



District Goal = Develop a learning environment that empowers our students and staff to strive to be:

- + Self-directed, Lifelong Learners;
- + Effective Communicators
- + Complex, Creative, & Adaptive Thinkers;
- + Collaborative & Productive Citizens

Goal Statements:

I. Learning and Teaching Goals: Support and enhance innovative and vision-focused practices and programming that foster high-level student achievement in varied learning and instructional models responsive to the evolution of COVID 19 and its impact on schooling.

- A) K-8 students will demonstrate high growth in learning through comparison of scores on the NWEA MAP Assessment.
- B) GHS Students will demonstrate high achievement in learning through performance scores on the SAT.
- C) Leverage Instructional Technology to foster high quality, learning focused Professional Development

II. Parents and Community (Communications): Improve communication and interaction with the community to foster shared goals, values, trust, and support, with special efforts to work during the pandemic and throughout the school year to connect with the community and invite their feedback.

- A) Engage Geneva 304 stakeholders regarding updates in our school community through thoughtful and insightful storytelling on a regular basis.
- B) Promote the school district's Vision-centered culture and Tradition of Excellence through multiple digital communication channels that result in continued community engagement on District's social media communication channels
- C) Foster a culture of positive community relations through meaningful discussion among multiple voices that encourages informed decision-making through the Superintendent's Communications Task Force.

III. Business and Financial Goals: Develop strategies to ensure that resources are available and effectively managed in support of high-level student achievement.

A) Develop an efficient and effective working budget for the 2020-2021 school year inclusive of possible COVID-19 factors.

B) Complete a Comprehensive Annual Financial Report for the 2019-2020 School Year.

C) Conduct projection modeling for the 2021-2022 school year and identify operational spending changes to improve financial outlook resulting from COVID-19 and other financial challenges.

IV. Student Services Goals: Provide a safe and secure educational environment for all students.

A) The Student Services Department will reach measurable and rigorous targets of 100% for State Performance Plan (SPP) compliance indicators.

B) Consider and develop systemic approaches and procedures to maintain efficacy during the Covid-19 crisis/pandemic

V. Technology Goal: Utilize technology efficiently as a tool to both provide and enhance learning and teaching to students throughout the District.

A) Create a cost-effective multi-year technology plan that will provide a model to sustain 1:1 learning for all K-12 students.

B) Reduce the risk of email-based cyber threats targeting staff.

VI. Human Resources Goals: Provide and support high quality staff to support learning and teaching.

A) Actively recruit, train, and promote quality administrators, teachers, and staff.

B) All employee groups will demonstrate compliance with trainings through the Global Compliance Network.

C) Completion of nontenured teacher evaluations.

D) The Bus Driver Working Conditions Agreement will be successfully updated and approved by the Board of Education.

VII. Operational Services Goals: Develop, utilize, and maintain facilities that provide the Necessary infrastructure to meet the need of students both effectively and efficiently.

A) Complete projects listed as priorities on the Health, Life, Safety reports generated with architectural consultants as part of the Illinois State Board of Education requirements.

B) Formulate short- and long-range plans for scheduled capital improvements with analysis to explore possible cost saving and efficient products.

Board and Superintendent Collaboratively Developed Goals

- I. Lead a collaborative effort among all building lead principals to provide consistent learning & teaching for all students, as reflected by professional practices and student growth.**
- II. Work with new administrators to ensure their success as instructional leaders in their buildings.**

Superintendent Goals for 2020-21

+ The superintendent is participating in the AASA National Superintendent Certification in the 2020 Cohort. His goal is to actively participate in all sessions, complete all coursework, successfully conduct an action research project, and bring ideas and improvement to Geneva CUSD 304 through ideas gained in discussions and coursework and through the action research project.