



2013

U.S.
Department
of Education
Strategic
Sustainability
Performance
Plan

Denise L. Carter
Senior Sustainability Officer
U.S. Department of Education

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Policy Statement

It is the U.S. Department of Education's (ED) policy to integrate sustainability¹ into our operations, facilities, and overall mission in such a manner to:

- *Comply fully with all relevant federal, state, and local energy and environmental laws and regulations, including Executive Orders.*
- *Consider environmental impacts when making planning, purchasing, and operating decisions.*
- *Work continuously to improve our environmental performance.*
- *Provide training to educate our employees and others working in ED office space to be environmentally responsible on the job.*
- *Establish environmental objectives and targets for performance, and conduct regular internal evaluations to determine progress.*
- *Adhere to the waste management hierarchy (in order of preference): source reduction and reuse, recycle/composting, energy recovery, treatment, and disposal.*
- *Work cooperatively with all of our stakeholders to further common environmental objectives.*

Secretary Duncan has spoken of the campaign to transform education in America as our generation's moon shot. Nowhere in the field of education is this truer than the drive to equip new generations to be environmentally literate citizens, responsible energy consumers, and successful leaders in the new green economy. On a daily basis, we ask students across the nation to demonstrate excellence, integrity, and leadership in the classroom. The U.S. Department of Education is committed to demonstrating leadership in sustainability.

/s/

Denise L. Carter
Senior Sustainability Officer
U.S. Department of Education

¹ Executive Order 13514 (*Federal Leadership in Environmental, Energy, and Economic Performance*, October 5, 2009) defines "sustainability" and "sustainable" as follows: "to create and maintain conditions, under which humans and nature can exist in productive harmony, that permit fulfilling the social, economic, and other requirements of present and future generations."

Executive Summary

The overall mission of ED is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access. In particular, ED seeks to:

- Strengthen the Federal commitment to ensuring access to equal educational opportunity for every individual;
- Supplement and complement the efforts of states, the local school systems and other instrumentalities of the states, the private sector, public and private nonprofit educational research institutions, community-based organizations, parents, and students to improve the quality of education;
- Encourage the increased involvement of the public, parents, and students in Federal education programs;
- Promote improvements in the quality and usefulness of education through Federally supported research, evaluation, and sharing of information;
- Improve the coordination of Federal education programs;
- Improve the management of Federal education activities; and
- Increase the accountability of Federal education programs to the President, the Congress, and the public.

Developing high-quality skills in the fields of science, technology, engineering, and mathematics (STEM) is increasingly important for student success at all levels of education. These same skills are also crucial for workforce success, as a growing number of jobs will be located in the STEM fields or require at least some STEM skills. In the 21st century, our economy will be driven even more by contributions that come from discoveries and innovations in the STEM fields.

President Obama has identified an overarching goal to improve our STEM education compared to other nations, and identified three overarching priorities to ensure that more students develop the skills needed to succeed in the STEM fields: improving the quality of math and science teachers so more students have opportunities for high-quality STEM learning and are motivated to pursue STEM degrees and careers; improving undergraduate teaching practices so more well-prepared STEM students persist to a degree in these fields; and expanding STEM education and career opportunities for underrepresented groups, including women and minorities.

The President's 2014 budget request for the Department of Education includes:

- \$80 million for proposed STEM teacher and leader training and professional development. This program would provide competitive awards to create or expand high-quality pathways to teacher certification and other innovative approaches for recruiting, training, and placing talented recent college graduates and mid-career professionals in the STEM fields in high-need schools. This program would support the President's ambitious goal of preparing 100,000 excellent STEM teachers over the next decade.
- \$150 million for STEM Innovation Networks to provide competitive grants to local educational agencies (LEAs) in partnership with institutions of higher education, nonprofit organizations, other public agencies, and businesses to increase the number of

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students who are effectively prepared for postsecondary education and careers in STEM fields. Eligible partnerships will develop comprehensive plans for identifying, developing, testing and implementing evidence-based practices to provide rich STEM learning opportunities for students in participating LEAs and schools. To support the implementation of these plans, STEM Innovation Networks (STEM-INS) will employ a wide range of strategies—depending on local needs—in areas such as the recruitment, preparation, and professional development of effective STEM educators; the development and testing of teaching and learning models that enable students to successfully meet STEM-focused college- and career-ready standards; and student engagement in STEM subjects.

- \$35 million for a national STEM Master Teacher Corps that would enlist America’s best and brightest science and math teachers to improve STEM education. The Corps would recognize and reward the most accomplished STEM educators by offering them membership in a national community of talented STEM educators, opportunities to serve as instructional leaders in their schools and communities, and additional pay in exchange for their leadership and service.
- Approximately \$5 million for the STEM Virtual Learning Network to create a professional learning community of STEM educators. This community, operating primarily but not exclusively online, would enable STEM educators to share innovative STEM content, effective STEM teaching strategies, and research on STEM education.
- \$300 million for the Promise Neighborhoods program to provide support for planning and implementation grants. The Promise Neighborhoods grant program aims to improve the educational and developmental outcomes of children and youth in distressed neighborhoods. The program seeks to improve the social well-being of large numbers of citizens through efforts to engage entire communities in activities that include creating safe and healthy spaces for children. By focusing on local infrastructures and resources, educational programs, family and community supports, and effective solutions for communities, this grant program is designed to assist children and youth in succeeding in early childhood and K-12 education and successfully transitioning to college and careers.

The Green Ribbon Schools awards recognize K-12 schools for developing healthier, environmentally sustainable learning spaces and environmental literacy. As Secretary Duncan stated at the announcement of the 2013 Green Ribbon School awardees; “Together, healthy, safe and modern facilities combined with wellness practices like outdoors physical activity, nutritious food and hands-on environmental learning form a strong foundation for a quality education. These schools and districts exhibit best practices to reduce costs and increase achievement, health and equity, for all schools, not just aspiring green schools.”

ED continues its commitment to exploring other potential opportunities for integrating sustainability into our mission, including incorporation of provisions for sustainable building design in grants and loans targeted for infrastructure improvements at academic institutions and giving priority to grants to career and technical schools and community colleges that offer curricula in “green” education programs.

Highlights of Significant Successes and Challenges

Over the past several years, ED has focused increased attention on its environmental impacts and has taken steps to address them through initiatives such as establishment of a green purchasing program, development and implementation of an electronic stewardship plan ensuring procurement of Electronic Product Environmental Assessment Tool (EPEAT)-certified computers and monitors, and installation of energy efficient lighting and water efficient equipment.

Because ED is a tenant in all of the buildings it occupies, energy, water, and waste management services are all included in its leases and thus paid by the General Services Administration (GSA). As result, it is not intimately involved in monitoring its energy, water, and waste services and does not have major influence in effecting change in these areas. This relationship represents ED's greatest challenge in reducing energy use and associated Greenhouse Gas (GHG) emissions, reducing water use, minimizing waste generation, and increasing recycling. In 2013, ED staff continued to actively work with GSA to address this challenge and strengthen their partnership. For example, ED staff worked closely with GSA to strengthen recycling efforts and increase transparency related to recycling information for the Lyndon Baines Johnson (LBJ) building. Throughout the remainder of 2013 and into 2014, ED staff will build on these efforts and identify opportunities to expand these efforts to additional buildings leased by ED.

ED has a number of projects in progress that further exemplify its commitment to incorporating sustainability in its activities, services, and mission:

- The FY 2014 President's Budget would provide potential support for Environmental Education. Environmental Education is included in the "Well-Rounded Education" component of the \$75 million request for "Effective Teaching and Learning for a Well-Rounded Education, part of the Administration's Elementary and Secondary Education Act (ESEA) reauthorization proposal, and would provide competitive grants to SEAs, high-need LEAs, and institutions of higher education or nonprofit organizations in partnership with high-need LEAs to support the development and expansion of innovative and evidence-based practices to improve teaching and learning across a well-rounded curriculum that includes the arts, health education, foreign languages, civics and government, history, geography, environmental education, economics and financial literacy, and other subjects as identified by the Department.
- In June 2013, ED announced the second Green Ribbon School Award winners. ED's Green Ribbon Schools is a Federal recognition program that opened in September 2011. Honored schools exercise a comprehensive approach to creating "green" environments through reducing environmental impact, promoting health, and ensuring a high-quality environmental and outdoor education to prepare students with the 21st century skills and sustainability concepts needed in the growing global economy. This year, 64 schools were honored for their exemplary efforts to reduce environmental impact and costs, promote better health, and ensure effective environmental education, including STEM,

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green careers and civics. In addition, 14 districts were honored for the first-ever District Sustainability Award.

- In June 2013, ED also launched the ‘Education Built to Last’ Facilities Best Practices Tour. The tour will spotlight best practices in school building and grounds design, construction, operations and management, health, and sustainability education in our nation’s school facilities. It will collect input for what ED might do to encourage innovation and improvement in these areas at the state, district and school levels. The tour will pay particular attention to how school facilities can improve the health and performance of our nation’s earliest and high poverty learners and get students on track for the careers of the future.
- ED partnered with GSA to achieve Silver Leadership in Energy and Environmental Design (LEED) Certification for the Operations and Maintenance of ED’s Headquarters, the LBJ Federal building in Washington, DC. The LBJ building is one of the first GSA-owned buildings in the National Capital Region to be LEED Certified for Operations and Maintenance. In addition, ED continued working closely with GSA on energy efficiency efforts in the Mary E. Switzer Federal Building. GSA is projecting that the Switzer Building will achieve LEED Gold certification.

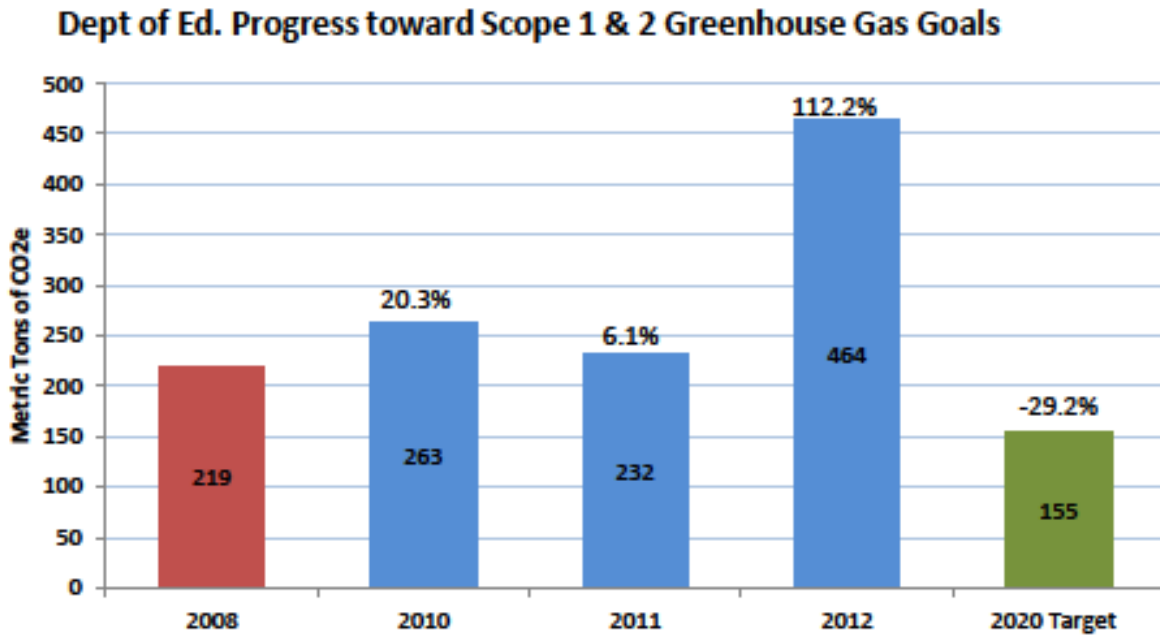
Table 1: Agency Size & Scope

Agency Size & Scope	FY 2011	FY 2012
Total Number of Employees as Reported in the President's Budget	4,416	4,276
Total Acres of Land Managed	0	0
Total Number of Buildings Owned	0	0
Total Number of Buildings Leased (GSA and Non-GSA Lease)	27	27
Total Buildings Gross Square Feet (GSF)	1,902,045	1,902,045
Operates in Number of Locations Throughout U.S.	15	15
Operates in Number of Locations Outside of U.S.	0	0
Total Number of Fleet Vehicles Owned	0	0
Total Number of Fleet Vehicles Leased	102	101
Total Number of Exempted-Fleet Vehicles (Tactical, Law Enforcement, Emergency, Etc.)	84	84
Total Amount Contracts Awarded as Reported in FPDS (\$Millions)	186	205

Agency Progress toward Scope 1 & 2 GHG Goals

E.O. 13514 requires each agency establish a Scope 1 & 2 GHG emission reduction target to be achieved by FY 2020. The red bar represents the agency's FY 2008 baseline. The green bar represents the FY 2020 target reduction. The blue bars represent annual agency progress towards achieving this target. The percentage at the top of each bar represents the reduction or increase from the FY 2008 baseline. A negative percentage value indicates that the emissions have decreased compared to the 2008 baseline.

Figure 1-1



Agency Progress towards Scope 3 GHG Goal

E.O. 13514 requires each agency establish a Scope 3 GHG emission reduction target to be achieved by FY 2020. The red bar represents the agency's FY 2008 baseline. The green bar represents the FY 2020 reduction target. The blue bars represent annual agency progress on achieving this target. The percentage at the top of each bar represents the reduction or increase from the FY 2008 baseline. A negative percentage value indicates that the emissions have been decreased compared to the FY 2008 baseline.

Table 1-1: Goal 1 Strategies - Scope 1 & 2 GHG Reductions

(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Use the FEMP GHG emission report to identify/target high emission categories and implement specific actions to resolve high emission areas identified.	Yes	Analyze FEMP GHG emission report data and develop specific plan of action to resolve identified high emission areas.	Complete analysis of FEMP GHG emission report in Q1 of FY 2014. Develop action plan to address identified high emission areas by Q2 of FY 2014.
Ensure that all major renovations and new building designs are 30% more efficient than applicable code.	Yes	Partner with GSA on all major renovations and redesigns to increase efficiencies.	Major renovations undertaken in FY 2014, in conjunction with GSA, will result in a 30% increase in efficiency.
Implement in EISA 432 covered facilities all lifecycle cost effective ECMs identified.	Yes	Partner with GSA to identify lifecycle cost effective ECMs.	By the end of Q2 of FY 2014, identify lifecycle cost effective ECMs, in conjunction with GSA.
Reduce on-site fossil-fuel consumption by installing more efficient boilers, generators, furnaces, etc. and/or use renewable fuels.	Yes	Partner with GSA to reduce on-site fossil-fuel consumption.	By the end of Q2 of FY 2014, identify opportunities to reduce on-site fossil-fuel consumption, in conjunction with GSA, by installing more efficient equipment in ED headquarters building.
Employ operations and management best practices for energy consuming and emission generating equipment.	Yes	Partner with GSA to identify and implement best practices for energy consumption and emission generating equipment.	By the end of Q3 of FY 2014, identify operations and best management practices available, in conjunction with GSA, for implementation in ED headquarters building.

Figure 1-2

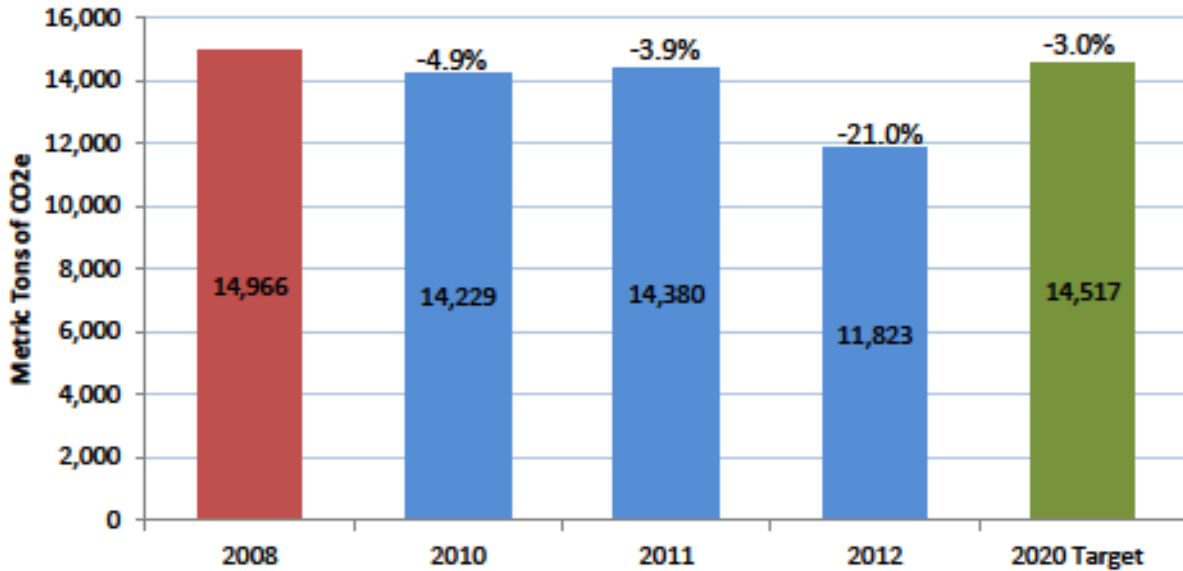


Table 1-2: Goal 1 Strategies - Scope 3 GHG Reductions

(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Reduce employee business ground travel.	Yes	Attend conferences and meetings with convenient access to public transportation, limiting the need for rental cars or taxis.	Establish baseline of business ground travel in Q2 of FY 2014. Decrease use of business ground travel by 3% relative to baseline by September 2014.
Reduce employee business air travel.	Yes	Increase use of video teleconferencing and Web technology.	Establish baseline use of VTC for the purpose of participating in conferences out of the local area. Increase VTC usage by 3% relative to baseline by September 2014.
Develop and deploy employee commuter reduction plan.	Yes	Increase webinar usage to reduce local business travel.	Establish webinar usage baseline by end of Q2 in FY 2014. Increase webinar usage by 3% relative to baseline by September 2014.

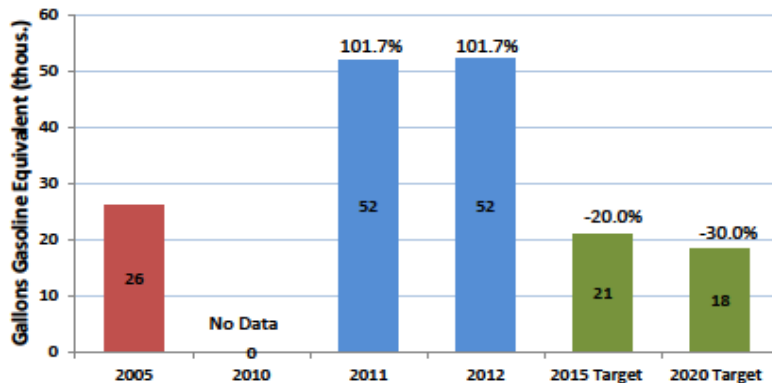
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(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Use employee commuting survey to identify opportunities and strategies for reducing commuter emissions.	Yes	Update existing commuter survey and deploy.	Deploy new commuter survey no later than Q3 of FY 2014.
Increase number of employees eligible for telework and/or the total number of days teleworked.	Yes	Encourage additional use of telework and increase hoteling options for employees.	Launch hoteling pilot within at least one Office during FY 2014 and increase use of telework of those in the pilot by 25%

Agency Progress toward Fleet Petroleum Use Reduction Goal

E.O. 13514 and the Energy Independence and Security Act of 2007 (EISA) require that by FY 2015 agencies reduce fleet petroleum use by 20 percent compared to a FY 2005 baseline. Agencies are expected to achieve at least a 2 percent annual reduction and a 30 percent reduction is required by FY 2020. The red bar represents the agency's FY 2005 baseline. The green bars represent the FY 2015 and FY 2020 target reductions. The blue bars represent annual agency progress on achieving these targets. The percentage at the top of each bar represents the reduction or increase from the FY 2005 baseline. A negative percentage indicates an increase in fleet petroleum use.

Figure 2-1



Agency Progress toward Fleet Alternative Fuel Consumption Goal

E.O. 13423 requires that agencies increase total alternative fuel consumption by 10 percent annually from the prior year starting in FY 2005. By FY 2015, agencies must increase alternative fuel use by 159.4 percent, relative to FY 2005. The red bar represents the agency's FY 2005 baseline. The green bar represents the FY 2015 target. The blue bars represent annual agency progress on achieving this target. The percentage at the top of each bar represents the reduction or increase from the FY 2005 baseline. A negative percentage indicates a decrease in fleet alternative fuel use.

Figure 2-2

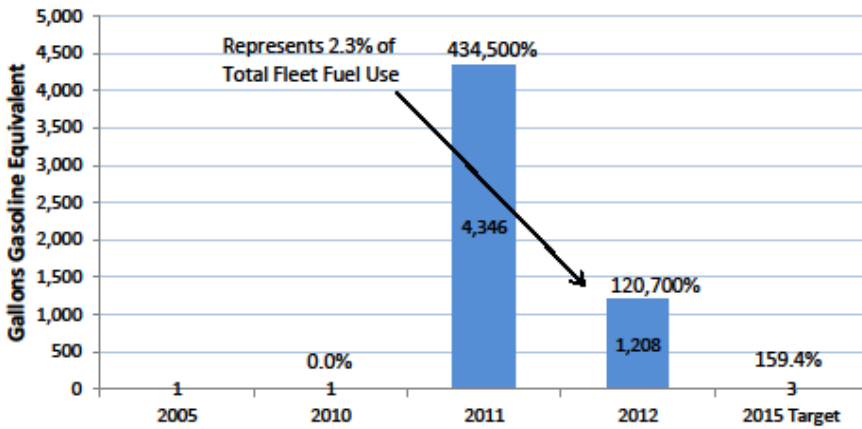


Table 2: Goal 3 Strategies – Fleet Management

(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Optimize/Rightsize the composition of the fleet (e.g., reduce vehicle size, eliminate underutilized vehicles, acquire and locate vehicles to match local fuel infrastructure).	Yes	Review vehicle fleet inventory and decrease conventional gas vehicles with alternative fuel vehicles.	Reduce vehicle fleet inventory by one car in FY 2014. Replace two gas conventional vehicles with two alternative fuel vehicles in calendar year 2014.
Acquire only highly fuel-	Yes	Increase number of	As conventional gas

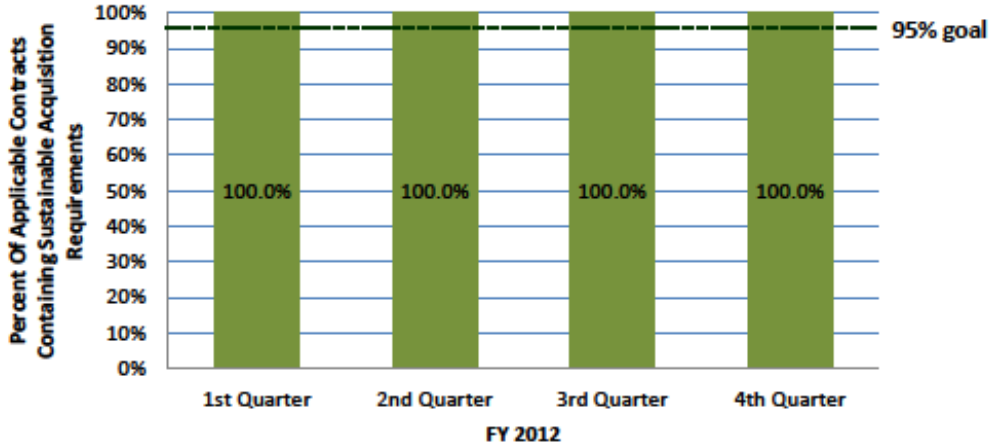
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(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
efficient, low greenhouse gas-emitting vehicles and alternative fuel vehicles (AFVs).		highly fuel-efficient, low greenhouse gas-emitting vehicles and alternative fuel vehicles.	vehicles reach their replacement criteria in 2014, they will be replaced with alternative fuel vehicles.
Increase utilization of alternative fuel in dual-fuel vehicles.	Yes	Increase utilization of E85 in flex-fuel vehicles.	Demonstrate a 15% increase in E85 use over FY 2012 by September, 2014.
Use a Fleet Management Information System to track fuel consumption throughout the year for agency-owned, GSA-leased, and commercially-leased vehicles.	Yes	Utilize Fleet Management Information System to monitor and track fuel consumption throughout the year.	Run reports from the Fleet Management Information System on a quarterly basis in FY 2014 and use results to modify behavior.
Increase GSA leased vehicles and decrease agency-owned fleet vehicles, when cost effective.	Yes	Examine use of commercially leased vehicles.	When cost effective, reduce number of commercially leased vehicles in FY 2014.

Agency Progress toward Sustainable Acquisition Goal

E.O. 13514 requires agencies to advance sustainable acquisition and ensure that 95 percent of applicable new contract actions meet federal mandates for acquiring products that are energy efficient, water efficient, biobased, environmentally preferable, non-ozone depleting, recycled content, or are non-toxic or less toxic alternatives, where these products meet performance requirements. To monitor performance, agencies perform quarterly reviews of at least 5 percent of applicable new contract actions to determine if sustainable acquisition requirements are included.

Figure 3-1



Federal Procurement Data System Standard Reports on Biopreferred Procurement Actions

The Federal Procurement Data System (FPDS) is used by federal agencies to record and manage contract actions. On the pie chart below, the blue area represents the total number of contract actions reported by the agency in FPDS in FY 2012 that are "applicable" to the sustainable procurement requirements. Applicable contract actions are new domestic contracts, task and delivery orders, excluding weapons systems and those actions that are unlikely to use biobased products (e.g., research and social development contracts, education and training, social services, and the lease or rental of equipment). The green area represents the total number of applicable contract actions that the agency reported in FPDS as containing biobased product requirements.

Figure 3-2

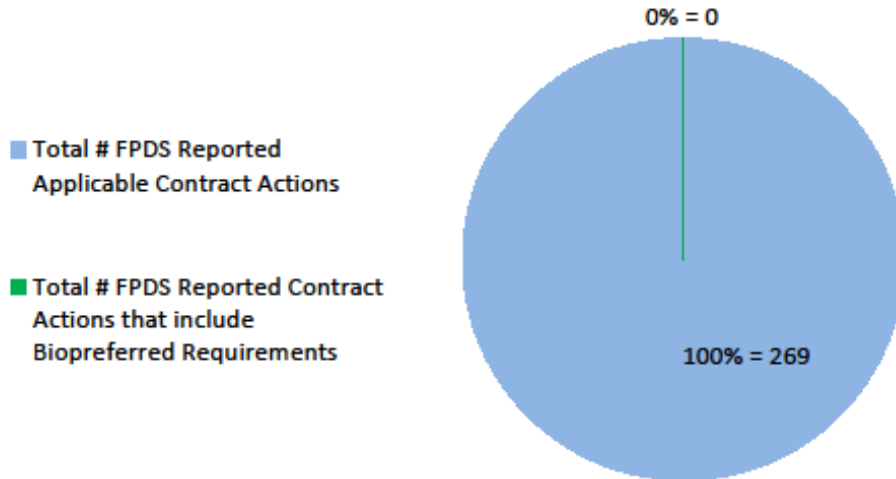


Table 3: Goal 6 Strategies – Sustainable Acquisition

(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Update and deploy agency procurement policies and programs to ensure that federally-mandated designated sustainable products are included in all relevant procurements and services.	Yes	Review agency procurement policies regarding requirements for biobased and other relevant sustainability factors.	No later than Q3 of FY 2014, revise the Green Purchasing Directive, as necessary, based upon the review.
Include biobased and other	Yes	Include FAR	On semi-annual basis, in

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(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
FAR sustainability clauses in all applicable construction and other relevant service contracts.		requirements for sustainability in relevant service contracts.	FY 2014, conduct review to ensure biobased and other FAR sustainability clauses are in all relevant service contracts.
Review and update agency specifications to include and encourage biobased and other designated green products to enable meeting sustainable acquisition goals.	Yes	Encourage biobased and other green products to enable meeting sustainable acquisition requirements.	No later than Q3 of FY 2014, revise Green Purchasing Directive and related training materials to encourage acquisition of biobased and designated green products.
Use Federal Strategic Sourcing Initiatives, such as Blanket Purchase Agreements (BPAs) for office products and imaging equipment, which include sustainable acquisition requirements.	Yes	Include sustainable acquisition requirements in relevant BPAs.	FY 2014 Federal Strategic Sourcing Initiatives for office products will include sustainable acquisition requirements.
Report on sustainability compliance in contractor performance reviews.	Yes	Strengthen contractor performance reviews to report on sustainability compliance.	No later than Q3 of FY 2014, revise the Green Purchasing Directive to enhance contractor performance reviews by requiring sustainability compliance.

Agency Progress toward EPEAT, Power Management & End of Life Goals

E.O. 13514 requires agencies to promote electronics stewardship by: ensuring procurement preference for EPEAT-registered products; implementing policies to enable power management, duplex printing, and other energy-efficient features; employing environmentally sound practices with respect to the disposition of electronic products; procuring Energy Star and FEMP designated electronics; and, implementing best management practices for data center operations.

Figure 4-1




EPEAT	POWER MANAGEMENT	END-OF-LIFE	COMMENTS
			

Table 4: Goal 7 Strategies – Electronic Stewardship & Data Centers

(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Identify agency "Core" and "Non-Core" Data Centers.	Yes	Examine agency data centers to identify "core" and "non-core" data centers.	Compile list of identified "non-core" and "core" data centers in Q1 of FY 2014.
Consolidate 40% of agency Non-Core Data Centers.	Yes	Consolidate agency "non-core" data centers.	Shut down 1 data center in FY 2014.
Ensure that power management, duplex printing, and other energy efficiency or environmentally preferable options and features are enabled on all eligible electronics and monitor compliance.	Yes	Revise agency policy requiring power management and duplex printing.	Complete policy revisions by Q3 of FY 2014.
Update and deploy policies to use environmentally sound practices for disposition of all agency excess or surplus electronic products, including use of certified eSteward and/or	Yes	Department continues to use environmentally sound practices for disposition of all agency excess or surplus electronics.	No later than Q1 of FY 2014, review all policies related to the disposal of excess or surplus electronics to ensure agency maintains current percentages.

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(A) Will the agency implement the following strategies to achieve this goal?	(B) Top 5? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
R2 electronic recyclers, and monitor compliance.			
Ensure acquisition of 95% EPEAT registered and 100% of ENERGY STAR qualified and FEMP designated electronic office products.	Yes	Department continues to procure and maintain EPEAT-registered and Energy Star qualified products.	No later than Q1 of FY 2014, review all contracts that may include EPEAT-registered and Energy Star qualified products and modify contracts, as necessary, to maintain Department's current acquisition percentages.

Agency Climate Change Resilience

E.O. 13514 requires each agency to evaluate agency climate change risks and vulnerabilities to identify and manage the effects of climate change on the agency's operations and mission in both the short and long term.

Table 5: Goal 9 Strategies – Climate Change Resilience

(A) Will the agency implement the following strategies to achieve this goal?	(B) Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Ensure climate change adaptation is integrated into both agency-wide and regional planning efforts, in coordination with other Federal agencies as well as state and local partners, Tribal governments, and private stakeholders.	Yes	Department will coordinate efforts related to climate change adaptation with other Federal agencies.	In Q1 of FY 2014, examine ways to support the work of HUD, EPA, and DOT in the Sustainable Communities Initiative.

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(A) Will the agency implement the following strategies to achieve this goal?	(B) Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure strategy success including milestones to be achieved in next 12 months
Update agency emergency response procedures and protocols to account for projected climate change, including extreme weather events.	Yes	Department will review emergency response plans and revise plans as necessary to account for projected climate change.	Update emergency response plans no later than Q3 of FY 2014, as necessary, based upon review.
Ensure workforce protocols and policies reflect projected human health and safety impacts of climate change.	Yes	Department will review workforce protocols and policies to reflect projected human health and safety impacts of climate change.	Update workforce protocols and policies no later than Q3 of FY 2014, as necessary, based upon review.
Ensure agency principals demonstrate commitment to adaptation efforts through internal communications and policies.	Yes	Department will communicate information related to climate change impacts and adaptation efforts to staff.	In FY 2014, provide internal communications regarding climate change and adaptation efforts, relevant to staff, on a quarterly basis.
Ensure that agency climate adaptation and resilience policies and programs reflect best available current climate change science, updated as necessary	Yes	Department will review climate change science to determine impacts on policies and programs.	Staff will participate in communities of practice and forums on climate change adaptation throughout FY 2014.