





Sustainability Leadership Council Membership

Mr. Joe Cassidy, PRSD Board	Dr. Dave Kristofic, Principal (PRMS)	Max Augustine (Grade 3 Student, HES)	Julia Phillips (Grade 11 Student, PRHS)
Dr. Matt Mehalik, PRSD Board	Dr. Joe Domagala, Asst. Principal (EHUE)	Michaela Buches (Grade 3 Student, HES)	Jessica Taylor, Parent (HES)
Dr. Brian Miller, Superintendent	Dr. Greta Kuzilla, Principal (HES)	Caroline Lattari (Grade 2 Student, RES)	Kari Jones, Parent (RES)
Dr. Michael Pasquinnelli, Asst. Superintendent	Mrs. Colleen McAndrew, STA Manager	Delia Jones (Grade 1 Student, RES)	Melissa Rawlins, Parent (WEX)
Dr. Kristen Justus, Asst. Superintendent	Mrs. Diane Bucknum, Sodexo Director	Noah Zandarski (Grade 2 Student, WEX)	Heather Claycomb, Parent (EHUE)
Mrs. Dana Kirk, Director of Finance & Operations	Mrs. Nicole Ansell, Teacher (WEX)	Ziggy Kaminski (Grade 2 Student, WEX)	Rebecca Lucore, Parent (PRHS)
Mr. Shawn Stoebener, Director of Technology	Mrs. Katie Laslavic, Teacher (HES)	Sutton Shafer (Grade 5 Student, EHUE)	Jim Kosinski, Tower Engineering
Ms. Rachel Hathhorn, Director of Communications	Mr. Trent Matteson, Teacher (RES)	Jackson Weakland (Grade 4 Student, EHUE)	John Choma, Enerlogics
Mr. Jeff Zimmerman, Director of Facilities	Mrs. Joanna Sovek, Teacher (EHUE)	Kaylee Koch (Grade 8 Student, PRMS)	Dan Carnovale, Eaton Corporation
Mr. Jamie Rucker, Asst. Director of Facilities	Mrs. Tara Hillegas, Teacher (PRMS)	Cameron Wincko (Grade 7 Student, PRMS)	Kelly Henderson, Chatham Eden Hall
Dr. Nancy Bowman, Principal (PRHS)	Mr. John Simko, Teacher (PRHS)	Ben Lyons (Grade 10 Student, PRHS)	Jason Kratsas, Township of Pine

Board

Administration

Key Partners

Teachers

Students

Parents

Community Experts



Agenda

- **Strategic Long-Term Goal (2019 - 2023)**
 - Evaluate opportunities to promote sustainability and reduce the environmental footprint.
- **Current Short-Term Action Language (2021 - 2022)**
 - Explore Green Ribbon at All Buildings/Green Ribbon District; Sustainability Footprint and Branding; Site Visits; Ensure an Engineering and Systems Approach to Sustainability is Deployed Through the Annual Capital Funding Plan Revisions and Future Projects
- **Developing Parameters, Decision Points and Key Sustainability Issues**
- **Clarifying a Purpose Statement / Resolution**
 - Are we cohesive and resolved in the long-term goal (action oriented)?
- **Developing an Approach**
 - Continuous “Pursuit” (No Real End) vs. Fixed “Product or Outcome” (Clear End)



Leading Change (Kotter)

- How do we think about sustainability?
 - Scope
 - Complexity
 - Cost/Benefit
 - Actions, Behaviors and Feelings
- Developing an Approach
 - Continuous “Pursuit” (No Real End)
 - Fixed “Product or Outcome” (Clear End)
- Sustainability through the Lens of Change





Step 1: Sense of Urgency

- **Communicating a Clear (and Compelling) Purpose**
 - *“Help others see the need for change through a bold, aspirational opportunity statement that communicates the importance of acting immediately” (Kotter).*
- **Examples:**
 - **Bottle Installation**
 - (Built on a Trailer to Visit Schools)
 - **Turn Off (or Down) the Lights**
 - (Full; Half; Off) Tied to Something Tangible
 - **Paper (Tools and Behaviors)**
 - (Think in Terms of Trees)





Making Sense of Classroom Energy



1 Student = 1 Hour = 100 Watts

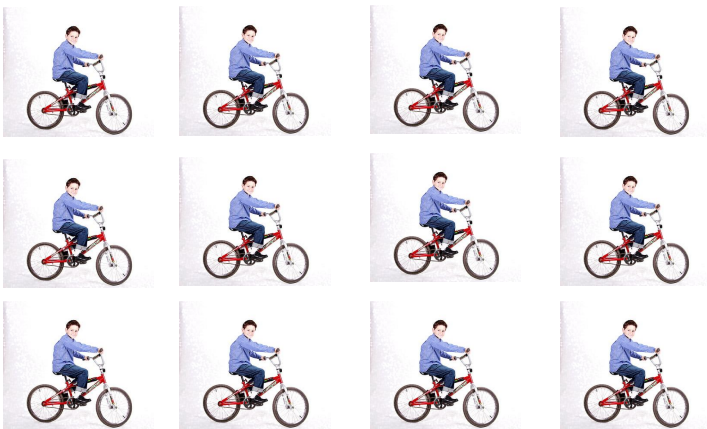


Making Sense of Classroom Energy

Fluorescent (old)

If all lights are on

1,152 Watts Per Hour

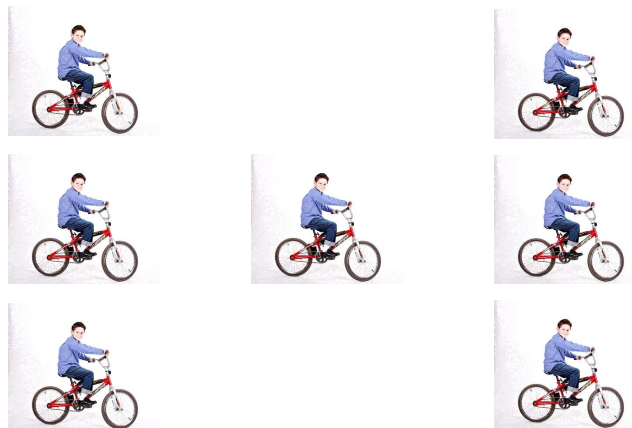


12

LED (new)

If all lights are on

612 Watts Per Hour



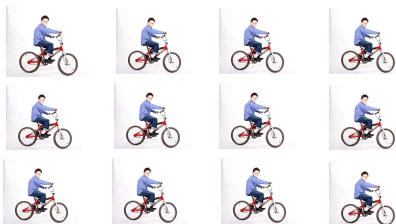
7



Making Sense of Classroom Energy

Fluorescent (old)
If all lights are on

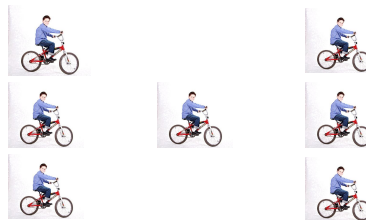
1,152 Watts Per Hour



12

LED (new)
If all lights are on

612 Watts Per Hour



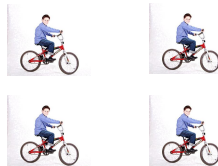
7

Two-Thirds (old)

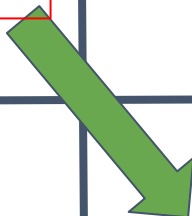


8

Two-Thirds (new)



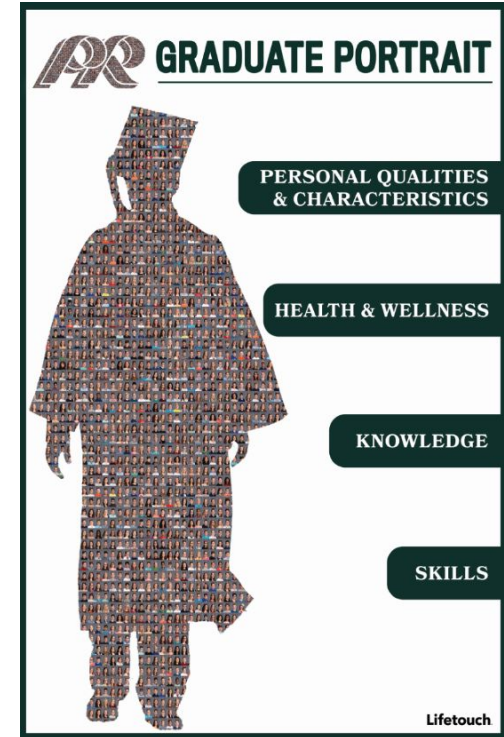
4





Step 2: Build a Guiding Coalition (YOU!!)

- Sustainability Leadership Council
 - *“A volunteer army needs a coalition of effective people – born of its own ranks – to guide it, coordinate it, and communicate its activities” (Kotter).*
- Examples:
 - Start with Students (Graduate Portrait)
 - Strengthened with Staff
 - Supported by Parents
 - Connected to Key Partners
 - Collaboration with Townships





Step 3: Strategic Vision and Initiatives

- Commitment
 - *“Clarify how the future will be different from the past and how you can make that future a reality through initiatives linked directly to the vision” (Kotter).*
- Examples:
 - Long-Term SP Goal (promote sustainability and reduce the environmental footprint)
 - Short-Term SP Actions
 - Sustainability Principles
 - Walk (or Drive) to Campuses and “Feel”





Step 4: Enlist a Volunteer Army

- Community Engagement
 - *“Large-scale change can only occur when massive numbers of people rally around a common opportunity. They must be bought-in and urgent to drive change – moving in the same direction” (Kotter).*
- Examples:
 - Raise Community Awareness (Home and School Connection)
 - Pledge
 - Building Based Teams
 - Connections with Existing Student Clubs
 - Creation of a New “Six-School” Club



Step 5: Enable Action by Removing Barriers

- Simplify
 - *“Removing barriers such as inefficient processes and hierarchies provides the freedom necessary to work across silos and generate real impact” (Kotter).*





Step 6: Generate Short-Term Wins

- Continuous Pursuit and “Fixed” Results
 - *“Wins are the molecules of results. They must be recognized, collected and communicated – early and often – to track progress and energize volunteers to persist” (Kotter).*
- Sample 2021 - 2022 Checklist (“Check”)
 - Bottle Installation
 - Bulb Replacement and “Turn Down for What?”
 - Resolution and Pledge
 - Six-School Club
 - Educator Corporation Partnership (ECP) K-12
 - Elementary HVAC Engineering Study
 - Paper Reduction (In September, 2.86 trees saved in unreleased jobs)
 - Preventative Testing
 - Propane Bus Extension and **EV Bus Pilot (Hot Off The Presses)**
 - Green Cleaning Products
 - Leveraging Sapphire



shutterstock.com • 1505048534



Step 7: Sustain Acceleration

- Industry Standards
 - *“Press harder after the first successes. Your increasing credibility can improve systems, structures and policies. Be relentless with initiating change after change until the vision is a reality” (Kotter).*
- Key Sustainability Issues (Between Philosophy and 1,000 Points)
 - Global Reporting Initiative (GRI)
 - Metrics (Mind) and Stories (Heart)
 - Energy Use
 - Waste Management
 - Copy/Print
 - School-Based (Tax Base, Market Share, Governance, etc.)





Step 8: Institute Change

- Continuous Pursuit
 - “Articulate the connections between the new behaviors and organizational success, making sure they continue until they become strong enough to replace old habits” (Kotter).
- “The way we do things.”
 - Behaviors
 - Systems
 - Results





ECP Framework

SUSTAINABLE DEVELOPMENT GOALS





Small Group Discussions & Brainstorming

Why?

Communicating a Clear and Compelling Purpose

"Help others see the need for change through a bold aspirational opportunity statement that communicates the importance of acting immediately" (Kotter)

- Bottle Installation (on trailer; visiting)
- Turn Off (or Down) the Lights (tangible)
- Paper (Tools/Behaviors/Tree Count)
- OTHERS?

What?

Developing an Approach to Sustainability

Define our philosophy of sustainability in terms of its: (a) scope, (b) complexity, (c) cost/benefit, (d) actions, behaviors, & feelings?

- Balance in Approach
 - Continuous "Pursuit" (No Real End)
 - Fixed "Product or Outcome (Clear End)
- Sustainability through the Lens of Change and Measurable Outcomes
- OTHERS?

Who/How?

Engaging the Community to Drive Change

"Large-scale change can only occur when massive numbers of people rally around a common opportunity. They must be bought-in and urgent to drive change - moving in the same direction" (Kotter)

- Raise Community Awareness
- Sustainability Pledge
- Building-Based Team Creation
- Connection with Existing Clubs
- Creation of the New "Six-School" Club (Students Here Today as Leaders!! 🤖)