

Values

These are the organizational values, confirmed by our Board of Directors, that guide and inform our policy making and the daily direction of our work. Our values are enduring and stay with us year after year and are not likely to change often.

Leading with Equity with special attention to Racial Equity

THPRD values all dimensions of equity including people experiencing disabilities, whether seen or unseen, age, ethnicity, gender, race, sexual orientation, and other identities. We see it as an essential core value that we prioritize all aspects of equity. A commitment to equity means looking at individuals' needs and understanding that people need different things to achieve equitable outcomes. THPRD recognizes that to achieve meaningful equity we must prioritize investments in activities to reach those most marginalized, therefore we support a comprehensive investment in equitable outcomes for the most impacted people and at this time, due to disparate impacts, a special focus on activities to advance racial equity is an important component of our overall equity strategies.

Environmental Stewardship

THPRD values the environment and demonstrates this through how we acquire, plan for, and maintain lands. Environmental stewardship extends to the way we build and maintain our facilities, and the practices we use to procure goods and services. THPRD is committed to protecting and improving the environment and to hold ourselves accountable to reducing our carbon footprint and implementing our Climate Action Plan. We commit to continuing to be an active ally and leader on environmental education, natural resource protection, and by adopting practices that uphold environmental stewardship, to ensure we pass on a healthy environment to future generations.

Commitment to Community Vision

We are committed to honoring and realizing the community feedback captured through the district's visioning process and see this work as foundational to our ongoing community engagement work. We will integrate the visioning feedback into our planning and operational efforts to honor the four visioning goals to be Welcoming and Inclusive, provide Play for Everyone, to be Accessible and Safe, and to practice Environmental Stewardship. The community vision serves as a beacon to illuminate our ongoing community engagement efforts, infused with a deep commitment to actively engage underserved and historically marginalized voices.

Budget Priorities

Confirmed by the Board of Directors once a year, the budget priorities are more fluid than our values and fluctuate annually depending upon the needs, priorities, and unique circumstances of each fiscal year. The budget priorities are set in the fall, so staff can begin preparing the next fiscal year budget.

It is important to note, district leadership has committed to selecting only three priorities each year. Important work happens across the district in many different fields of expertise. Because something is not listed as a budget priority, it does not diminish the importance of other vital work occurring throughout the district.

Expand Sustainable Funding Strategies: Expand efforts to diversify revenue opportunities through grant strategy, sponsorships, foundation support, and mutually beneficial strategic investments with community, business, and government partners. Continue to evaluate the district's resource allocation model. Prepare for and emphasize public involvement in upcoming bond measure replacement in 2026 and levy renewal in 2028. At the same time, continue to expand efforts to invest in financial aid and equity initiatives to ensure THPRD is welcoming and accessible to everyone, regardless of race, or economic status.

Enhance Environmental Sustainability and Climate Resilience: Incorporate environmental sustainability into all aspects of our operations, programs, and capital improvements. Protect natural areas, enhance green spaces, and implement climate resilience practices. This includes adopting strategies in the Climate Action Plan to reduce our environmental impact, conserving natural resources, and aligning future development with long-term sustainability goals. Integrate sustainability in facility planning, maintenance, and programming, ensuring that we are adaptable and resilient to environmental challenges. Invest in social justice partnerships to create opportunities for collaboration on environmental work.

Investing in Efficient Technologies: Invest in technology to improve service delivery and efficiency. Work toward updating the district's legacy technology systems such as the website and registration systems to improve accessibility to non-English speakers and people experiencing disability. Invest in technology upgrades to improve cyber security and to better meet staff's needs and the user experience.