



GOALS - FY 2024-25

“The Mission of the Worth Park District is to offer our residents opportunities to enjoy life through quality programs, services, and facilities”

AGENCY

- To offer quality recreation programs, facilities, and services for all users.
- To continue the Park District’s commitment to invest in park and facility improvements.
- To maintain and provide areas with play and recreational value which are safe and suitable for all users.
- To provide and strengthen customer service that exceeds public expectations.
- To craft a unified staff/board vision for the Park District.
- To acquire open space for the purpose of improving park and recreation services to the community.
- To continue to be fiscally responsible, maintain fiscal health, and to seek opportunities for alternative revenues to lessen the burden of taxpayers.
- To apply funds towards projects that will have the biggest positive impact on the community.
- To continue to maintain and improve the Park District’s internal and external communication to the community with good public relations through social media and person-to-person contacts.
- Provide and maintain a safe (accident-free), healthy, positive, and exceptional work environment for all employees and volunteers.
- To make environmentally conscious decisions regarding parks and facilities.
- To continue the cooperation with neighboring communities in the delivery of park and recreation services.
- To keep the community involved in developmental projects.
- To continue its commitment to the South West Special Recreation Association (SWSRA) and all service organizations for individuals with special needs
- Focus on the Park District’s mission, vision, and values as a benchmark, and recognize that responsibility is the pursuit of the greatest good for the entire community.
- To be decisive based on fact and not be manipulated into bad decisions based on critics.
- Explore support to aid in the building and development for a permanent outdoor entertainment and event structure.
- To value resident and participant input and to listen sincerely, whether agree or disagree, to truly understand their perspective, recognizing that understanding other perspectives reflects good leadership.

- Place the emphasis on solutions rather than problems.
- Recognize and understand that diversity in the community brings great richness to the quality of life within the Park District.
- To provide creative programs, events, and facilities to meet the needs of its residents as influenced by evaluations, surveys, the Park District Comprehensive Master Plan, and other research tools, and to attract and retain new participants.
- To continue to meet population growth demands by hiring additional personnel as needed, by retaining competent present personnel, and by training new personnel accordingly.
- The Park District is an equal opportunity employer and provides equal employment opportunities to all qualified persons. We will assure that the workplace culture for our employees fosters professional growth and assures an overall positive working atmosphere.
- Develop new programs and events that incorporate the new features and park improvements.

ADMINISTRATION/FINANCE

Long Term (2-5 years)

- Continue the use of excess Corporate and Recreation funds for capital development purposes.
- Continue to provide training and development for leadership positions and Board members.
- Continue working on the mentoring program for succession planning.
- Continue to update and initiate improvements to the Terrace Centre (furniture, lighting, amenities, etc.).
- Implement new means of income for the Park District.
- Continue to maintain and improve relationships with outside agencies.
- New community center to accommodate and improve the Park District's delivery of programs and services and the administration of such. (ex. indoor soccer, fitness center, walking track, full-size basketball courts)
- To renew the Park District's Distinguished Accreditation through the IAPD and IPRA.
- To submit grant request for Phase 2 for Peaks Park, Gale Moore Park and Altman Park. (OSLAD).

Short Term (1 year)

- To continue the strong relationships with the neighboring park and recreation agencies, staff and boards.
- Continue to research methods of efficiency in presenting financial data.
- Implement job shadowing for efficient staff interaction and backup when it is needed.
- Provide excellent internal communications and support to employees and the Board of Park Commissioners.
- Continue to work on a lifecycle plan of all electronic equipment.
- To improve the recording of Park District assets.
- Achieve CPRP and/or CPRE certifications for all administrative staff.
- Installation of security cameras in other high use areas (ex. Indoor Playground, Homerding Park, Peaks Park, Gale Moore Park).
- Continue to update and manage ADA compliance throughout all parks and facilities.

- To commence new lease agreements with the MWRD for Homerding and Altman Parks.
- Review and update the organizational chart for the Park District on an annual basis.
- Review and update annually the job descriptions for all positions to accurately reflect each position's responsibility.
- Continue to research methods of efficiency in presenting financial data and reporting.
- Implement job shadowing for efficient staff interaction and backup when it is needed.
- Continue to work on a lifecycle plan of all electronic equipment that the Park District owns.
- To become certified in Mental Health Aid training
- To begin a new self-evaluation plan for all staff.

RECREATION

Marketing

Short Term (1 year)

- Improve layout for website to coordinate with our brochures and designated pages for age groups.
- New logo for RAS.
- Promote online registration as much as possible. Incorporate this technology into our flyers/Facebook posts (i.e. QR code).
- Utilize our Instagram account. Co-post with Facebook postings.
- Continue to keep website & Facebook information current and revised on an on-going basis for an enhanced experience.
- Utilize RecTrac more as a marketing tool (i.e. email blasts, contacting past participants).
- Expanding our marketing tools to reach more of the community.
- Partner with local businesses for more marketing opportunities.
- Continue to build an effective marketing plan that involves all full-time/permanent part time recreation employees.
- Plan for new photos of all the facilities, parks, and activities within.
- Flyer distribution to local high schools and colleges.
- Staff webpage with headshots and blurbs that give community a sense of who we are - the friendly village.
- Create and streamline a calendar of events page for the park district events and designated areas of programs and events.

Long Term (2-5 years)

- To find the most cost-effective and efficient way to get the brochures delivered to the residents and businesses in Worth and other delivery jurisdictions.

Programs

Short Term (1 year)

- Create a new adult league.
- Apply and find more grants to support our programs.

- Create and assist in promotion of programs centered around all our new and future park improvements. (sand volleyball, bean bags, walking trail, pickleball, etc.)
- Increase RAS Revenue by 5% each year.
- Offer one new fundraiser a year to help develop youth programs.
- Receive more sponsorships from local businesses to support youth programs and leagues.
- Continue to focus on delivering outstanding customer service.
- Continue to offer high quality programs and special events at a low or no cost option.
- Explore options for increasing revenues.
- Create a Fitness Challenge for all employees.

Long Term (2-5 years)

- Conduct joint programs with the Library, School District, and other Park Districts.
- Create early bird registration and coupon incentives for programs.
- Collaborate with Lake Katherine Nature Center and Botanic Gardens.
- Create a bicycle program or event.
- Include programs that are related to mental health and wellness. (pet therapy, music therapy, art therapy, etc.)
- Achieve a full year of preschool where both 3- and 4-year-old classes are at the maximum.
- Find quality instructors within the community to create more programs run by in-house staff.
- Offer new youth/adult leagues as well as enhance on the participation within the co-op leagues we currently have (youth basketball and soccer).
- Increase RAS staff involvement in programming and events.
- Seek new grant options and opportunities for RAS/Preschool and programs.
- Create more financial reports throughout the year for the recreation department (ex. summer camp, RAS, preschool, rentals, etc.).
- Keep up with the trends by offering technology-based options for recreation participation.
- Continue to develop methods to connect with, and deliver services to, diverse markets.
- Begin new sports leagues to increase park and field use.
- Implement Altman Park for more programs and sports leagues.
- Conduct joint programs with the Library, School District, and other Park Districts.
- Create early bird registration and coupon incentives for programs.
- Continue to develop methods to connect with, and deliver services to, diverse markets.

Facilities

Short Term (1 year)

- Continue the replacement of tables and chairs for programs and rentals.
- More efficient ways to store equipment in gym closets (i.e. hooks, shelves, etc.)
- Organize “dry closet” in the gym with labels, sections and easy to move bins.
- Continue to update areas of the gym to align with safety standards (i.e. update gym mats).
- Start a schedule to rotate soccer fields for maintenance to keep them in good shape.

Long Term (2-5 years)

- Renovate Peaks Field 1 back to clay.
- Update the tiles in the closets in the gym and use the space more efficiently for storage.
- Have Facility Attendant training continuously throughout the year on how to help with registrations and questions from patrons at night during their shift to be able to offer registration later than 5p.m.
- Start planning for the use of Altman Park and utilize it for special events to have more space.

Special Events

Short Term (1 year)

- Increase special event revenue by 5% each year.
- Continue to expand and update seasonal special events.
- Increase the usage of volunteers at special events by staying in touch with the school coordinators.
- Utilize the trail for active events for the entire family that supports the park district and local pet shelters and animal rescues.

Long Term (2-5 years)

- Provide a co-op special event with a nearby Park District to promote more community involvement and family gatherings.
- Use technology (online registration, QR codes, etc.) for all or 90% of our special events for registration for easier access.
- Create an 'Arts in the Parks' event to include live music and a variety of arts and entertainment.
- Bring back the movie and concert in the park events for families.
- Increase raffles and prizes to help with fundraising for the Park District. Create relationships with these businesses so they sponsor an event/or certain events every year.

Education/Training

Short Term (1 year)

- Continue to evaluate staff annually and work with them on their goals.
- Maintain a checklist for all staff on up-to-date certifications such as: First Aid, CPR, mandated reporter, etc.
- Yearly fire/tornado and active shooter drill for RAS and preschool programs.
- Have Preschool and RAS staff attend 1-2 workshops per year.
- Support recreation employees continued education with PDRMA training.
- Maintain a checklist for all staff on up-to-date certifications such as: First Aid, CPR, mandated reporter, etc.
- Continuous training on RecTrac and WebTrac for all Recreation Department staff, Receptionist, and Finance and Human Resources Manager.
- Learn more about Outlook and the tools that allow our team to work together on projects, documents, and events together in real time.

Long Term (2-5 years)

- Attend a conference that is geared towards a more specific area in Recreation (ex. ABC - Athletic Business Conference).
- All Rec staff to be CPRP certified (Superintendent, Program Manager, Youth Coordinator, Sponsorship and Marketing Coordinator).
- FT and PPT staff to continue to increase knowledge within the field and attend more training (ex. website development, grant writing, fundraising, special event management, etc.)

Community

Short Term (1 year)

- Continue to introduce and promote new park development and improvements.
- To have more of a presence within the local community such as: attending board meetings throughout the district, open houses at the schools, and job fairs at the local high school/colleges.
- Create an outdoor meeting space in the courtyard. Picnic table, fire pit, wind chimes. Area for people to sit for meetings, lunch breaks, nature breaks and phone calls.
- Work with the Parks Foundation to unite our community through our parks.

Long Term (2-5 years)

- To meet with local organizations to combine efforts such as: Scouts, Lions Club, American Legion, Seniors Groups, etc.
- Invent fundraising events that partner our park district with our neighboring municipalities, sponsors, and supporters of our park district.

PARKS

Short Term (1 year)

- Hire more Parks Department staff.
- Parks staff to renew/obtain pesticide applicators licenses.
- Add lighting to the Homerding Park parking lot.
- Make proper safety adjustments based on PDRMA standards.
- Repair/replace picnic tables.
- Accident/Injury Free Year
- Increased attendance of professional development (PDRMA/IPRA/NRPA) for front line employees.
- Maintain PDRMA standards in line with the Loss Control Review process.
- Improve or devise cost appropriate solutions to improve the maintenance of specialized equipment/motor vehicles.
- Continue to monitor ADA regulations.
- Improve the abilities of staff - initiative/skills/training.
- Maintain the working and sharing relationship with the Village Public Works.
- Replace mowing equipment as needed (Kubota, New Holland)
- Add mulch to the playgrounds as needed.

- Update Kennelly Park playground.
- Update flooring in the preschool room.
- Improve the condition of the Terrace Centre
- Replace the New Holland Tractor
- Replace the 2009 F-250 as part of the fleet replacement schedule.
- Install new digital sign somewhere in the Park District.
- Complete the Homerding Park renovations.

Long Term (2-5 years)

- Continue to provide training for parks staff.
- Renew certifications for staff when necessary.
- Continue to upgrade amenities (ex. benches, tables, fencing, turf)
- Add shade structures to playgrounds.
- Continue replacement of older playgrounds
- Upgrade/expand the bus barn at the Terrace Centre.
- Replace old fleet vehicles with new ones.
- Replace outdated equipment/mowers.
- Replace/renovate the Terrace Centre roof.
- Continue to strive for full ADA compliance at parks and facilities.
- Continued management classes through PDRMA/NRPA/IPRA.
- Continue to attain certifications appropriate for the Parks and Recreation field. Both front line employees and management: (ex. Pesticide License; CPRP; CPSI).
- Seek grant funding/sponsors as available for specific projects.
- Construction of new parks maintenance facility.
- Pursue growth of building a fitness area for residents of Worth
- Maintain safe parks and facilities.
- Continue to improve the Veterans Memorial Park
- Partner with other agencies to accomplish tasks.
- Fully restore the soccer fields at Homerding Park
- Continuous work to update site amenities (i.e. playgrounds, fencing, turf, benches, etc.)
- Continued management classes through PDRMA/NRPA/IPRA.
- Seek Grant funding as available for specific projects.
- Construction of new parks maintenance facility.

Park Improvements:

Baldwin Park

- Add more playground pieces.
- Utilize equipment to keep brush cut back.

Gale Moore Park

- Cut down more trees.

- Completely restore softball field.
- Replace broken or damaged parking blocks.
- Restore baseball field.
- Additional camera installation.
- OSLAD Grant Candidate

Homerding Park

- Improve/install lighting.
- Additional camera installation.
- Restore soccer fields.
- Install automatic gate for parking lot.

Kennelly Park

- Replace playground equipment.

Terrace Centre

- New flooring in Preschool Room, Gym closets
- Brick wall repair
- Camera installation
- Basketball Court replacement
- HVAC units replaced.

Peaks Park

- Renovate parking lot at Goy Center and across the street.
- Improved/updated signage.
- Restore softball field(s)
- Replace fences, backstops, and dugouts.
- Restore light poles.
- ADA improvements
- Amenities added (ex. benches, picnic tables).
- Install automatic gate for parking lot.
- Replace maintenance garages.
- Additional park sign installed (east end).
- Fitness station

Penny Park

- Landscaping improvements.

Stahlak Park

- OSLAD applicant

Veterans Memorial Park

- Renovation of bricks and concrete.

- Camera installation
- Restore POW/MIA mural.
- Addition of historical ornaments, attractions (ex. military tank)

Worthwoods Park

- Replace the tennis court and fencing.
- Cut down dead trees.
- Replace/add new benches.