

Middle
School
Enrollment &
Staffing
Presentation





Achieve Excellence and Empower Students to Succeed

Educate and prepare students with the **KNOWLEDGE, SKILLS,** and **PERSONAL QUALITIES** to be productive citizens.



PREPARATION

We are ready for the future in a diverse world.

EXCELLENCE

We perform at a high level.

EMPOWERMENT

We are intellectually engaged in valuable work.



Enrollment and Staffing

- **Recruitment and Retention**
Right-size staffing with enrollment trends and student needs and optimize the recruitment and retention of staff
 - Review and analysis of master schedules
 - Determine staffing capacity and efficiency
 - Enhance mentoring, hiring, coaching, and PD

- **Staffing and Facility Capacity**
Review boundary and facility considerations aligned to enrollment
 - Evaluate demographic study
 - Conduct facility capacity review and analysis
 - Evaluate contemporary programming needs

- **Early Childhood and Special Programming**
Evaluate and enhance early childhood and special education programs
 - Conduct needs analysis (Desire, Capacity, Etc.)
 - Explore and consider program enhancements



Career and College Pathways

- **College Preparation and Readiness**
Evaluate and enhance course offerings at Geneva High School
 - Conduct dual credit needs analysis and planning
 - Explore other programming considerations

- **Career Exposure and Programming**
Evaluate and enhance career pathway exposure and experiences at all levels district-wide
 - Expand exposure to career opportunities
 - Conduct career pathway needs analysis
 - Consider additional programmatic considerations
 - Expand community partnerships



Cultural Competencies

- **Cultural Awareness Exposure and Experiences**
Coordinate and enhance cultural opportunities
 - Recognize and promote existing opportunities
 - Enhance and align cultural offerings

- **Community and Cultural Partnerships**
Evaluate and enhance community service opportunities
 - Consider expansion of community partnerships
 - Add program opportunities for involvement district-wide for K-12



Community Engagement

- **Evaluating Communication Opportunities**
Establish community engagement practices that align district and community needs
 - Recognize and promote current engagement practices
 - Implement community engagement opportunities and event

- **Streamlining Communication Processes**
Evaluate and enhance communication processes across the District to create a more consistent experience
 - Review of current communication tools and practices
 - Explore opportunities for streamlining practices

- **Promoting our Mission and Vision**
Share and promote the district's vision, mission, and goals
 - Communicate progress via virtual dashboard
 - Rebrand and communicate Vision, Mission, and progress



Enrollment and Staffing

➤ Recruitment and Retention

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➤ Staffing and Facility Capacity

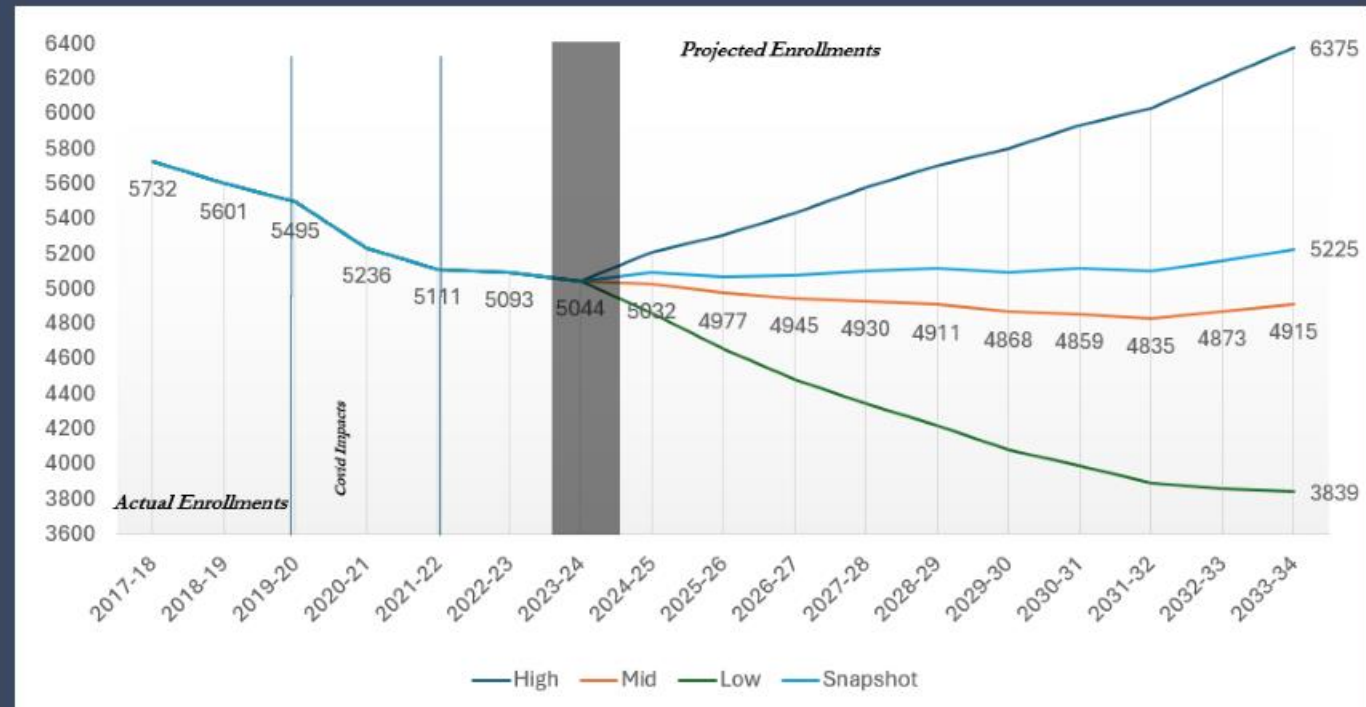
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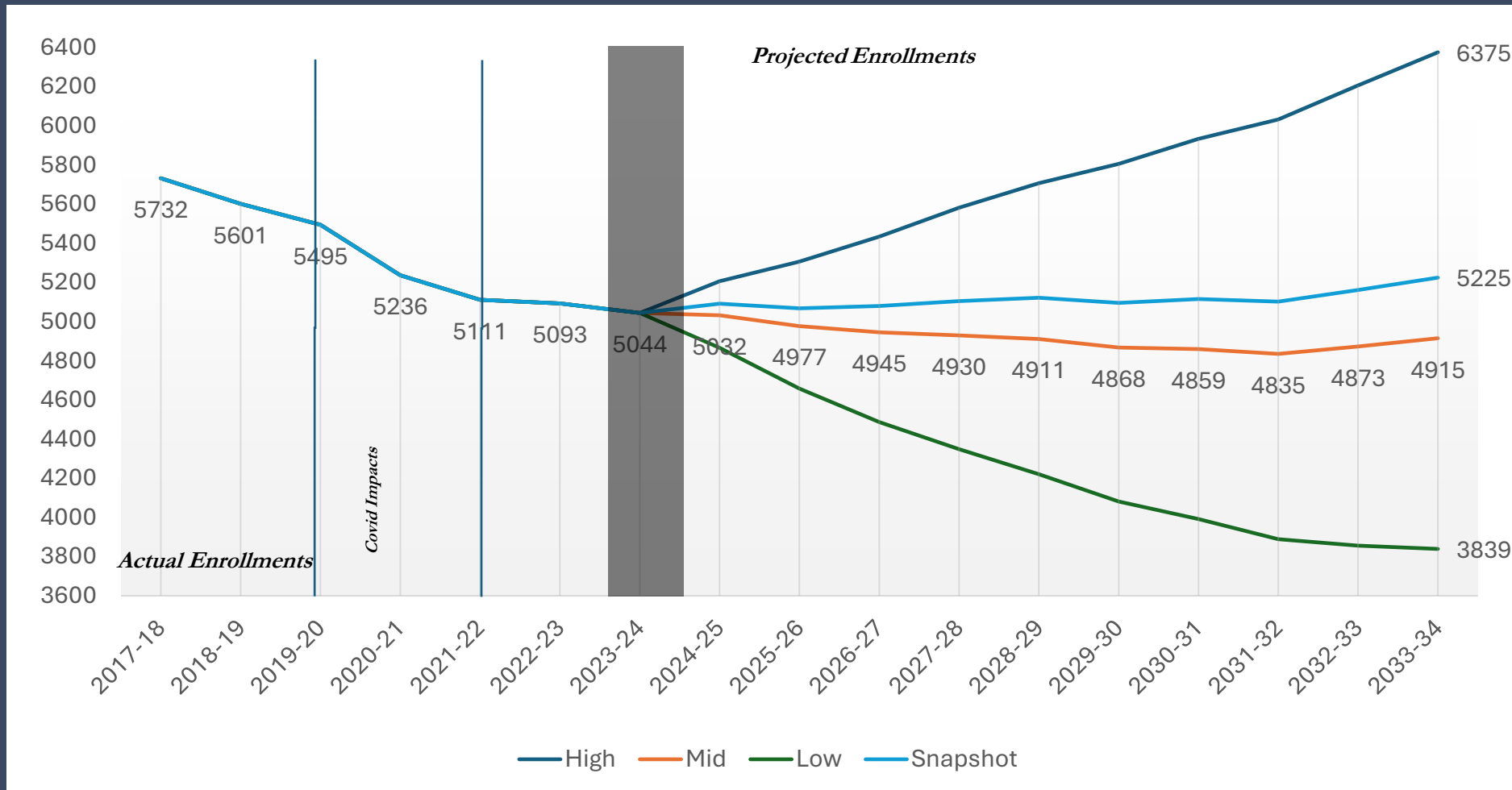
Demographic Study



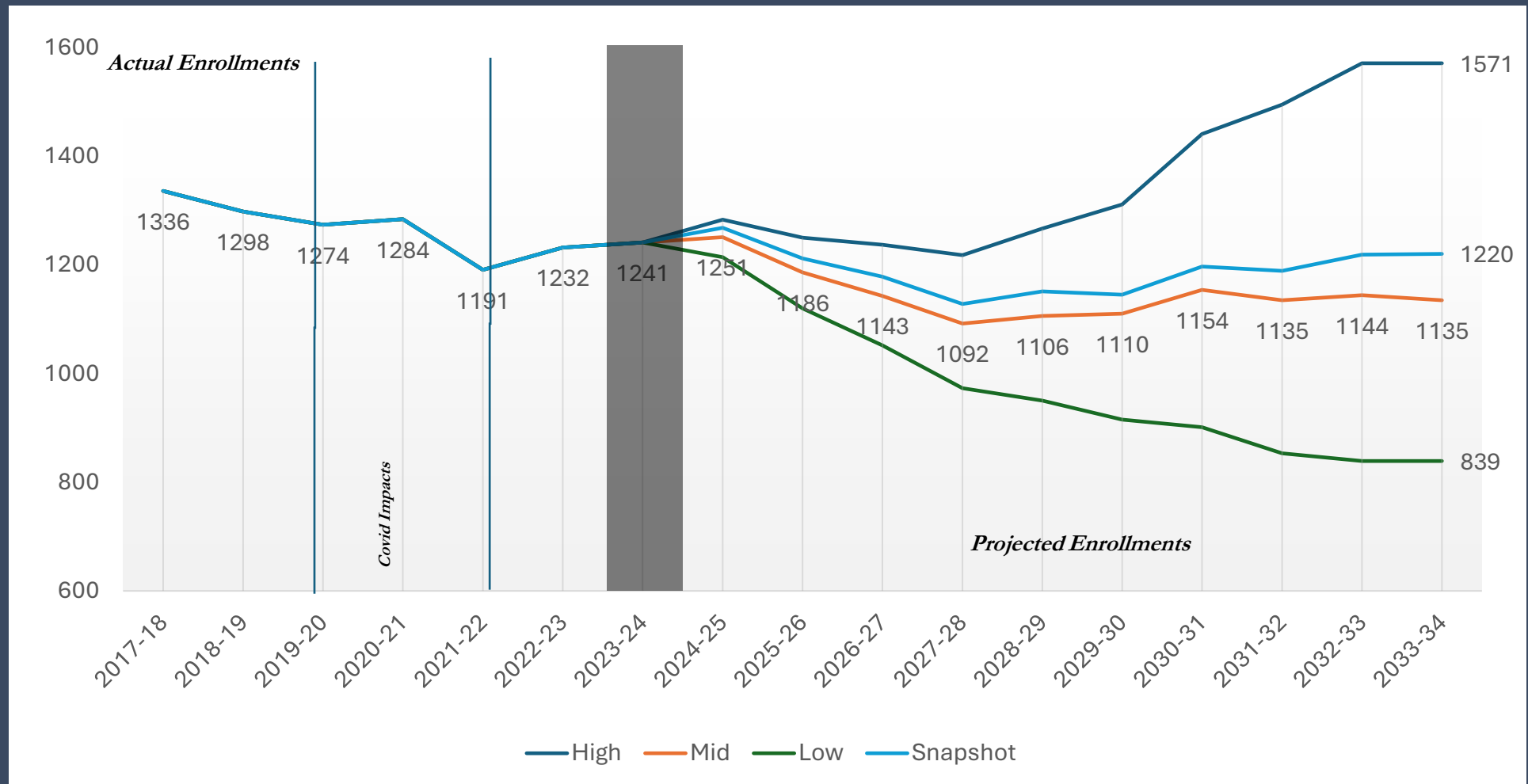
District Projections




District Projections



6-8 Projections



The Challenge – Converging Issues

- Declining Enrollment
 - A Nationwide Trend
 - A Geneva Trend
 - The Middle School Model
 - Fewer students, into the same number of sections
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Declining Enrollment & Collaboration with Middle School Faculty

- Began reviewing enrollment data with middle school faculty in fall of 2023-2024 school year
- Discussed the challenges and potential solutions
- Maintained ongoing discussion at the campus level and with a representative group of faculty

Big Ideas – We Need a Model that is:

Reasonable and maintains sensible class sizes and staffing levels while taking care to keep and support our current faculty of awesome educators,

Equitable and strives for consistent and appropriate experiences for students and staff across the campus and across the levels in our district,

Sustainable and provides a solid system that does not require significant upheaval for our district while being adaptable to the potential of future changes.



The Challenge~ Big Idea

- We have a model designed to support 20 'sections' and 4 'Teams' of students at the middle school level.
- This system has worked well for a long time...going back 20 years when we had about 500 students per grade.
- As our enrollment continues to decline, we have fewer and fewer students transitioning into the same number of sections that we've always had.

Current Grade	Number of Students
8 th	413
7 th	402
6 th	408
5 th	345
4 th	353
3 rd	342
2 nd	356
1 st	323
Kg	330

Current Grade level	Class Average with 20 sections on campus
8 th grade	20.0
7 th grade	19.0
6 th grade	20.6
5 th grade	20.2
4 th grade	20.6
3 rd grade	18.2
2 nd grade	17.9
1 st grade	17.6

DATA SHARED WITH STAFF IN SPRING OF 2023

← 5th graders in 2024-2025

Where We Have Been: Geneva Middle School Model

- We have had two grade level teams consisting of 5 teachers since 2006 at both middle schools
 - Class sizes – declining
 - Last school year 23-24- South went to 9 sections (6th & 7th Grade)
 - 24-25.... North went to 9 sections (6th, 7th and 8th Grade)
 - 25-26.... South 9 sections in 8th grade
 - All of this was done through attrition (retirements).

MOVING FORWARD... 2025-2026

What will the community start to notice?

- 25-26 – 6th graders not on teams
 - Purpose of this change is to start the process of having one singular grade level team which is typical of smaller middle schools.
 - Allows the buildings to experiment with structures and routines at a single grade level in order for us to figure out how to support the kids in this new model.
 - Students will have their classes generally in their grade level area.

MOVING FORWARD...2026-2027

- Due to three retirements of core teachers at South, South drops down to 8 sections per grade (North remains at 9)
- No students are on teams. Each grade level will be considered a team.
- Exploratory staffing will necessitate moving back to semesters instead of trimesters.

How does eliminating the two teams impact the schools?

- Many structures in place are based on teams.
 - MTSS structure for student support.
 - Scheduling of kids.
 - Internal functioning of building communications.
- We will spend the next few years planning for this and learning from other schools as needed.

What will the community notice?

- If all goes well, only that kids are not on teams.
- By then we will eliminate concepts like "team point person" and utilize administration and guidance staff to be point people for the grade levels as needed by parents.
- Kids will utilize both team centers at their grade level for their classes. Some students will go between the grade level centers for a class (similar to some North students this year).

MOVING FORWARD...2027-2028

- North drops to 8 sections similar to South.
- This will likely stabilize the schools for the near future based on demographic study.
- The community should not notice anything different than 2026-2027.

CLASS SIZES BASED ON 16 SECTIONS
8 SECTIONS IN EACH BUILDING

	2027-2028	2028-2029	2029-2039
6th Grade	22.3	23.3	22.0
7th Grade	22.1	22.6	23.6
8th Grade	23.8	23.3	23.8

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