

Goal/Sub-goal	Key Performance Indicators	Ideal state	Baseline conditions	Short-term targets (2026)	Long-term target (2040)
Prior 3 Goal 1 PPS will encompass all year levels to a healthy climate.					
Prior 3 Goal 1: Top Level Goal: 100% of staff are engaged in sustainability					
S1.1. Provide learning opportunities for staff on climate science/climate justice	Availability of learning opportunities for staff? Share of staff participating in opportunities around climate science/climate justice (such as in-person, online)	At least one learning opportunity for staff per year in each school ...% of staff participating	Have Sustainability Change Network, currently 28 members, working across the 12 PPSs (see below) Number of climate opportunities and resources being shared	50% of PPS schools have a sustainability champion 2 learning opportunities for staff per year 25% of staff participate in learning opportunities 25% of science teachers participate in an annual evidence-based professional development on climate and sustainability Provide evidence-based professional development training and education to 100% of staff on climate science/justice, or equivalent to prepare the new teachers and/or extend their climate and health literacy	100% of PPS schools have a sustainability champion 2 learning opportunities for staff per year 100% of staff participate in learning opportunities 100% of science teachers participate in an evidence-based annual professional development on climate and sustainability Provide evidence-based professional development training and education to 100% of staff on climate science/justice, or equivalent to prepare the new teachers and/or extend their climate and health literacy
S1.2. Collaborate with staff to provide tools on sustainability to help implement those practices	Availability of training on sustainability practices in the workplace? Share of staff participating in opportunities around climate science/climate justice (such as in-person, online)	At least one annual training on information or protocols for sustainable practices in the workplace at each school ...% of staff participating	Need Number of current training/information or protocols being shared for sustainable practices in the workplace Need Current Number of available training or sustainability protocols in the workplace	Provide all staff with 2 opportunities per year for evidence-based training on sustainable workplace tools and practices 25% of staff participate	Provide all staff with 5 opportunities per year for evidence-based training on sustainable workplace tools and practices 100% of staff participate
Prior 3 Goal 2: With guidance from teachers, students and communities, PPS will develop and/or enhance opportunities for climate change, environmental climate justice, and have opportunities to practice climate solutions					
Prior 3 Goal 2: Top Level Goal					
S2.1. Develop and deliver curriculum and resources to help students understand, prepare for and respond to climate change impacts	Share of students enrolled in courses that teach about climate change? (Share of teachers that include climate change and climate justice in their lesson plans)	All students complete a course that teaches about climate change ...% of teachers include climate change and climate justice in their lesson plans	Have CCSC curriculum for HS Need Number of current CCSC curriculum resources	10% of PPS students are environmentally literate. Frequently required to nature-based instruction and education about climate change solutions 30% increase in the share of students understanding how to handle about climate change Integrate climate change into the high school chemistry curriculum, creating two project opportunities throughout the spring semester to encourage students to take climate action in the wider world 60-80% grade students participate in at least one nature-based field trip project	100% of PPS students are environmentally literate. Frequently required to nature-based instruction and education about climate change solutions 100% of students enrolled in courses that teach about climate change
S2.2. Complete change teaching will support the emotional well-being of students	Share of students with access to mental health services related to climate emergencies Level of student mental health in general and/or related to climate change Availability of training/resources for teachers about supporting emotional implications of climate change, science saving including access to resources and professional training	All students with access to mental health services related to climate emergencies All students reporting good mental health in general and related to climate change All teachers have access to training/resources about supporting emotional implications of climate change	Need Number of schools with resources for students to access mental health services related to climate emergencies Need PPS Mental Health Policy Need Number of teachers reporting to school about supporting emotional implications of climate change	40% of students have access to mental health services related to climate emergencies 30% reduction of students reporting bad mental health in general and/or related to climate change 30% increase in teachers reporting adequately access to professional development about supporting emotional implications of climate change 70% of PPS schools integrate climate change and social justice policies in relation to climate justice policies	100% of students have access to mental health services related to climate emergencies 100% of students report good mental health in general and/or related to climate change 100% of teachers report adequate access to professional development about supporting emotional implications of climate change 100% of PPS schools integrate climate change and social justice policies in relation to climate justice policies
S2.3. Provide opportunities for students to probe the underlying causes of the climate crisis, including structural racism	Level of incorporation of environmental justice actions in Graduate Portal Availability and quality of opportunities for students to probe these issues	Modified PPS Graduate Portal to reflect environmental justice actions At least one committee, club, or class available to every PPS student...% student satisfaction with overall quality of these opportunities and their ability to probe environmental issues	Need Number of committees, clubs, classes, etc. Student survey of overall quality of these opportunities and their ability to probe environmental issues	Modified PPS Graduate Portal to reflect environmental justice actions Publicly accessible inventory of committees, clubs, and classes available to PPS students at every grade level 40% of students with access to committees, clubs, or classes that provide opportunities	Modified PPS Graduate Portal to reflect environmental justice actions One committee, club, or class available to every PPS student at every grade level 100% of students with access to committees, clubs, or classes that provide opportunities
Prior 3 Goal 3: PPS will collaborate with students to create opportunities to engage youth in hands-on climate learning, preparation, and practice on a regular basis at all PPS schools					
Prior 3 Goal 3: Top Level Goal					
S3.1. Support development of youth leadership and engagement opportunities around climate solutions	Availability of CTE College Days that feature environmental, sustainability or climate action focused projects, research or internships Availability of and student participation in opportunities to do hands-on project-based work within the community (i.e., internships, project opportunities, activities)	100% of PPS schools with at least one club/committee engaged with climate justice focus...% increase in student enrollment in these courses CTE College Days accessible to all students...% of students engaged in environmental or climate action-focused clubs or internships ...% students participating in opportunities to do hands-on project-based work within the community All PPS schools with at least one club related to climate action and environmental action across the district	Have Climate Justice club that has been offered 20 times across 8 PPS schools since 2020. More than 500 students have taken the course Have Career & Technical Education (CTE) High school career opportunities Need Survey of students engaged in environmental action jobs and internships? Have Career list of PPS Partners Need List of student opportunities to do hands-on project-based work within the community Need Total school with at least one club related to climate action and/or total number of clubs related to climate action across the district	50% of PPS schools have an action-based design team/committee addressing environmental justice 30% increase in the share of PPS high school students have the opportunity to enroll in at least one elective or course with a climate justice focus 30% increase in student enrollment in these courses 20% or more of students engaged in environmental, sustainability or climate action-focused jobs or internships 50% of PPS schools provide at least one opportunity to do hands-on project-based work within the community annually 50% of PPS schools have at least one club related to climate action/ environmental action	100% of PPS schools provide at least one opportunity to do hands-on project-based work within the community annually 100% of PPS schools provide at least one club related to climate action/ environmental action
S3.2. Support student-led climate justice, climate action, and climate resiliency initiatives	Number and nature of current student-led climate action, climate justice, climate resiliency? Pathways from framework that exist to provide support for student-led initiatives across the district Share of students involved in nature-based grounds improvements and design	... student-led climate initiatives ...% of students involved in nature-based grounds improvements and design	Have Survey of students engaged in student-led initiatives on climate action Have School Learning Improvement (SLI) Program Need Level of current designated outdoor learning spaces Need Current district-wide definition for outdoor learning space? Have Collecting number of current total outdoor learning spaces across the PPS District	50% of PPS schools and high schools have at least one student-led climate initiative PPS will host 2 districtwide Climate Action days annually. Every school will choose or create their own activities based on their climate themes in ways that best serve their students and broader school communities 20% increase of students involved in nature-based grounds improvements and design 20% increase in high school student participation in meaningful watershed education experiences through high school chemistry course ...% increase in eq ft of current designated outdoor learning spaces ...% increase in frequency of use of these spaces by school type ...% of schools incorporate an outdoor learning space in their academics	100% of PPS schools and high schools have at least one student-led climate initiative PPS will host 2 districtwide Climate Action days annually. Every school will choose or create their own activities based on their climate themes in ways that best serve their students and broader school communities ...% of students involved in nature-based grounds improvements and design ...% increase in high school student participation in meaningful watershed education experiences through high school chemistry course ...% increase in frequency of use of these spaces by school type ...% of schools incorporate an outdoor learning space in their academics
S3.3. Treat the grounds and garden of each school as a learning space	Number and nature of current student-led climate action, climate justice, climate resiliency? Pathways from framework that exist to provide support for student-led initiatives across the district Share of students involved in nature-based grounds improvements and design	... student-led climate initiatives ...% of students involved in nature-based grounds improvements and design	Have Survey of students engaged in student-led initiatives on climate action Have School Learning Improvement (SLI) Program Need Level of current designated outdoor learning spaces Need Current district-wide definition for outdoor learning space? Have Collecting number of current total outdoor learning spaces across the PPS District	50% of PPS schools and high schools have at least one student-led climate initiative PPS will host 2 districtwide Climate Action days annually. Every school will choose or create their own activities based on their climate themes in ways that best serve their students and broader school communities 20% increase of students involved in nature-based grounds improvements and design 20% increase in high school student participation in meaningful watershed education experiences through high school chemistry course ...% increase in eq ft of current designated outdoor learning spaces ...% increase in frequency of use of these spaces by school type ...% of schools incorporate an outdoor learning space in their academics	100% of PPS schools and high schools have at least one student-led climate initiative PPS will host 2 districtwide Climate Action days annually. Every school will choose or create their own activities based on their climate themes in ways that best serve their students and broader school communities ...% of students involved in nature-based grounds improvements and design ...% increase in high school student participation in meaningful watershed education experiences through high school chemistry course ...% increase in frequency of use of these spaces by school type ...% of schools incorporate an outdoor learning space in their academics
S3.4. Support students in their ongoing and critical role as climate justice advocates	Number and nature of current student-led climate action, climate justice, climate resiliency? Pathways from framework that exist to provide support for student-led initiatives across the district Share of students involved in nature-based grounds improvements and design	... student-led climate initiatives ...% of students involved in nature-based grounds improvements and design	Have Survey of students engaged in student-led initiatives on climate action Have School Learning Improvement (SLI) Program Need Level of current designated outdoor learning spaces Need Current district-wide definition for outdoor learning space? Have Collecting number of current total outdoor learning spaces across the PPS District	50% of PPS schools and high schools have at least one student-led climate initiative PPS will host 2 districtwide Climate Action days annually. Every school will choose or create their own activities based on their climate themes in ways that best serve their students and broader school communities 20% increase of students involved in nature-based grounds improvements and design 20% increase in high school student participation in meaningful watershed education experiences through high school chemistry course ...% increase in eq ft of current designated outdoor learning spaces ...% increase in frequency of use of these spaces by school type ...% of schools incorporate an outdoor learning space in their academics	100% of PPS schools and high schools have at least one student-led climate initiative PPS will host 2 districtwide Climate Action days annually. Every school will choose or create their own activities based on their climate themes in ways that best serve their students and broader school communities ...% of students involved in nature-based grounds improvements and design ...% increase in high school student participation in meaningful watershed education experiences through high school chemistry course ...% increase in frequency of use of these spaces by school type ...% of schools incorporate an outdoor learning space in their academics