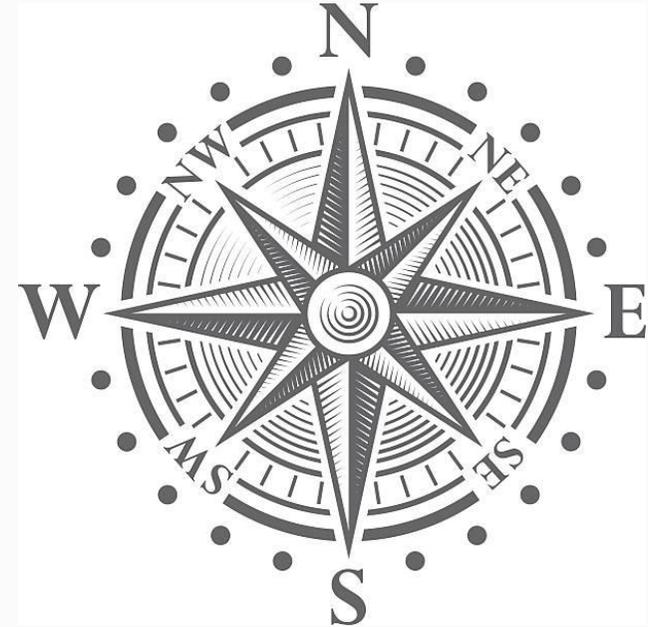


Strategic Planning Engagement Report

Geneva CUSD #304
February 2024



The HYA Four Phase Process

A SYSTEMIC APPROACH FOR
MAXIMUM IMPACT

PHASE I

Organizational Readiness

Setting the stage for Strategic Planning through planning, preparation, and shared learning



PHASE II

Inclusive Engagement

Documenting the current state of the District and desired future through authentic stakeholder engagement



PHASE III

Focus on the Future

Collaborating to use data to create the Strategic Plan



PHASE IV

Implement & Evaluate

Creating action plans and measures to operationalize the Strategic Plan



- Our process reflects the most current education and management research focused on backward design so that priorities and objectives will lead to the realization of a shared vision.
- Inclusive process where community, staff, parent, and student voices guide the process.
- Support for leadership and the School Board.

Phase I: Organizational Readiness



- Workshop Session
 - HYA Associate
 - District Leaders
 - Organizational scan
- Finalize timeline
- Communication Toolkit

Phase II: Inclusive Engagement



- Community engagement
 - Interviews
 - Focus groups
 - Community survey
- Data review & analysis
- Engagement Report
- Survey Report

Participation

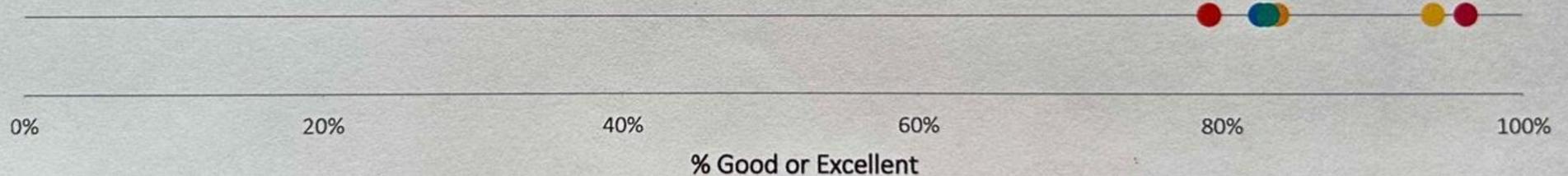
- Interviews and Focus Groups
 - Interviews - 8
 - Focus groups - 13 (179 people)
- Community survey - 2046 participants
 - 859 parents
 - 121 community members
 - 303 staff
 - 600 students
 - 24 Administrators

Survey Summary

ANALYSIS

Overall Quality of Education Rating

Respondents were asked to rate the overall quality of education in the District on a scale of 1 (Unsatisfactory) to 5 (Excellent). Percent of constituent groups responding "Good" or "Excellent" are presented below.



Constituent Group Legend

 Administrator

 Community Member

 Parent Of Student
Attending School

 Student

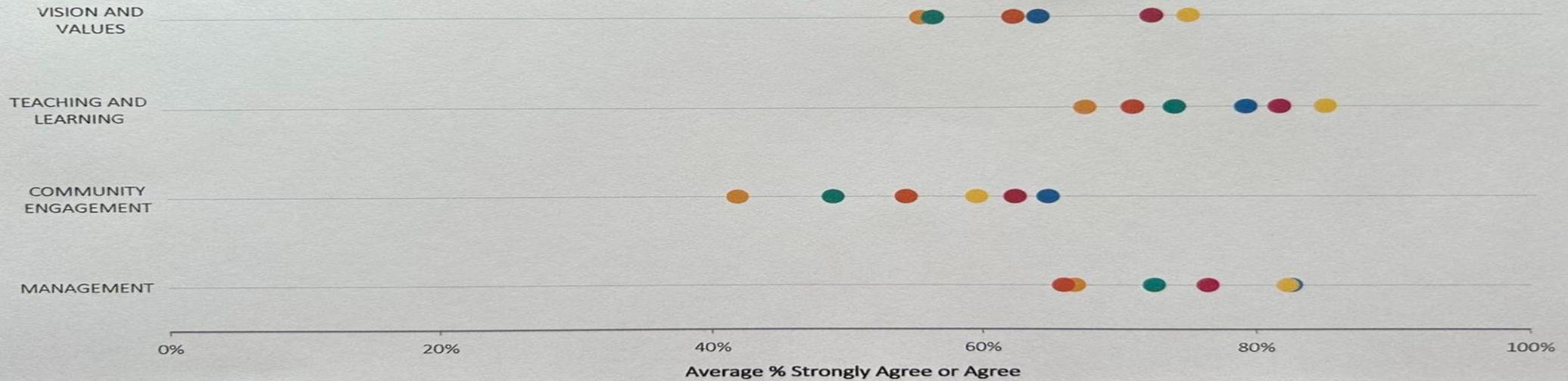
 Support Staff

 Teacher

Survey Summary

State of the District Summary

Respondents rated statements related to the state of the district on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported in the appendix.



Constituent Group Legend

Administrator

Community Member

Parent Of Student
Attending School

Student

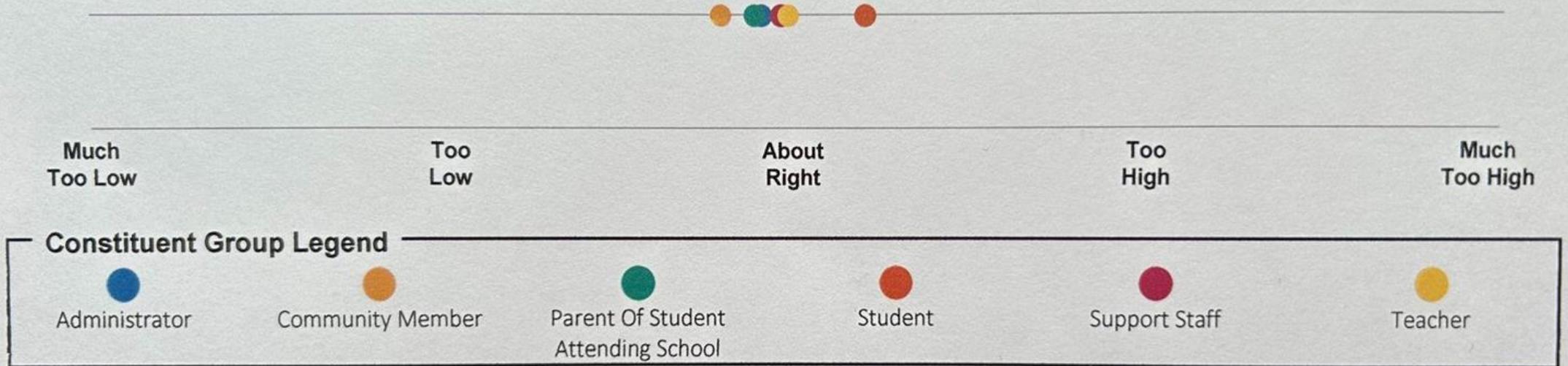
Support Staff

Teacher

Survey Summary

Academic Expectations in the District

Respondents rated the academic expectations in the district on a scale of 1 (Much too low) to 5 (Much too high). Each constituent group's mean is presented below.



Strengths of Geneva CUSD #304

- High quality teachers who are well trained and care about students
- School/Community connection is very strong and invested in the success of students
- Robust curriculum and programs for students at all levels
- Strong school leadership and excited about District Leadership and future direction
- Active and timely communication between students, parents, school, and community

Expectations for Graduates of Geneva High School

- Highly prepared to be successful in college, career, or workplace
- Collaborative and critical thinkers who are problem solvers
- Resilient, self sufficient, and independent people who will be good citizens
- Strong communications skills that can be used in any path they choose to pursue
- Well developed social emotional skills which transfers to successful relationships

Skills and Characteristics of Geneva Students

- Well developed personal skills that include: tolerance, grit, confidence, and leadership
- Accountability and ownership for their responsibilities and actions
- Recognize the world has a variety cultures, races, backgrounds
- Work ethic, time management skills, and executive functioning skills
- Financial literacy skills along with being able to read and write at a high level

Significant issues to be addressed in Geneva CUSD #304

- Develop declining enrollment solutions to adjust the district related to staffing, facilities, programing, and operations
- Maintain academic success while pursuing career pathways for all students
- Explore programing enhancements to Early Childhood services, global and cultural competencies, and mental health services
- Attract, retain, and professionally develop high quality staff

Vision of Success for the future of Geneva CUSD #304

- Maintain high academic achievement while raising the level of wellness and readiness for all students
- Implement inclusive programming which prepares students for the real world outside of Geneva
- Develop financial responsible solutions to maintain the community expectations for excellence in our schools
- Enhanced educational opportunities for students regardless of their ability to guarantee their success
- Increase stakeholder engagement to maintain highly successful schools

Phase III: Focus on the Future



- Data driven Root Cause Analysis
- Collaborative development of:
 - Mission
 - Vision (Portrait of a Graduate)
 - Core Values/Guiding Principles
 - Strategic Priorities
 - Strategic Objectives

Phase IV: Implement and Evaluate



- Implementation plans: strategies, timelines, persons responsible, strategic indicators
- Alignment of school improvement plans
- Dashboard

Questions?