



## GOALS - FY 2026-27

*“In partnership with the community, we will enrich lives by providing healthy and accessible recreational programming, quality parks and facilities, while being responsible stewards of the community assets”*

### AGENCY

- To provide quality recreation programs and events, clean, attractive, and safe and suitable parks and facilities, and effective and vital services for all.
- To continue the Park District’s commitment to invest in park and facility improvements.
- To provide and strengthen customer service that exceeds public expectations, and builds, grows, and sustains customer loyalty.
- To acquire open space responsibly for the purpose of improving park and recreation services to the community.
- To be fiscally responsible, maintain fiscal stability, and to seek opportunities through grants, sponsorships and other funding opportunities with the intent to relieve the burden of taxpayers.
- To plan for park and facility projects that will have a positive impact on the community and be reflective of community feedback and needs.
- To increase the Park District’s internal and external communications to the community through social media and person-to-person contacts. This includes improving the marketing efforts of Park District programs and services and highlighting the accomplishments to show the community their support is of priority.
- Provide and maintain a safe (accident-free), healthy, positive, and exceptional workplace for all employees and volunteers.
- To make environmentally conscious decisions regarding parks and facilities.
- To continue to embrace cooperation with neighboring communities, park and recreation agencies, service organizations, and local governments and officials, in the delivery of park and recreation services.
- To encourage and keep the community involved through meetings, dialogue and surveys in seeking input on parks, facilities, programs, and services.
- To continue its support of and membership to the South West Special Recreation Association (SWSRA) and other service organizations for individuals with special needs

- Focus on the Park District's mission, vision, and core 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.
- To value and listen to citizen and participant input 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 inclusiveness and diversity in the community improves the quality of life within the Park District.
- To provide creative programs, events, parks, and facilities, to meet the needs of citizens as influenced by evaluations, surveys, the Park District Comprehensive Master Plan, and other research tools, to attract and retain new participants.
- To continue to meet the demands of programs, parks, facilities and services, by hiring qualified certified personnel as needed, retaining competent present personnel, and training new personnel accordingly.
- To maintain a safe and healthy workplace culture for employees to foster professional growth and assure an overall positive and productive working environment.
- To continue to evaluate and meet the standards of the IAPD/IPRA Distinguished Park and Recreation Agency program.
- To continue to monitor and strategize towards achieving the goals and objectives set forth in the Comprehensive Parks & Recreation Master Plan.
- To continue the existing board/staff dialogue to improve the delivery of programs, parks, facilities, and services.
- To continue the utilization of third-party professional services in the development and planning of outstanding park and facility improvements.
- To continue to encourage board and staff to be active in the professional associations and to promote stewardship through the IAPD Board Development Program.
- To promote cross-training opportunities to ensure staff can handle a variety of roles.
- To support continued education opportunities for employees to improve skills and to allow feedback from employees on improving the opportunities. Support extends to full-time staff obtaining certifications (ex. CPRP, CPRE, CPSI).

### **BOARD OF PARK COMMISSIONERS' GOALS**

- Attend and volunteer at Park District events.
- Be prepared and actively participate in board meetings.
- Attend educational IAPD events whether in person or online.
- Stay updated on park and recreation laws, changes, and updates.

- Enroll in the Board Development Program in order to attain and maintain Master Board Member status.
- Make decisions that reflect the mission and value statement of the Park District.
- Maintain open lines of communication between board members and the Director.
- Explore ways to partner with other groups - Village, Legion, Library, Schools, Lions, etc. to provide the best services to the community.
- Develop relationships with other park districts.
- Research programs, grants, and sponsorship opportunities to develop Altman Park.

### **ADMINISTRATION/FINANCE**

#### **Short Term (1 year)**

- Continue educational opportunities (HR/Finance) to better my position.
- Continue to develop new ideas to get the staff involved within the workplace.
- Continuing to build strong relationships with employees from other park and recreation agencies to share ideas and concepts they may be useful and applicable to the Park District.
- Continue to research methods of efficiency in presenting financial data and reporting.
- Continuing to present staff with a monthly newsletter.
- Evaluate effectiveness of All Staff training by conducting a survey following the training session.
- Evaluate and revise employee performance evaluation tool and training program
- Continue to create a culture that welcomes change and embraces new ideas from all employees.
- Continue to work on ways to be more “Green” with our forms and paperwork.
- Continue to update and implement onboarding/offboarding checklist for full-time and part-time staff
- Offer wellness programs, such as mindfulness or stress management workshops, to help staff maintain a greater work-life balance.
- Ensure all employees are trained properly in handling first amendment audits.
- Continue training of all employees (ex. safety, sexual harassment, interviewing basics for supervisors, managers, non-supervisory employees)

#### **Long Term (2-5 years)**

- Continue working on the mentoring program for succession.
- Conduct leadership training and provide staff training on leadership topics.
- Continue to be educated on the CAPRA Accreditation Program to consider application in the next 2-5 years.

- Consistent use of excess Corporate and Recreation funds for capital development purposes.
- Develop core competencies for leadership positions and provide a training development program.

## **RECREATION**

### **Marketing**

#### **Short Term (1 year)**

- Boost social media engagement, followers, and reach on Instagram and Facebook.
- Update staff and board headshots in the program guides and website.
- Install a new bulletin board in a higher foot traffic area of the Terrace Centre to highlight and attract the public to review our flyers and announcements.
- Maintain organized and detailed sponsorship records, including a monthly explanation of how each sponsor's contribution is utilized.
- Increase number of regular flyer advertising spots by 2 locations.
- Improve the clarity and consistency of Park District communication.
- Use plain language to make information simple and accessible for families.
- Create shared templates for program and event promotion using Constant Contact.
- Apply brand standards across flyers, emails, and printed materials.
- Strengthen cross-department communication for promotions and deadlines.
- Develop a new sponsorship packet with clear benefits and community impact.
- Expand sponsor visibility across web, brochures, social media, and events.
- Convert brochure content into web-friendly formats that ensure information stays consistent across platforms.
- Create a shared library of templates, graphics, and approved text blocks to streamline work and maintain a consistent look and feel.
- Increase staff efficiency with the creation of onboarding materials and guides.

#### **Long Term (2-5 years)**

- Update the website to be more user-friendly, engaging, and modern.
- Create longer videos - 1-3 minutes - highlighting a park, an event, an issue with a staff member on camera supported with text and or a caption.
- Meet the levels of 500 followers on Instagram and 3,000 followers on Facebook.
- Explore multi-year sponsorship alignments and identify future naming opportunities.
- Website design and structural rebuilding to support accessibility, clarity, and brochure-to-web workflows.

- Achieve and sustain full ADA Title II compliance for all digital content and a long-term ADA review pattern so accessibility remains part of everyday operations.

## **Programs**

### **Short Term (1 year)**

- Develop a co-op program or co-op activity with Lake Katherine and the Worth Public Library that will focus on a variety of environmental, literature and art topics.
- Increase programs taught in-house by staff.
- Develop co-ops with more neighboring park and recreation agencies (ex. Palos Hills) that are coordinated by staff.
- Use brochure cycles to drive website update cycles, ensuring Program pages, Events pages, and Registration links match current brochure content.

### **Long Term (2-5 years)**

- Develop a co-op program with the local schools (ex. Junior High) that will utilize and assist with homework help after school.
- Create a women's club for crafting and connection.
- Offer at least one low-cost program for each age group.
- Create a series for teens and/or adults learning skills. Utilize in-house staff for the majority of the instructors. (ex. check oil in the car, resume building, household repairs)
- Establish an adult pickleball league that is run regularly using our facilities, versus a co-op.

## **Facilities**

### **Short Term (1 year)**

- Maintain and upgrade existing facilities to ensure they are safe, functional, and aesthetically pleasing.
- Capture new photography and drone footage of all facilities, parks, and activities.
- Maximize use of new park features through programming and events.
- Improve signage around the facility. Increase inclusivity and overcoming language barriers to communicate rules and share announcements effectively.
- To purchase and install a rock wall for the gymnasium to enhance the program opportunities in the Terrace Centre.

### **Long Term (2-5 years)**

- Host a SSPRPA meeting at the Terrace Centre to highlight the facility and Park District.
- Secure corporate and family sponsorships for new park amenities.
- Explore opportunities to build a permanent outdoor entertainment and event structure.

- Reorganize closets and storage areas for the Recreation department, focusing on program and event supplies.
- Improve accessibility and inclusion throughout the building
- Improve beauty with native plants and grasses at parks and Terrace Centre. Decrease weeds and trash. Continue to increase waste removal quickly.
- Create a Remembrance Trail at one of the parks made from stones or bricks (inscribed) for the community to purchase for loved ones.

## **Special Events**

### **Short Term (1 year)**

- Set up booths, displays, or informational tables at events that highlight upcoming classes, leagues, or activities.
- Develop new, durable signage that can be reused at multiple events throughout the year to maintain consistent branding and reduce costs
- Increase communication between departments for event prep, management and clean up.
- Integrate sponsor acknowledgements and event promotions into web pages for consistent visibility.

### **Long Term (2-5 years)**

- Plan events that promote fitness (ex. fun runs, yoga in the park, outdoor fitness challenges).
- Research new vendors to create strong working relationships to lower costs and offer high quality events.
- Increase safety measures for the public and staff.
- Create an event that encourages the public to visit our various parks to win a prize. A scavenger hunt or a game of some kind.
- Create QR codes and signage at events for people to leave quick feedback surveys at the moment versus paper requests.
- Host a special event that draws WGN news to do a segment on the successful Special Event.
- Change the theme for the annual Daddy Daughter Valentine's Dance.
- Create an annual softball tournament event that serves as a family event, with Men and Women's divisions, food trucks, and activities for the kids.

## **Education/Training**

### **Short Term (1 year)**

- Staff to attend more workshops and team building sessions throughout the year.
- Further recreation employee's education with PDRMA trainings quarterly.
- Incorporate more hands-on training during quarterly staff meetings, including interactive worksheets, leadership discussions, and activities inspired by conference materials.

- Run specific yearly training focused on Childcare for RAS and Preschool in the Month of January.
- Participate in SSPRPA networking meetings, socials and events.
- Staff to attend training on social media strategizing, AI tools, and laws.
- Provide ADA Compliance training as the priority to support district accessibility.
- Offer additional training and meetings virtually to support all staff schedules.
- Share simple how-to guides for communication, branding, and accessibility.

### **Long Term (2-5 years)**

- Attend a conference that is geared towards a more specific area in Recreation (ex. ABC - Athletic Business Conference).
- Attend an American Camp Association Conference to gain more insight and developing strategies when it comes to camps.

## **Community**

### **Short Term (1 year)**

- Research community leaders and how to better understand them to increase communication, support and engagement.
- Research the local demographics of the town and see any changes in the community in the last five years that can assist with the flow of where the town is heading and how it affects programs in the community.
- Further develop the working relationship with Water's Edge Golf Club through bags and golf classes to increase opportunities for help when needed.
- Build stronger connections between district programming and Worth Parks Foundation support to help strengthen fundraising efforts and enhance how we communicate the Foundation's role to the community.

### **Long Term (2-5 years)**

- Foster more relationships with local businesses, community centers, and influential people in town and neighboring areas to help promote our events, share marketing materials, cross promote on socials.
- Research and implement plain language principles for all public-facing communication that includes multiple languages that are spoken in our community.

## **PARKS**

### **Short Term (1 year)**

- 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.
- Continue to review RecTrac facility rental and park reservations weekly to prevent scheduling conflicts and plan for maintenance assistance.
- Ensure that parks are safe and inclusive for all people.
- Make responsible decisions to protect and preserve the environment
- Complete the Stahlak Park improvements.
- Improve the condition of Altman Park to allow sports leagues to play there.
- Improve lighting and surveillance around the Park District properties.
- Continue to update and manage ADA compliance throughout all parks and facilities.
- Hire more parks department staff (Parks Foreman, parks security).
- Improve the condition and cleanliness of the Terrace Centre.
- Complete the Veterans Memorial Park improvements.
- Replace mobile equipment according to the replacement schedule (tractor, trailers).
- Remove the baseball field from Altman Park and convert to soccer use.
- Develop ways to further discourage littering in the parks, motorized vehicles and dogs off leash.
- Seal coat Terrace Centre parking lot.
- Replace Peaks Park parking lot.
- Install additional dog waste stations at other parks
- Improve park security (fencing, signage)

### **Long Term (2-5 years)**

- Continuous work to update site amenities (ex. playgrounds, fencing, turf, benches, etc.)
- Improve the abilities of staff - initiative/skills/training.
- Continue to attain certifications appropriate for the Parks and Recreation field. Both front line employees and management: (ex. IL Pesticide Licensing, CPRP; CPSI, CPMT).
- Implement programs focused on environmental conservation.
- Implement recycling and waste reduction initiatives in the parks.
- Utilize software to improve park management and safety inspections.
- Utilize resources regarding project management and technical expertise to improve the skills of the Superintendent of Parks.
- Engage in networking opportunities for the Parks Department to have other sources of expertise available for counsel and support.
- Replace outdated or unsafe playground equipment with new and accessible options,

- Replace fleet vehicles according to the vehicle replacement schedule.
- Implement recycling and waste reduction initiatives in the parks.
- Utilize software to improve park management and safety inspections.
- Improve the existing maintenance facilities. Research and seek alternative funding for these improvements or new facilities.
- Replace Terrace Centre HVAC units according to age and replacement schedule.
- Improve park security (fencing, bollards, lighting, cameras).

### ***PARK IMPROVEMENTS***

#### **Altman Park**

- Improve damaged turf areas
- Remove remaining fence from ballfield.
- Remove old stage area.
- Develop strategic plans to begin phase work.
- Secure areas to prevent “drive-ins.”
- Replace broken or damaged parking blocks (or install them in new areas).
- Acquire parking lot, boat ramp and pedestrian trail.

#### **Baldwin Park**

- New Park Design
- Playground replacement.
- Utilize equipment to keep brush cut back.
- Redesign of park - OSLAD project.

#### **Gale Moore Park**

- Cut and remove more old and unsafe trees.
- Replace broken or damaged parking blocks.
- Restore and maintain baseball field.
- Additional camera installation.
- OSLAD improvements - 2027
- Replace broken or damaged parking blocks (or install them in new areas).
- Secure areas to prevent “drive-ins.”

#### **Homerding Park**

- Improve/install lighting.
- Camera installation.

- Additional amenities - benches
- Tree plantings
- Replace broken or damaged parking blocks (or install them in new areas).
- Sealcoat/restripe parking lot.
- Secure areas to prevent “drive-ins.”
- Extend pedestrian path behind the hill and along the east berm.
- Install steps on hill.

### **Kennelly Park**

- Playground replacement.
- Security fencing
- Pergola replacement
- Replace broken or damaged parking blocks (or install them in new areas).

### **Terrace Centre**

- Camera installation.
- Gym floor replacement.
- HVAC units replaced.
- Replace broken or damaged parking blocks (or install them in new areas).
- ADA improvements.
- New front office design.
- Replace automatic doors.
- Improve the security at the front of the building.

### **Peaks Park**

- Renovate parking lot at Goy Center and across the street.
- Replace fences, backstops, and dugouts.
- ADA improvements.
- Amenities added (ex. benches, picnic tables).
- Install an automatic gate for the parking lot.
- Replace maintenance garages.
- Additional park name sign installed (northeast end).
- Fitness stations.
- Replace broken or damaged parking blocks (or install them in new areas).
- Secure/barricade playground area at a greater level.

**Penny Park**

- Landscaping improvements.

**Stahlak Park**

- OSLAD Grant improvements - 2026
- New park sign installed (northeast entrance).

**Veterans Memorial Park**

- Community Program grant improvements.
- Improve the lighting of the flame.
- Maintain/improve landscaping
- Replace POW/MIA mural.
- Addition of historical ornaments, attractions

**Worthwoods Park**

- New park design
- Improve landscaping for the park sign.
- Cut down dead trees.
- OSLAD project