



GOALS - FY 2025-26

“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 and attractive 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 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, 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 continue to improve and expand the Park District’s internal and external communications 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 to cooperate 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 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 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 service, by hiring additional qualified 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 better market the Park District programs and services, the accomplishments and improvements to show the community their support is of priority.
- 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.

ADMINISTRATION/FINANCE

Long Term (2-5 years)

- Continue working on the mentoring program for succession planning.
- Continue to maintain and improve relationships with neighboring communities, park and recreation agencies, service organizations, and local governments and officials.
- 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).
- Conduct leadership training and provide staff training in leadership topics.
- To submit grant requests for Phase 2 for Peaks Park, Gale Moore Park and Altman Park. (OSLAD).
- Consistent use of excess Corporate and Recreation funds for capital development purposes.
- Foster a safe work environment that encourages collaboration and advances personal and professional growth.
- Develop core competencies for leadership positions and provide training development program
- Continue to be educated on the CAPRA Accreditation Program to consider application and in the next 2-5 years.

Short Term (1 year)

- 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.
- Achieve CPRP and/or CPRE certifications for all full-time staff.
- Installation of security cameras in other high use areas (ex. Indoor Playground, Altman Park, Homerding Park).
- Continue to research methods of efficiency in presenting financial data and reporting.
- Continue educational opportunities (HR/Finance) to better my position.
- Continue to develop new ideas to get the staff involved within the workplace.
- Building stronger relationships with employees from other agencies to share ideas and concepts to possibly could apply to the Worth Park District.
- 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 “Greener” with our forms and paperwork.
- Implement SWOT analysis as an agency to improve programs, customer service, and special events.
- Offer wellness programs, such as mindfulness or stress management workshops, to help staff maintain work-life balance.
- Ensure everyone in our department is fully capable of handling a first amendment auditor in the event it is needed.
- Continue training of all employees (ex. safety, sexual harassment, interviewing basics for supervisors, managers, non-supervisory employees)

RECREATION

Marketing

Short Term (1 year)

- Submit an entry in the 2026 IPRA Conference Agency Showcase for the 60th anniversary.
- Build customer loyalty through effective communications and positive guest experiences.
- Create an effective marketing plan that involves all recreation employees.
- Design and acquire promotional items for special events.
- Boost social media engagement, followers, and reach on Instagram and Facebook.
- Design branding and promotional materials for our 60th Anniversary Celebration to highlight our legacy and future.
- Introduce AI-powered marketing tools to streamline content creation, allowing more time for in-person community engagement.
- Ensure ADA-compliant website layouts that integrate seamlessly with brochures and our online registration system.
- Enhance visibility in local newspapers with high-quality press releases, stories, and photos.
- Implement Constant Contact to create targeted email campaigns and boost outreach.
- Begin production of a promotional video for social media, the website, and local TV to increase awareness, registration, and fundraising.
- Organize a photo content strategy, setting up photo sessions for programs/events and creating an accessible media library for staff.

Long Term (2-5 years)

- Continue to develop methods to connect with, and deliver services to, diverse markets
- Improve the abilities of staff - initiative/skills/training.
- Relocate bulletin boards for flyer distribution to a higher-traffic area.
- Increase online registration by 10%.

- Strengthen community relationships and sustainability.
- Host board and team meet-and-greets throughout the neighborhood to increase engagement.
- Expand the use of video content across marketing platforms, including in-park display screens.
- Achieve 100% ADA compliance across all digital and print marketing materials.

Programs

Short Term (1 year)

- Launch and promote programs showcasing new park features like sand volleyball, bean bags, walking trails, and pickleball.
- Develop a teen leadership initiative focused on local government, board meetings, and community impact.
- Create a competitive softball league for summer and fall with 6-8 teams per season.

Long Term (2-5 years)

- Develop a teen series to educate youth entering the workforce, covering topics such as interview skills, budgeting basics, resume building, and adult responsibilities. Guide them toward becoming RAS counselors and other part-time employment opportunities within the Worth Park District.
- Revise program evaluation forms for staff completion.
- Offer music and arts programs through grants, fundraising, and partnerships.
- Expand mental health and wellness programs, such as pet therapy, music therapy, and art therapy.

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.

Long Term (2-5 years)

- Reorganize closets and storage areas for the Recreation department, focusing on program and event supplies.
- Upgrade to more accessible seating in the front foyer of the Terrace Centre to include 14+ seats, ensuring that everyone has a chair during our programs.
- Host the SSPRPA meeting at the Terrace Centre to highlight the updated building and district.

- Secure corporate and family sponsorships for new park amenities.
- Explore opportunities to build a permanent outdoor entertainment and event structure.

Special Events

Short Term (1 year)

- Promote special events further in advance and cross-promote across multiple channels and modalities.
- Set up booths, displays, or informational tables at events that highlight upcoming classes, leagues, or activities.
- Strengthen collaborations with neighboring park districts to share resources and best practices.
- Create trail-based events that support the park district and local animal rescues.

Long Term (2-5 years)

- Organize a new adult dance party special event for our community.
- Plan events that promote fitness, such as fun runs, yoga in the park, or outdoor fitness challenges.
- Launch Arts in the Parks, featuring live music and diverse entertainment.
- Develop signature events at Altman Park.

Education/Training

Short Term (1 year)

- Actively further recreation employee's education with PDRMA trainings.
- Complete personality tests, analyze the results, and focus on strategies to enhance synergy within the team and across the organization.
- Maintain participation in SSPRPA workshops and training sessions by attending 50% of the SSPRPA general and committee meetings.
- Expand fundraising expertise through specialized training and partnerships with the Worth Parks Foundation.
- Enhance team collaboration using Outlook shared tools to better work together on events and projects.
- Explore opportunities to improve knowledge and applications of AI and related technologies.

Long Term (2-5 years)

- Attend a conference that is geared towards a more specific area in Recreation. (ex. Athletic Business Conference).
- All Rec staff to be CPRP certified (Superintendent, Rec Program Manager, Youth Coordinator, Sponsorship and Marketing Coordinator, Athletic Coordinator).

- Expand DEI training to incorporate inclusive practices into our programs and special events for our diverse community.
- Attain CPRP (Certified Park and Recreation Professional) Certification.
- Pursue fundraising certifications to improve financial sustainability and obtain knowledge to create and seek out grants for 501c3 organizations.
- Improve skills on various Adobe platforms to expand marketing tools.

Community

Short Term (1 year)

- Participate in at least one new event as a vendor, such as a job fair or library event.
- Continue to co-op with Chicago Ridge Park District on 3 programs with 5 or more participants each season.
- Strengthen our partnership with the Parks Foundation to unite the community through recreation and conservation initiatives.
- Develop 60th Anniversary events in collaboration with neighboring municipalities, sponsors, and supporters.
- Support our local partners by fostering community-business connections.

Long Term (2-5 years)

- Design and display signs around the Terrace Centre in multiple languages, including English, Polish, Spanish, and Arabic.
- Create a volunteer recruitment program that includes training and recognition.
- Continue nurturing relationships and driving community growth and sustainability.
- Host neighborhood meet-and-greets with board members and staff.

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.
- Improve on cost appropriate solutions to improve the maintenance of specialized equipment/motor vehicles.
- Continuing 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
- Offer skin cancer informational speakers for staff with risk exposure in summer 2025.
- Hire more parks department staff (maintenance, security).
- Improve the cleanliness of the Terrace Centre.
- Utilize grant funds to improve the Veterans Memorial Park.
- Replace mobile equipment according to the replacement schedule (tractor, mowers).
- Complete the Homerding Park and 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.
- Develop ways to discourage littering in the parks.
- Continue to update and manage ADA compliance throughout all parks and facilities.

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.
- 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. IL Pesticide Licensing, CPRP; CPSI, CPMT).
- Pursuit of grants for capital improvement projects, when available.
- Continue improvements and maintenance to the Veterans Memorial Park.
- Construction of a new parks maintenance facility.
- Pursue growth of building a fitness area for residents of Worth.
- Maintain safe parks and facilities.
- Utilize resources regarding project management and technical expertise for the Superintendent of Parks.
- Engaging in networking opportunities for the Parks Department to have another source of expertise for park projects.
- Replace outdated or unsafe playground equipment with new and accessible options.
- Replace fleet vehicles according to the vehicle replacement schedule.
- Partner with other agencies to accomplish tasks with the Park District together.
- Fully restore the soccer fields at Homerding Park.
- Implement programs focused on environmental conservation.
- Implement recycling and waste reduction initiatives in the parks.
- Utilize software to improve park management and safety inspections.
- Improve maintenance facilities

Park Improvements:

Baldwin Park

- Playground replacement.
- Utilize equipment to keep brush cut back.

Gale Moore Park

- Cut down more trees.
- Replace broken or damaged parking blocks.
- Restore baseball field.
- Additional camera installation.
- OSLAD Grant Candidate

Homerding Park

- Improve/install lighting.
- Restore soccer fields.
- Install an automatic gate for the parking lot.
- Playground replacement.

Kennelly Park

- Playground replacement.

Terrace Centre

- New flooring in Gym closets
- Camera installation
- Basketball Court replacement
- HVAC units replaced.

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 sign installed (east end).
- Fitness stations

Penny Park

- Landscaping improvements.

Stahlak Park

- OSLAD Grant Awarded

Veterans Memorial Park

- Renovation of bricks and concrete.
- Camera installation
- Improve the lighting of the flame.
- Maintain/improve landscaping
- Replace POW/MIA mural.
- Addition of historical ornaments, attractions

Worthwoods Park

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