even more?



The Roadmap provides a path to attaining measurable progress over time. It will evolve as conditions change, incorporating updated greenhouse gas inventories, lessons from pilot efforts, and shifts in technology, policy, and funding.



Greenhouse Gas Emissions

Achieve Net-Zero Direct Emissions by 2050									
KEY ACTIONS	NEXT STEPS	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Electrify buildings	See – Operations: Capital Planning and Built Environment								
Electrify fleets	See – Operations: Transportation								
Monitor Washington State's progress towards a 100% clean electricity grid	Develop and implement a recurring monitoring procedure with defined metrics and reporting cadence								
Develop offset forecast model	Establish a long-term carbon dioxide offset project model for anticipated renewable energy targets, updated annually in conjunction with annual Greenhouse Gas Inventory								
Develop a phased renewable energy implementation plan that corresponds to necessary offsets	Complete phased solar implementation plan that satisfies projected residual emission offset needs and update plan every 3 years								
Track Greenhouse Gas emissions annually	Update and publish Greenhouse Gas Inventory annually, adjusting projections and implementation plans as needed								

Expand Scope 3 Inventory to Include Additional Sources Over Time									
KEY ACTIONS	NEXT STEPS	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Expand Scope 3 tracking (commuting, embodied carbon, purchases)	Expand Scope 3 emissions tracking by the end of the 2026-2027 school year								
	Reassess Scope 3 categories in 2029 and establish a schedule for additional expansion if needed								
Track Greenhouse Gas emissions annually	Update and publish Greenhouse Gas Inventory annually, adjusting projections and implementation plans as needed								

Operations: Capital Planning and Built Environment

Transition to Fossil-Fuel-Free Building Operations									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Adopt and enforce fossil-fuel-free design standards for new construction and major modernizations	Develop a districtwide building decarbonization plan								
	Establish fossil-fuel-free design standards for new construction and major modernizations								
Electrify existing buildings by replacing gas-fired systems at end-of-life (EOL)	Create an inventory of all mechanical, electrical, and plumbing equipment reaching end-of-life								
	Develop a prioritized electrification schedule aligned with end-of-life replacement								
Continue efficiency upgrades (lighting, controls)	Identify remaining efficiency opportunities and integrate them into capital planning								
Monitor advances in battery and microgrid resilience	Assess readiness and opportunities for battery storage and microgrid pilot projects								

Monitor and Reduce Embodied Carbon in Building Materials									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Pilot embodied carbon assessment	Select 1–2 modernization projects to serve as pilot assessments								
Establish embodied carbon baseline	Create a baseline for major materials and produce summary report identifying materials hot spots and cost implications								
Set embodied carbon reduction targets informed by baseline assessment	Set embodied carbon reduction targets informed by baseline analysis and feasibility considerations								
Incorporate Environmental Product Declarations (EPDs) in design and construction specifications	Add EPD requirements into capital project standards								
Track and benchmark embodied carbon in future capital projects	Standardize embodied carbon measurement methodology and select supporting tools (<i>e.g., EC3 or OneClick LCA</i>)								
	Provide embodied carbon training for capital project staff and develop an "embodied carbon decision guide" for project managers and design teams								
Scale embodied carbon protocols	Begin scaling the effort to new projects								

Reduce Construction and Demolition (C&D) Waste									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Establish C&D diversion baseline (minimum of two projects)	Complete a construction and demolition (C&D) diversion baseline using two recent or current projects								
Adopt 75% diversion goal	Formalize a 75% C&D diversion goal for capital projects								
Integrate new C&D diversion clauses into capital project contracts	Incorporate updated C&D diversion requirements into capital project Request for Proposals and contracts								
Track diversion performance on capital projects	Start tracking C&D diversion performance on all new capital projects								

Operations: Capital Planning and Built Environment

Invest in Solar Energy Generation								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Expand rooftop solar to schools	Conduct a solar feasibility assessment							
	Create a residual emissions forecast and develop potential offset estimate							
	Integrate viable solar opportunities into capital planning cycles							
Explore the development of ≥ 1 Megawatt solar through partnerships	Define project objectives and preferred ownership/benefit structure							
	Assess potential financial and emissions impact							
	Issue a Request for Information and evaluate partnership models to inform a potential Request for Proposal							
Pursue innovative net-metering and utility program opportunities with local utilities	Engage Puget Sound Energy (PSE) to explore special net-metering and related program options							

Include a Greenhouse Gas Reduction and Climate Action Component in the District’s Next Funding Measure								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Develop a Greenhouse Gas reduction and climate action component for the next bond/levy	Define the climate priority projects (electrification, solar, efficiency, resilience) with cost estimates and projected Greenhouse Gas impact							
Build a transparent, community-driven process to shape the funding measure	Develop a clear investment framework linking projects to environmental, financial, and educational outcomes							
	Engage School Board and leadership to confirm scope, priorities, and timing for ballot readiness							
	Conduct early community engagement to test support and refine framing							
Link proposed investments to measurable environmental, financial, and educational outcomes	Align the bond/levy proposal with the district's other capital plan components to ensure it integrates cleanly into the next funding cycle							



Operations: Waste Reduction and Resource Conservation

Transition to Reusable and Compostable Food Tableware and Serviceware								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Establish a districtwide rollout schedule for reusable trays and tableware, reaching 100% reusable tableware by 2030	Implement reusable trays and flatware in elementary schools with dishwashing capability							
	Expand and evaluate reusable tableware pilots in secondary schools							
Integrate certified compostable tableware in locations where reusable tableware is not feasible	Coordinate with waste haulers to confirm acceptable compostable materials and align approved tableware specifications accordingly							
Reduce single-use packaging by 50% by 2030	Develop a roadmap to achieve a 50% reduction in single-use packaging by 2030							
Integrate sustainable tableware and serviceware standards into vendor contracts and Request for Proposals	Identify required tableware and serviceware standards and incorporate them into the next contract amendment or new Request for Proposal cycle							
Strengthen and Standardize Organics Collection								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Establish a fully functional, districtwide composting system aligned with hauler requirements	Conduct a signage, equipment, and sorting station audit							
	Use audit findings to address any equipment, signage, and custodial-support needs							
	Develop and launch a composting literacy campaign for students and staff							
	Embed composting and waste-sorting procedures into custodial and cafeteria training							
Collaborate with haulers to reduce contamination and improve collection performance	Institute a recurring data-review cadence with waste haulers to analyze contamination trends and refine collection protocols							
Leverage waste-sensor data to monitor diversion performance and inform continuous improvement	Analyze waste-sensor data to identify inefficiencies and prioritize interventions							
Expand Food Waste Prevention and Edible Food Recovery								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Standardize and implement share tables and food donation options in schools	Review, update, and roll out standardized share table and donation procedures, beginning with elementary schools and continuing with secondary schools							
Establish and expand food donation partnerships with local nonprofits	Identify and engage local nonprofits to assess food donation and recovery partnership opportunities							
Implement and scale food recovery strategies, including shared tables and food donation programs	Standardize and roll out share table and donation procedures							
	Launch food recovery pilots in 2–3 schools and document operational lessons							
	Develop districtwide guidance on safe handling, tracking, and redistribution of surplus food							
Promote Water Efficiency and Sustainable Water Use								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Retrofit fixtures and irrigation through renovations and targeted site improvements	Identify and prioritize sites for water fixture and irrigation upgrades							
Expand use of native/drought-tolerant landscaping	Establish baseline standards for native and drought-resistant landscaping materials and plantings in capital projects							
Integrate stormwater and water efficiency education in school programs	Review and strengthen existing science curricula for stormwater and water-efficiency content, and enhance content where needed							

Operations: Transportation

Transition the Support and Maintenance Fleet to Electric Vehicles (EVs) and Begin to Transition to Electrified Grounds Equipment								
KEY ACTIONS	NEXT STEPS	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Replace fleet vehicles with EVs as they reach end-of-Life (EOL)	Develop a 5-year fleet replacement schedule based on vehicle age and contract cycles							
Prioritize EV replacement for operations and maintenance fleet	Identify which operations and maintenance vehicles will be electrified							
Design and, where necessary, deploy a scalable EV charging infrastructure to support fleet electrification	Install bus-compatible chargers sized to serve the operations and maintenance fleet and allow for future expansion							
Pilot and scale electric grounds equipment as performance and cost-effectiveness improves	Launch grounds equipment pilots and evaluate performance							
	Implement grounds equipment replacement based on pilot findings							

Develop a Strategy to Transition to an Electric School Bus Fleet								
KEY ACTIONS	NEXT STEPS	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Phase out gas-powered buses and replace them with electric models	Develop a phased gas-powered bus replacement schedule with EV buses							
Develop and begin constructing scalable, bus-compatible charging hubs	Develop a plan to construct a centralized or distributed bus-compatible charging hub							
	Ensure all new charging infrastructure is bus-compatible and in service prior to the arrival of new EV buses							
	Engage PSE to ascertain utility readiness and support							
Pursue funding to support electric vehicle and charger deployment	Leverage available funding programs and opportunities for electric vehicle purchases and charging infrastructure							
Use telematics to monitor electric bus performance and operations	Track idling, routing efficiency, energy use, and other operational performance data to inform optimization							

Develop EV Charging Infrastructure								
KEY ACTIONS	NEXT STEPS	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Confirm EV charging readiness at the new operations facility	Conduct an electrical capacity and site layout assessment							
	Identify alternative site(s) if new operations facility is insufficient for long-term charging infrastructure							
Install scalable Level 2 charging infrastructure	Size chargers for near-term fleet demand with capacity for future expansion							
Design for future bi-directional Vehicle-to-Building (V2B) / Vehicle-to-Grid (V2G) capacity	Evaluate technical and financial feasibility of adding bi-directional charging at priority sites							

Operations: Transportation

Pursue a Dedicated Funding Measure for Bus Fleet Electrification									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Develop transportation-specific funding measures (levy or bond)	Build the cost, emissions, and lifecycle case for transportation electrification investments								
	Develop a prioritized project list linking bus replacements to measurable outcomes								
Establish a process to shape the transportation funding measure	Engage the School Board and district leadership to confirm scope, priorities, and timing								
Align proposed transportation investments to measurable environmental, financial, and educational outcomes	Prepare a campaign outlining benefits and expected Greenhouse Gas reductions								
	Conduct early community engagement to test support and refine messaging								

Expand Active and Shared Transportation									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Assess staff and student travel patterns to inform active and shared transportation strategies	Complete commuting study, beginning with secondary schools								
Pilot active and shared travel programs to reduce single-occupancy vehicle trips	Launch walk, bike, bus, and carpool pilots at 3-5 schools								
Develop a scalable Active & Shared Travel Toolkit	Track pilot participation, travel behavior changes, and emissions impacts								
	Use pilot findings to create a districtwide toolkit with templates, guidance and potential incentive programs								

Operations: Purchasing and Upstream Emissions

Use Existing Tools to Evaluate Products and Vendors									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Adopt a districtwide sustainable procurement policy	Draft and approve a policy covering priority categories (e.g., IT, paper, custodial/maintenance supplies)								
Embed sustainability criteria into procurement processes and templates	Update Request for Proposals and contracts templates to include sustainability requirements								
	Standardize the use of recognized tools (e.g., EPEAT, Green Seal) to guide purchasing decisions								
Build staff capacity to apply sustainability criteria	Train purchasing staff and key department buyers on using approved sustainability tools and criteria								
Phase in sustainable procurement requirements across additional categories over time	Expand policy implementation to additional categories over time								
Pilot Low-Carbon Procurement Strategies in Priority Categories									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Pilot low-carbon purchasing in select categories	Select 1–2 pilot categories (e.g., laptops, paper, classroom consumables)								
	Conduct pilot purchases using low-carbon alternatives in selected categories								
Evaluate emissions, life cycle costs, and performance of pilot purchases	Compare low-carbon options using sustainability criteria and life cycle cost analysis								
	Quantify pilot emissions impacts and staff feedback								
Use pilot results to strengthen district procurement standards	Incorporate successful low-carbon criteria into ongoing procurement requirements								
Formalize Electronics Take-Back and Reuse Strategy									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Formalize device recycling, surplus and e-waste processes	Document vendor partnerships for certified data destruction and reuse, recycle options, and overall sustainable workflows for how devices exit our district's use in compliance with policies								
Partner between departments and vendors to expand second and third life cycles of device use and the structural changes needed within our teams to support extended life cycles	Develop recommendations that allow us to maintain quality experiences while extending technology life cycles in our systems								
Evaluate repair processes for opportunities to part out and reuse parts of equipment that sustain the overall fleet and wider lifecycles of devices	Establish operating policy to maintain priority on repairing with reused internal parts and expertise over externally procured parts where practical								

Enhancing Resilience

Assess and Address Risks to Buildings and Communities								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Assess regional climate-related risks to school facilities and communities	Analyze flood, wildfire, heat, and extreme weather risk data and maps to identify priority vulnerabilities							
Develop building-specific weather and climate emergency response plans	Review local emergency response frameworks and adapt building-level plans as needed							
Coordinate with municipal partners on climate emergency planning	Work with local jurisdictions on joint planning and emergency preparedness exercises							
Reassess the district's insurance coverage and climate-related risk exposure	Review current insurance policies and evaluate coverage against identified climate-related risks							
Strengthen Building Resilience								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Prioritize resilience upgrades in facilities located in high climate-risk areas	Identify priority schools using climate risk maps and facility condition data, and define appropriate resilience upgrades							
Improve Indoor Air Quality (IAQ) and wildfire smoke protections in high-risk facilities	Develop building-specific IAQ and smoke mitigation strategies for buildings in high-risk areas							
Plan and deploy power-resilient solutions, including microgrids and Vehicle-to-Building (V2B) capacity	Evaluate the feasibility of integrating microgrid and V2B at priority sites							
Integrate V2B capability into future infrastructure planning	Align power resilience investments with scheduled renovations and long-term infrastructure plans							
Strengthen Community Resilience								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Host preparedness workshops in partnership with school leaders and local agencies	Coordinate with local municipalities and emergency agencies to leverage or adapt existing preparedness materials							
Designate select schools as resilience hubs	Identify candidate resilience hub schools based on community need, building infrastructure, and location							
Establish redundant communications and mutual aid protocols between schools	Pair schools with complementary risk profiles to support backup communications and mutual aid planning							
Support Restoration and Resilience of Local Ecosystems								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Engage students in native plant restoration projects	Launch student-led native restoration projects at priority schools							
	Launch student- and teacher-led tree canopy counts to support learning and long-term tracking							
Replace underutilized lawns with native and drought-tolerant vegetation	Identify lawn areas suitable for conversion to native plantings and develop phased plans							
Create microforests where feasible	Assess the feasibility of microforests at select sites							
Integrate ecosystem restoration activities into science and sustainability learning	Establish a shared collaboration space to support curriculum alignment, lesson sharing, and coordination across schools							

Preparing Students

Integrate Sustainability into Everyday Learning								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Develop a districtwide framework for integrating sustainability into instruction and school culture	Establish a cross-functional subcommittee of teachers, principals, and students to guide development and implementation							
Align with tribal knowledge through the Since Time Immemorial (STI) curriculum	Review the Since Time Immemorial curriculum to determine entry points/integration points and develop a model lesson or unit with STI integration							
Create teacher checklists and classroom sustainability tools	Develop a practical sustainable classroom starter guide, informed by resources such as King County Green Schools materials							
Deepen and Expand Outdoor Learning Experiences for All LWSD Students								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Partner with tribes and community organizations to create outdoor learning centers (<i>e.g., near Redmond Watershed Preserve</i>)	Assess interest in and feasibility of an outdoor learning center							
Build (sponsored) outdoor learning labs at elementary schools	Seek potential funders/sponsors of pilot of 1–2 outdoor learning labs							
Partner with OutTeach, SummerSearch, and others for programming	Survey current program/content partners and identify additional potential program and content partners							
Expand and Develop Additional Green Career Pathways for High School Students								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Assess the addition of industry recognized certification related to sustainability practices	Utilize our Agriculture Sciences-Natural Resources Program Advisory to assess certification value and feasibility							
Strengthen Career and Technical Education (CTE) course offerings connected to green jobs	Engage CTE team to research career pathways and higher education opportunities in Green Careers							
Provide work-based learning opportunities to students including guest speakers, Job Shadows, and internships, in collaboration with local industry partners	Identify point(s) of contact for work-based learning opportunities							
Strengthen college and career center support for students pursuing environmental and sustainability postsecondary experiences	Establish an annual green career and activities fair							
Launch a Student Green Fund to Support School-Led Innovation								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Establish a districtwide fund for student-proposed projects	Identify a district lead and partner organization to develop the Student Green Fund							
Create selection criteria and process	Develop selection criteria, application process, and student review panel							
Fund cost-effective student sustainability initiatives	Secure initial grant funding							

Equipping Staff

Develop Community-Wide Alignment on Sustainability Through Shared Language and Experiences								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Facilitate shared learning activities and volunteer opportunities	Prototype and test Sustainability Ikigai in meetings and professional development activities							
Build community engagement around sustainability	Identify 2–3 common learning experiences or activities to roll out districtwide (to students, staff, families)							

Expand Training for Operational Staff								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Add sustainability responsibilities to job descriptions	Update basic job descriptions, where feasible, to include waste diversion and resource conservation							
Provide targeted training for custodial, cafeteria, and maintenance staff	Ensure training reflects current district sustainability goals and operational standards							
Continue technical systems training for facilities and operations teams	Continue specialized training for facilities teams on building systems and energy management							

Expand Training for School Staff								
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050
Provide role-specific guidance for school leaders, district staff, and executive team	Share plan and roadmap priorities with administrators							
Integrate sustainability-focused professional learning into existing administrator support	Integrate sustainability themes into summer administrators' retreat							
	Engage school-level administrators to determine how best to include sustainability in annual goal setting							
Support school leaders in using teacher, student, and community input to identify shared entry points for integrating sustainability	Provide frameworks and prompts for community conversations, while preserving school-level ownership							
Agree on helpful ways to include sustainability in school-level progress monitoring	Develop school-level progress monitoring look-fors and benchmarks, in collaboration with school-level leadership							
Maintain regular central office visits to support schools, gather feedback, and highlight progress	Develop a plan for baseline support to schools on sustainability efforts							

Equipping Staff

Support Teachers in Intergrating Sustainability									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Create shared space for lesson sharing	Identify a platform or shared space tool								
Survey teachers to identify support needs	Create a survey and/or action research questions								
Develop a “Sustainable Classroom” checklist	Release a "Sustainability Classroom" checklist								
Promote professional development through free offerings from organizations like Sustainability Ambassadors, WABS, and others	Coordinate 1–3 pilot professional development opportunities and monitor success								

Strengthen Support Systems for Green Team Leaders									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Inventory active Green Teams and stipend status	Assess stipend status and current level of function of each Green Team								
Provide differentiated training for new and experienced leads	Establish training and collaboration cohorts for new and experienced leaders								
Standardize stipends across schools	Establish standard stipend structure and level across all schools								

Establish an Internal Sustainability Implementation Team to Support and Augment Sustainability Management Capacity									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Form a cross-departmental working group to support the implementation of the Sustainability Action Plan and Roadmap	Define team roles, responsibilities, and meeting cadence								
Charge the team with identifying system-level opportunities and monitoring progress toward Roadmap goals	Adopt or modify performance indicators								
Monitor progress toward Roadmap goals and support districtwide alignment	Engage in regular review cycles and set public reporting timelines								
Position this group as a support structure to the Associate Director of Sustainability & Resource Conservation	Identify working norms for leading vs supporting work, given volume of recommendations								

Invest in Internal Communication and Recognition									
Key Actions	Next Steps	2026-2027	2027-2028	2028-2029	2029-2030	2031-2035	2036-2040	2040-2050	
Create a communications calendar and share success stories	Establish a communications calendar for sharing updates, highlights, etc.								
Provide key contacts and resources (<i>e.g., guides, case studies</i>) for staff looking for support with sustainability actions	Publish and promote clear points of contact for schools seeking sustainability guidance								

