

## Evolution Toward Sustainability - Version 1a

Sustainability is a journey, and there's no right or wrong place to begin. It's possible to begin at any point, and the path will be different for every district. A clear commitment from top administrators will speed the process. The most important thing is to start somewhere. This matrix can help provide a sense of where you are in the journey.

Evolutionary Stage	Decision-Making and Goal-Setting	Documentation	Activities	Staff and Volunteer Support for Sustainability	Training	Student Involvement/Curriculum
<b>Green Initiatives</b>	No long-term thinking	None	<input type="checkbox"/> Some "green" practices being used. <input type="checkbox"/> Typically NO coordination of the various efforts underway.	<input type="checkbox"/> A person leading the "green" practice (usually volunteer on personal time, and the practice usually ends when they move on)	<input type="checkbox"/> Limited training, sufficient to achieve the "green" practice	<input type="checkbox"/> Limited number of students involved. <input type="checkbox"/> There might be curriculum modules associated with the activities
<b>Beginning stages of sustainability journey</b>	<input type="checkbox"/> Carry out District visioning process <input type="checkbox"/> May start setting big sustainability goals	<input type="checkbox"/> Framework defining sustainability is selected (for example: The Natural Step) <input type="checkbox"/> Sustainability Policy and/or Vision is adopted. <input type="checkbox"/> Inventory district's sustainability efforts and supporting organizations.	<input type="checkbox"/> Complete Sustainability Baseline <input type="checkbox"/> Sustainability goalsetting provides strategy for some projects. <input type="checkbox"/> General PR about the effort	<input type="checkbox"/> Some form of sustainability advisory team in place <input type="checkbox"/> Identify and empower sustainability champions and leaders, including community resources <input type="checkbox"/> Demonstrated administrative and school board support	<input type="checkbox"/> Some sustainability training for key people/groups, including Sustainability Advisory Committee members.	<input type="checkbox"/> Students involved to incorporate sustainability concepts. <input type="checkbox"/> Assessing sustainability content of curriculum. <input type="checkbox"/> Related student clubs.
<b>Integrating Sustainability</b>	<input type="checkbox"/> Decisions based on long-term impacts (environmental, social, economic)	<input type="checkbox"/> Sustainability Management System* (SMS) being created	<input type="checkbox"/> Sustainability Management System* (SMS) is applied to whole topic areas. <input type="checkbox"/> Some individual schools have a schoolwide-SMS* <input type="checkbox"/> Conduct a gap assessment	<input type="checkbox"/> Dedicated district staff person for the sustainability effort <input type="checkbox"/> Efforts in any particular area are integrated by identifying and working with all stakeholders	<input type="checkbox"/> Implementing sustainability training plan for all staff <input type="checkbox"/> Administrators trained in sustainability concepts.	<input type="checkbox"/> Students involved in doing/monitoring some operational activities <input type="checkbox"/> Students and teachers understand concept of sustainability <input type="checkbox"/> Some classes incorporate sustainability concepts <input type="checkbox"/> Service learning projects are supporting the effort.
<b>Sustainability is Fully Integrated</b>	<input type="checkbox"/> Decisions and goals based on full life cycle impacts (environmental, social, economic)	<input type="checkbox"/> District-wide Sustainability Management System* (SMS) is in place. <input type="checkbox"/> Annual sustainability report	<input type="checkbox"/> Sustainability Management System* (SMS) covers all activities and all facilities.	<input type="checkbox"/> Designated District sustainability coordinator (with portion of dedicated FTE) <input type="checkbox"/> Designated sustainability point person at each facility	<input type="checkbox"/> All staff are trained in concepts of sustainability, and as needed for the SMS*. <input type="checkbox"/> All stakeholders are informed about the sustainability effort.	<input type="checkbox"/> Students knowledgeable about and involved in District sustainability efforts <input type="checkbox"/> All relevant classes include concepts of sustainability <input type="checkbox"/> Students Involved with community sustainability efforts
<b>Sustainable (mostly not possible today)</b>	<input type="checkbox"/> Considering the 7th generation to come.	<input type="checkbox"/> Annual sustainability report	<input type="checkbox"/> Activities result in no negative impacts	<input type="checkbox"/> All staff, students and parents understand full sustainability impact of their decisions, and act upon that understanding.	<input type="checkbox"/> All new employees, students and parents receive sustainability training.	<input type="checkbox"/> Students fully involved and knowledgeable of District sustainability efforts
<b>Restorative</b>			<input type="checkbox"/> District activities result in positive impacts that begin to correct damage done in the past.		<input type="checkbox"/> Helping to train those outside the District.	<input type="checkbox"/> School staff and students conduct restorative projects.

\* Sustainability Management System (SMS): Includes: documented processes for assessing, goal setting, responsibilities, training, managing actual and potential sustainability impacts with strategic formal objectives and targets, project planning.