

Geneva CUSD #304

Community Engagement Report January 2024



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Appendix: Online survey report

Community Engagement Phase for Strategic Planning Report

This report presents the findings of the ENGAGE Phase of the Strategic Planning Process facilitated by Hazard, Young, Attea & Associates (HYA) during the time frame of November 2023 - January 2024 for Geneva Community Unit District #304. The data contained herein were obtained from input the HYA associates received when they met with individuals and groups in either individual interviews and focus group settings, the results of the online survey completed by stakeholders and other information provided by the administration.

PROCESS

Perception data was gathered from stakeholders through a series of interviews and focus groups and an online survey structured to gather input to assist the Board in reviewing and/or developing its Mission, Vision, Guiding Principles, Strategic Goals and Objectives. The structure of the interviews and focus groups was open, allowing for participants to build upon each other's comments.

The stakeholder interviews and focus groups provided information regarding:

- Expectations for students graduating from Geneva High School
- Desired skills and characteristics that students should develop during their time in District schools,
- Current strengths of the District,
- One or two of the most significant issue(s) they want the District to address in the next three years, and
- The vision and preferred picture of the District's future

Perception data was also gathered using a community survey that included the following sections:

- The current state of the District
- Priorities for the Future
- Quality of Programming
- Equity

****The survey data is compiled in a separate document which is attached to this report***

DATA ANALYSIS

Interviews and focus groups were conducted by Dr. Brian Harris and Ms. Rebecca Berger. All interview, focus group, and survey data was analyzed by Dr. Brian Harris. Focus groups and interviews are categorized as qualitative research, and as such, findings must be based on the words and phrases of the participants and not the researcher. Notes were meant to capture individuals' or groups' perspectives, feelings, opinions, values, attitudes, and beliefs about their personal experiences with Geneva CUSD #304.

PARTICIPATION

The numbers of participants, by stakeholder group, in the two methods of data gathering are listed below. It should be emphasized that the data are not a scientific sampling, nor should they necessarily be viewed as representing the majority opinion of the respective groups to which they are attributed. Items are included if, in the associates' judgment, they warranted the District Leadership Team and Board's attention.

INTERVIEWS

| Group | Attendees |
|----------------|-----------|
| Superintendent | 1 |
| Board members | 7 |
| Total | 8 |

FOCUS GROUPS

| Group | Attendees |
|----------------------------|------------|
| District Administrators | 19 |
| Building Administrators | 15 |
| Elementary teachers | 20 |
| Middle School teachers | 6 |
| High School teachers | 6 |
| K-12 Teacher virtual forum | 18 |
| Support staff | 9 |
| Unions - GEA/GSSA | 13 |
| High School students | 15 |
| PTO Leaders | 5 |
| Booster parents | 12 |
| Geneva Community partners | 7 |
| Community Forum | 34 |
| Total | 179 |

Overall Themes and Findings

The results of the interviews and focus groups conducted for the strategic plan process are provided in this section. **There is close alignment between the overall themes from the interviews, focus groups, and online survey.** The key findings outlined below provide a basis for the Board administration to develop a strategic plan for the future of the school district.

Strengths of the District

- 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 students graduating from 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 students should develop in Geneva schools

- 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 the next 3 years

- 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 the District

- Maintain high academic achievement while raising the level of wellness and readiness for all students
- Implement inclusive programing 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

Summary of Comments from Interviews

Board members/Superintendent

November 21, 28 & 29 2023

8 Participants

Strengths of the District

- Staff is strong and very prepared to teach kids
- Excellent student teacher ratio
- Offer a diversity of classes for all students 6-12
- Both of academic rigor and support services
- 5 Dual credit courses but need more
- Very happy about the change in Superintendent
- Good relations with staff right now after a teacher strike
- Community relationships are getting better
- Very good at educational process for all kids...we are not great
- Many rewards received by the district
- Good financial situation
- Continue to seek continuous improvement
- K-12 district
- Good and strong community involvement
- Decent facilities - some need improvement
- Great kids and families
- Good at listening to the stakeholders - community, students, parents, staff
- Very happy with new Superintendent
- Taken to heart of the core values of school district
- Adaptive thinkers, self directed, collaborative and productive
- Educating the middle tier of students - 70%
- People move to the community because of the schools
- Many people move after their kids graduate
- Community is very invested in the success of the community
- Great community - districts maintains / level of excellence
- Community is very supportive of education and cares about it.
- Kids show up ready to learn
- Good teachers - connecting with kids
- Teachers connect with kids - good people
- Staff are great people
- Our staff wants to do a good job
- High standards but could be better
- Tradition of excellence...not early adopters
- Providing a tremendous education for our students
- ROI for the education our kids receive.
- High property values due to education
- New Superintendent and leadership
- Attractive district for employees
- Great teachers who care about our students

- Community is engaged in the schools
- Good financial situation
- Community involvement in the schools is excellent
- Everyone loves the schools
- Admin and teachers are outstanding
- Right people in the right spots
- Strong teachers...who have been here for a long time
- Great students...high achieving and excellent schools
- Many opportunities for all students to ex curricular and curricular programs
- We are excellent in educating children...meet their needs at all levels
- Provide students with many different opportunities academically
- Very rigorous curriculum at HS level
- Great teachers in our schools
- Having every kids find a place in the district to be successful
- Overall meet the need of mental health

Expectations for students graduating from Geneva High School

- Students that can accept and work with change
- AI will change the world and our students should embrace it
- Be prepared for college or a career or a workplace environment
- Social, politically, and economically changes and be able to adapt
- Want them to be productive citizens
- Prepared for the next steps in their life
- Hope they look fondly on their years in school
- College, trades, workforce
- Very homogeneous community but hope they have a broader perspective than Geneva
- They will be prepared for their desired path
- Well rounded - aware of the challenges the world provides
- Academically, mentally, socially, economically prepared
- Strong basis for knowledge that fits their goal or next steps
- Teach them how to think and problem solve
- Be rationale and good citizens
- Create a perception of fairness
- Want all kids to have a great experience
- Make sure all kids needs support to be successful
- Being self directed
- Collaborative and creative working with people
- Communicators and problem solvers
- Good citizens
- Being prepared to take their next steps to be successful
- Be kind and good people
- They were given the tools to succeed in whatever path they choose.
- They felt welcomed and safe in our schools
- Well prepared for society
- Their needs were met
- Want them to have the best skill set to be successful in their next step college or career
- make sure the students have felt supported and they were given the best opportunity
- Want every student to be mentally healthy and feel safe during their time in our schools
- Make sure that are students are prepared for the world

- Solid academic foundation in all content areas
- Think and analyze information and make sure to question it
- Critical think through information and determine if it is relevant
- Be a productive citizen and whatever path they choose
- Be prepared to give back to the community and successful

Skills and characteristics students should develop in Geneva schools

- Being a lifelong learner
- Think critically in the information age
- STEM skills
- Be able to navigate change and solve problems
- Social EQ to be able to function in today's world
- Core education
- Be able to socialize and communicate effectively
- Soft skills
- Allows kids to interact with people of different backgrounds and understand other cultures
- Due to homogeneous....need a broader look
- Some type of immersion into equity and inclusivity
- Concerned that kids in Geneva must understand different cultures, races, backgrounds
- Sense of belongingness and appreciation of differences
- Must be taught in a broader sense of reality
- Thinking well
- Having the knowledge reflecting reality
- Kids must be able to socialize and getting along with each other
- Learn how to relate to people from different cultures and perspectives
- Meet the kids with an openness
- All basic academic skills are important
- Read and write and communicate effectively
- Problem solvers
- Critical thinkers especially in an information age
- Collaboration skills
- Be able to learn new skills all the time.
- Soft skills must be developed
- Skills to question and want to learn more - inquiry
- Real world picture and understand things in different cultures in the US and world
- Prepare the kids for the real world
- Tools to help them feel confident
- Broad skill set to navigate the world
- Be solid in academic areas
- Reading for pleasure
- Technology skills and access to support learning
- Curiosity, excitement to learn
- Genuine desire to learn - facilitated by the teachers
- Have classrooms that are structured and allowed to have students question things
- Acceptance and compassion for those who are different...culture, race, disability
- Social emotional skills are very important
- How to manage mental issues and where to go to get help
- Prioritize mental health at all levels
- Soft skills to work well and play well with others

- Build strong leaders in our kids
- Strive to become lifelong learners
- Strong academic basics in math, reading, and writing
- Connect science and social studies to future issues as adults

Significant issues to be addressed in the next 3 years

- Move the critical skills into the lower grade levels...engineering, second language,
- Pursue fiscal responsibility solutions
- Create programs for students who are not college bound
- Declining enrollment and how to manage it
- Uneven distribution of students in elementary - boundaries
- Need to approach the current issues that are on the minds of kids - climate change, green energy
- Parents shy away from taking the responsibility of their kids
- Good relationships with parents
- Strong relationships with school district and the community
- Only 5 dual credit and really want to have more - work with Waubensee CC to gain more
- Elevate the top end students and programs to excel
- Most challenged students...provide support for them to be successful
- Confidence in the school district as whole by the public
- Facilities updated and improved and invest in them
- Solve the enrollment issue imbalance which is currently upon us
- Keep the neighborhood school format
- Be recognized as a top performing school district in many ways
- Promote our school district as a high performer
- Work hard to get past the teacher strike issue with the staff and the community
- Trauma issues and social emotional wellness of students
- Discipline issues and keeping kids in the schools and not sent out
- Systematic supports to keep kids in our schools
- Make sure the we are spending our funds well and using the right vendors
- Decreasing enrollment - right sizing the operations of the school district
- Traditional of Excellence...must change the intended meaning of what this means
- Tendency to be complacent
- Target some academic improvements
- AP classes are excellent and Dual Credit must be addressed
- Concerns about staff/students/parents being overwhelmed
- Enrollment issue must be resolved - imbalances in the attendance area
- Too many staff and right size the district
- Continue to improve union relations and clean up the collective bargaining agreement
- Mandates from the state create issues and are we doing the right thing
- Look outside of the Geneva bubble and what the real world looks like
- Pursue career based programs for students who desire those career paths
- School lunches is always an issue
- Trust between the stakeholders parents, teachers, and community
- Mental health of students is critical and we need to mindful the impact it has on their success
- Push for specifics when meeting with the stakeholder groups
- Enrollment and right size the district
- Boundaries, too many schools
- Checks and balances system to avoid future issues

- Continue to improve employee relations
- Innovation should be considered....goes against the "Tradition of Excellence"
- Look at new ways of doing things in our operations, C&I, meeting the student needs
- Create a long term plan for our facilities and be current on practice
- Evaluate that we are meeting our students needs
- Develop a continuous improvement plan to stay current

Vision for the future

- Right sized the district facilities and operations
- More dual options for students
- More kids enrolled in rigorous capstone classes at HS
- Improved academic performance across the district
- Find a solution for DEI that is something that we move forward with and address
- Meet the needs of all groups of students
- High performing students are leaders in society
- Raise the floor of all students to be highly successful in their careers
- Want Geneva students to be exceptional performers in their next steps beyond HS
- Be clear on where students want to go when they leave our district
- Find and create programs for students who are not college bound.
- More Blue Ribbon schools in our district - seek recognition for our success
- Seek and celebrate our successes
- We have all the tools to be a premier district in the Chicago area
- Not had to close facilities and keep students in the neighborhood model
- Kept the levy low and steady and wise choices with finances
- Good job keeping the aging buildings up to date
- Been recognized as Blue Ribbon Schools...academic recognitions
- Celebrating the success and stay within our means
- Maintain the current Superintendent and leadership who has been successful
- Financially in a strong position
- Fully staffed in all areas and want them to think it is a great place to work
- Smaller and more equitable class sizes
- Meeting all of our students needs - academically, socially, mentally

Summary of Comments from Focus Group Meetings

District Administrators
December 6 & 7, 2023
19 Participants

Strengths of the District

- Strengths include highly resourced including facilities, staff, budget, materials
- Staff have what they need
- Very supported families
- Many long term staff members, stable community. Not a lot of turnover
- Phenomenal groups that support our district. Staff that stay. Students here to learn
- Not a lot of behavioral issues with our students, parents supportive
- Community partnerships used to support our students
- Dedicated educators that are passionate and care
- Recruitment and benefits retain our staff
- People move to Geneva for the school system. School system is a large part of the community. One high school. Promotes Geneva as a community.
- Students are highly involved. Small district so all of our students have opportunities for clubs, athletic teams and activities.
- Technological resources
- Board is very supportive
- Robust continuum of services for all students including at risk students, special education students
- Strengths include community support. Strong community partnerships
- Families that value education and community
- Families come to the community and stay or come back to the district
- Great partnerships with mental health organizations
- Parents are extremely helpful and supportive with high expectations.
- Philanthropic support
- Special education services are strong. Families move to the community for the school district as well as for the special education services.
- Well funded so teachers have everything they need and more
- Community well resourced
- Fantastic kids. Students really care for each other and protect each other.
- Very good staff. Dedicated, hardworking, collaborative, team players.
- Parents are involved and want to partner with us
- Parents respect the school and trust the teachers and support they provide
- Parents want their kids to be there
- Geneva is rooted in tradition
- Strengths include a strong community based district
- Great facilities and focus on maintenance
- Take good care of the buildings and have funds for long term plans for building improvement
- Have own equipment
- Staff want the best for the students.

Expectations for students graduating from Geneva High School

- Students are successful in whatever their post high school plans are
- Students are employable and are critical thinkers
- Students can advocate for themselves
- Can contribute positively to society and community
- Keeping themselves safe in terms of managing emotions, educated in regards to substance use and abuse
- Life skills, Safety related to relationships
- Students are good people. Well rounded.
- A community member and learner
- Social emotional skills well being
- Being a regulated, good person
- A resilient independent person
- Critical thinking, problem solving skills, being able to navigate life on their own
- Skills to be a productive member of the community
- Students have a plan throughout high school and beyond for after high school
- Students have a path and plan in place
- Students are able to ask for help and have the skills to move on to the real world
- Students are self sufficient
- Students are respectful of property and others (pick up trash, clean desks)

Skills and characteristics students should develop in Geneva schools

- Students have life skills
- A lot of communities do not look like Geneva so they may feel that they are in a bubble growing up here
- Not a lot of diversity so would like students to develop relationships with others that may look and be different than themselves
- Be lifelong readers
- Students are resilient
- Strong and appropriate social skills
- Leaders both in the community and beyond
- Inclusiveness and kindness
- We need to teach executive functioning skills to our students
- Inclusive practices across the district for students that present as different as our traditional profile
- Teaching skills for vocational opportunities
- Innovative solutions for students
- Students are respectable
- Students are grounded, down to earth
- Students are accountable for their actions.

Significant issues to be addressed in the next 3 years

- Declining enrollment - How do we prioritize the programs we already have with the declining enrollment
- A lot of programs are developed for the high achievers
- What are we doing to the skills based/trade school students
- With declining enrollment need to address these issues
- We are not a preschool for all, but a paid preschool
- Where are their opportunities in our leadership groups
- Work smarter not harder
- Utilize technology
- Communicate between departments better
- Curriculum development
- Cabinet leaders wear a lot of hats so difficult to balance the day to day operations with the bigger more strategic plans
- So many factors of equal importance need to be tackled. Trying to give the attention that something needs because they are taking on a lot of roles
- Rolling out the solutions when have limited time
- Change is slow due to lack of time
- Being able to address tough issues with our principals with expectations
- Attract and retain staff both teachers and support staff and pay accordingly
- Trust issues because of old leadership issues
- A framework to drive the district
- consistency - vertical articulation
- Discomfort with change because of wealth and high expectations from parents
- Challenging ways to improve our practices
- Making a good school district great
- Alignment with resources and developing systems and frameworks to develop within
- People value autonomy so some will be resistant to a framework
- Focus on early childhood education, could do so much more. Recruit students to the early childhood program and seeing that the opportunity that starting in the district in early childhood would benefit the children in kindergarten and beyond.
- Helping the community see what change could bring
- Incorporating technology
- Elementary day is too short. Need a longer day to meet needs.
- Compensation for social workers, nurses and psychologists to attract and retain as well as instructional assistants.
- Burn out with staff. Need more staff

Vision for the future

- That all of our schools are successful
- We have the resources to be an exemplary district
- Still the reason that people move to Geneva
- Go from being a good district to a great district. All the pieces are there so how do we do that
- What additional pieces are needed. We are great now. We like each other. We laugh a lot.
- More balanced enrollment in class sizes across buildings
- More effectively use the facilities and buildings in the district
- Students have a similar and equitable experience with whichever school that they are enrolled in in the district
- The community is well funded

- Enrollment declining and budget gone up
- Have to continue to build more programs for students that are in need of more special education services and social/emotional issues
- Maintain the career center
- We need a communication tool that we use across the board both for school and families
- An early childhood center!!
- Consistency across the district
- Connection to the vision for the district and practices, District framework
- Using data to drive decisions
- Innovators. Technology. On the forefront of innovative practices
- All of our teachers have lessons in managing SEL in the classroom
- More classroom management skills. Academic support.
- The middle school schedule will be better set up, better electives
- Allow for an academic support time at the school built in the school day so that they would have intervention in the school day
- Dedicated intervention time
- Able to retain quality employees. Better pay for employees

Building Administrators

December 6, 2023

15 Participants

Strengths of the District

- Strengths include being very community based and community supportive
- Small town feel...Know the students...Parents are involved and supportive
- Kids come ready to learn
- Students are respectful both to their peers and teachers
- and staff
- High goals. Kids are great. Resources are great
- District and community support the schools
- Buildings are well maintained
- Financial needs are well addressed so don't have to cut programming
- Lot of opportunities for students
- Great teachers. Teachers set a high bar for themselves. They are hard workers and want to do a good job.
- Great administrative team. A lot of consistency across the board
- Programs are long lasting
- Strengths include tradition of excellence, supportive community
- Always headed in the same direction. Unified overall.
- Community values education and is involved and focused
- The district is committed to putting the students first
- Strengths include strong community, supportive community, education is valued and respected
- Size of the district
- Traditions of district and community
- New leadership is a strength

- School board and schools are connected
- Very resource rich - lots of funds
- A lot of instructional assistance
- Good support for teachers: well staffed
- Level of celebration of each other, each school etc... A unit district.
- Families that come back after growing up in Geneva
- Reading specialists in building (but need to be trained and utilized better)

Expectations for students graduating from Geneva High School

- Some students are college bound while others will move on to vocational fields
- We expect students to be prepared for the next step after high school whatever that looks like for them
- The college bound students are prepared academically
- Students are resilient. Can seek help when they need it.
- Students are able to advocate for themselves
- Students are not afraid to access resources from others or ask for help
- Functional planning skills
- Understanding planning including managing time well and being able to work collaboratively with others
- Students will be prepared for the next step in life
- Helping students find their interests and niche to explore fields for next steps
- Doors will be open for them
- Students have advocacy skills
- Students develop emotional skills, critical thinking skills, resiliency
- Students have a first rate experience
- Students can find what they want to do after high school whether it is a trade or college
- Understand options
- Fond memories of their education
- Be a good person, empathetic.

Skills and characteristics students should develop in Geneva schools

- Students take responsibility and then take action
- Learn to take responsibility without blaming others. It is okay to make mistakes.
- They are responsible for their homework.
- Students are accountable and responsible
- Don't be afraid to try something and learn from mistakes
- Teach the kids to be resilient
- Help them develop strong social skills
- Students have skills and knowledge to be successful
- Be willing to continue to learn
- They are prepared to continue their learning
- We want them to have opportunities after school and to be open to new skills
- A love of learning
- We want our students to have good character and skills to contribute to the community
- Want students to not just have rote learning, but more deep thinking and ability to apply what they have learned to real life situations
- Connection to school and enjoying learning

- Students have social and emotional tools to handle life
- Problem solving skills
- Confident adults
- Ability to ask for help
- To take risks
- Empathy
- Ability to communicate effectively
- Technological skills
- Resiliency
- Compassion
- Seeing the world outside the bubble.

Significant issues to be addressed in the next 3 years

- Enrollment is decreasing
- Because the community has a lot of college bound students we need to address those students needing other programs including vocational programs for those students that would be a better fit
- Will be a teacher shortage in Illinois so how is the Geneva district going to address this and attract teachers
- Must be more competitive financially in terms of hiring
- Technology presents so many unknowns and how that is going to play out with our schools and students
- As a district we are slow to change
- How do we make more change by keeping with who we are as a community
- Develop grading practices that are consistent
- Internet safety
- Having some classes that are more skills and hands on based rather than lecture based
- Facilities need to be updated to be competitive in the area. Haven't been updated in almost 25 years.
- New programs need facilities to match the programs
- Teachers don't always operate in a collaborative, shared goals
- Vertical articulation and shared goals across elementary to Middle to High School
- Pace of change is faster than growth and in response to challenges
- Artificial intelligence
- Tradition gets in the way of changing things in Geneva. Slow to change.
- Having to evolve. Outside factors that we can't control we don't have procedures in place.
- Community Changes
- Being able to be challenged by factors that come at us from outside the Geneva "bubble"
- Being able to articulate how decisions are being made
- Having support to engage community members living in the area that don't have kids in the district for example retirees. How do we engage them in our work as taxpayers to support referendums
- Better support for our at risk population and parent involvement
- Pay for support staff, keep and maintain staff
- Pay for nurses
- Need more social workers and counseling staff
- Consistent class size across schools especially at elementary level
- Higher pay and support for office staff
- Many staff members are spread too thin, especially administrative assistants

- Increase pay for the support staff
- Support staff needs to feel heard
- Consistent compensation for administrators including equal pay for principals
- Pay is not consistent for elementary principals and principals at the middle school and high school levels
- Change title from Student Assistance Coordinator to Assistant Principal
- More transparency with pay
- Curriculum development and implementation of curriculum at the elementary level is very slow
- More consistency from teacher to teacher
- Allowing more planning and collaborative time and professional learning with a more flexible schedule with required attendance (restricted by the contract)

Vision for the future

- The community should turnover as new families move in
- Vocational programs are well developed
- Better sense of curriculum across the levels
- Understanding what the program goals are doing and alignment across groups
- A better understanding of how we teach what we teach and why
- Common alignment of core values
- Having a clear vision of who we are as a district
- The mindset of continual improvement and processes are in place for continual improvement
- Putting strategies and mechanisms in place that are essential and set out criteria to make decisions
- Alignment and overall vision for the district
- Common goals
- Being comfortable with evaluation in a systematic way
- Rigorous, consistent curriculum at all grade levels
- Fiscally sound and equitable at all levels: A “healthy” district financially.
- Instructional coaches in building
- Creativity in education
- Better utilization of resources
- Being able to evaluate and measure growth starting at the elementary level
- Focus on the K-5 grades and their educational foundation
- Growth. Strong systems and structures in place
- A better evaluation system in the district
- A parent university that promotes a connection with school and staff and the parents
- Better support of parents including addressing anxiety in children and social emotional skills in students
- Professional development improved and opportunities for staff
- Longer school day for elementary school

Elementary teachers

January 8, 2024
20 Participants

Strengths of the District

- Supportive parents
- Updated facilities
- Good materials
- Strong academics and parent involvement
- Staff support for the New Superintendent
- Access to technology
- Qualified staff
- High achievement
- HS extracurricular activities
- Strong Union
- Great PTO
- Community Pride
- Well maintained facilities
- Strong inclusion programs
- Tech support in every school
- Excellent funding for materials and great facilities
- Always looking to improve curriculum and instruction
- Hiring talented staff
- Student focused
- Team approach in all schools with stakeholders
- Skilled support staff
- Access to technology
- Strong leadership
- Wonderful families and community
- Teachers with advanced degrees
- Access to resources for learning, mental health
- Inclusion of all students
- New professional leadership
- Student opportunities at a high level

Expectations for students graduating from Geneva High School

- College ready or ready to seek employment
- Prepared for life
- Responsible independent citizens
- Proud of education
- Vision for their future
- Able to contribute to society
- Good communication skills
- Network of people to fall back to if needed
- Responsible respectful adults who contribute to the world
- Be able formulate their own opinions
- Read, write, and speak effectively
- Communicates effectively

- Problem solving and technical skills
- Exposure to trades and careers
- Continue to learn throughout their life
- Skills to survive
- Be ready to learn and take challenges
- Have solid SEL skills
- Hard working
- Creative thinker
- Confidence academically and socially
- Have people who can support them on their path to success
- To lead lives that contribute to society in a positive way
- Have goals beyond HS
- Apply skills to real life situations

Skills and characteristics students should develop in Geneva schools

- Kindness
- Problem solvers
- Social skills to collaborate
- Organizational skills
- Grit
- Strong literacy skills
- Empathy - self motivated
- Tolerance
- Self regulation
- Resilience
- Multicultural and diversity awareness
- Ability to see other perspectives
- Desire to give back to communities
- Critical thinking
- Executive functioning
- Understand and accept diversity
- Be able to see beyond themselves
- Owning their own mistakes
- Cultural awareness and respect
- Acceptance of others
- Prioritize tasks
- Self advocacy skills
- Compassionate
- Flexible thinkers

Significant issues to be addressed in the next 3 years

- Elementary STEM
- Better PD for reading curriculum
- Mental health staff increase
- Longer Elementary school day
- Social emotional well being for all students
- Compensation for extra duty
- Ensuring we have the highest qualified people providing PD for our teachers

- More differentiation between our levels
- Adoption of curriculum that honors and builds on professional wisdom of educators
- Self directed learning for students
- Value teacher work time outside of the school day
- Equal focus at all levels - HS, MS, Elementary
- Focus on SEL
- Respect the contract and follow it
- Deal with drastic differences in class sizes
- Better mental health staffing
- Assistant Principals at Elementary level
- Small class sizes
- More STEM
- Hire outside of the district...need new ideas and perspective
- Staff recruitment and retention
- Regular Education materials for special education students
- Different expectations for teachers depending on who the Principal is
- Elementary collaboration time
- Deal with the issues in the Reading curriculum
- Explore significant upgrades to the early childhood program
- Early childhood intervention programming must improve
- At risk early childhood options need to be pursued
- Promote and enhance the GELP program

Vision for the future

- Teachers have a voice in decision making
- Cohesion among all teachers at a grade level districtwide
- Proactive prevention instead of reaction to problems
- Take advantage of K-12 structure to scaffold skills
- Added support for executive functioning skills
- Increased social workers to deal with mental health issues
- Longer school day at elementary
- Equitable learning opportunities for diverse populations
- Set up differentiated instruction for vulnerable learners
- Class size equity across all buildings
- Cohesive work with Board, Administration, and teachers
- More PD for paraprofessionals
- More focus on student services - mental health
- Geneva should be a TOP 5 district in the state!
- More opportunities for teacher voice in decision making
- Need Early Childhood center
- Increased communication with Board, Administration, and teachers
- STEM in elementary
- Higher teacher retention rates
- Deal with decreased enrollment for the district
- Get rid of Traditions that do not lead to excellence
- Maintain fair demographics among the schools
- Strong communication to all stakeholders

Middle School teachers

January 8, 2024

6 Participants

Strengths of the District

- Wide variety of courses and offerings for students
- Community engagement
- Invested teachers - student focused
- Wealth of resources
- Supportive Superintendent and Board of Education
- Community support
- Quality teachers
- True MS model with teams
- Two middle school campuses allowing students many opportunities
- Parent communication
- Invested student focused teachers
- K-12 district
- Great kids
- Solid academics
- Camaraderie of staff across buildings
- Teaming at MS level
- Student support
- People come back to Geneva
- Unit District
- Great students

Expectations for students graduating from Geneva High School

- College, career, and life ready
- Skills to be productive citizens and successful
- Ability to learn from failure
- Grit and hard work ethic
- Intrinsic motivation
- Financial literacy
- Want to help the world to be better
- Critical thinking
- Working thru adversity
- Life skills to be self sufficient and productive citizens
- Can take next steps in their path
- Can communicate across various mediums
- Perseverance
- Can meet deadlines
- Strong soft skills

Skills and characteristics students should develop in Geneva schools

- Problem solvers and resilient

- Critical thinking skills
- Teamwork skills
- Interpersonal skills
- Understand and meet deadlines
- Team work and sportsmanship
- Understand and be tolerant of others
- Financial literacy
- Social skill cues
- Accountability
- Accept and understand multiple perspectives and viewpoints on an issue
- Good listener and communicate with everyone
- Think outside of the box
- Empathy
- Optimism
- Eagerness to learn
- Advocacy skills

Significant issues to be addressed in the next 3 years

- Time for teachers to work on content
- Communicate the “why” on decisions
- Teacher retention across the district
- Keep high academic standards
- Declining enrollment
- Attract and retain teachers
- Same standards in all schools
- Keep the Unit District focus and stay together
- Meet the needs of all students who need support
- SEL skills for all students
- Enrollment decline and keep excellent teachers
-

Vision for the future

- Long term success for students
- Staff collaboration districtwide
- Robust curriculum and hold teachers accountable
- Maintain high academic standards
- Keep MS team structure - low class size
- Transparent communication with families about issues in schools
- Unified vision and accountability
- Collaboration not a competition
- Use the physical structures according to their plan established

High School teachers
January 20, 2024

6 participants

Strengths of the District

- Very strong sense of community - Homecoming
- Hard working committed staff members
- Staff care a lot about the kids academically - personally
- Staff involved with students in multiple ways
- Students and staff enjoy coming to school
- Students have a plan when they leave GHS
- Significant family involvement
- School and community pride
- Very supportive environment for special education students
- Very well in extracurricular activities
- Excel in athletics and sports
- Blue ribbon school

Expectations for students graduating from Geneva High School

- Ready for the real world
- Live a healthy lifestyle and keep well
- They can identify a hobby they want to pursue
- Low stake pressure to pursue something
- We are over the top that all kids graduate from high school
- Good citizens....good people
-

Skills and characteristics students should develop in Geneva schools

- Problem solving
- Communication skills
- Learning how to research and question things
- Lead and be a good team member
- Have a curiosity to learn and know more
- Build a strong work ethic
- Should not just care about the grade
- Capable of working with people who are not like them or someone who is different
- Be independent and problem solve on their own
- Be able to find information and engage themselves
- Self sufficient person
- Be resilient
- Have coping skills to deal with challenging
- Self advocate and know when to get help

Significant issues to be addressed in the next 3 years

- Re-establish a strong work ethic in students
- We cannot be excellent in everything....Rethink the Tradition of Excellence
- We need a vertical and horizontal curriculum articulation
- Solidify operational procedures in buildings and the district
- Facilities updates - PE/athletics A/C in the gym
- Create a master facilities plan

- Explain the “why” when initiatives are implemented
- PLC clarity and long term purpose with implementation plans
- Building level feedback is and communication is a problem
- Declining enrollment challenges
- Must address the needed of the growing ELL students
- Reconsider hiring from within all the time

Vision for the future

- Improving the relationships with all stakeholders
- Faculty retention problem - lots of turnover
- Create a work environment to retain staff
- LEA /special ed issues
- Continue to encourage a wide variety of career paths for kids
- Live the current targets
- Be able to walk out the door respected by leadership

K-12 Teacher Virtual Forum January 8, 2024 18 Participants

Strengths of the District

- Great community
- Very good at relationships
- Meeting the needs of students at all levels
- All staff really care about their students
- Great collaboration across grade levels
- Really good to realize when something is not working well and problem solving
- Really advocating for students
- The top administrators have let us do our own thing
- Really good reputation by the community.

Expectations for students graduating from Geneva High School

- Be productive citizens
- Continue to love learning and continue what they are doing
- Be prepared for any path that they choose to take
- Must have the life skills
- They have had a teacher who they connected with and build on
- Have the tools and skills to manage adversity
- Relationship builders and leave and be successful

Skills and characteristics students should develop in Geneva schools

- Perseverance
- What to do when things go wrong - GRIT
- Willingness to try and fail and what to do be successful

- Compassion for everyone and all
- Independence skills...life skills
- Being able to work collaboratively with others
- Share responsibility
- Mental fortitude
- Critical thinking skills and make informed decisions
- Learn to do what to do when you do not want to do it
- Dedication when it is very important

Significant issues to be addressed in the next 3 years

- Put more resources toward the special populations
- Class size must stay small to meet the kids needs
- Equity of class size across the district in all schools
- Must build programs and supports for the SEL needs of students
- Mental health supports for kids
- Having district level assessments that are aligned with the curriculum
- Do not be afraid of trying new things...be the first to do something new.
- Improve teacher satisfaction and comfort with their roles
- Hire and keep good staff
- Increase the amount of coaches and supports to support and improve instruction
- Improve the mentor program
- Empowering teachers to meet the needs of the students when needed
- Teachers to watch each other teach
- Enhance student engagement - define it and target to increase at all levels
- We are Geneva...gets in the way and need to solve problems
- Look for creative ways to solve problems
- Create vertical and horizontal articulation with staff
- Find different ways to measure student success other than test scores
- An at-risk preschool program must be implemented in our district
- Everyone in 304 makes an effort to keep informed and read the things sent to them.

Vision for the future

- Improve the listening to the teachers and let them use their expertise
- Empower the highly qualified teachers to solve problems for kids
- Use the research that is best for students and implement it.
- Kept the focus on the students and their success
- Our district uses the teachers to solve problems and make the district more successful
- Get feedback on a regular basis from staff
- Engage staff to join decision making committees that make important direction for the district
- Higher satisfaction rate from parents and students with special needs
- Building a relationship with an adult and loves school
- Make every student feel valued special and heard

Support staff

December 7, 2023

9 Participants

Strengths of the District

- Strengths include teachers and staff and athletic department, nice people to work, coworkers work together and help each other out. Good relationships. Like each other.
- Strengths include community involvement and support from community including non profits, parents etc..
- Teachers are excellent in all the schools
- Strong leadership
- Quality overall - School district is a draw
- Great programs
- Special education programs are excellent
- Great reputation

Expectations for students graduating from Geneva High School

- Students are accountable for behavior
- Students keep the lunch room clean and pick up after themselves at the middle schools and high schools.
- Students acknowledge others, are grateful, say thank you, and are good human beings
- Life skills, a clear career path but that could include trade schools, college,community college, financial understanding of college
- Can write an essay, can write a letter, can do research
- That they will understand personal finance
- Understanding how to apply for loans, apply for a job
- That they have empathy and inclusivity

Skills and characteristics students should develop in Geneva schools

- Students are respectful and listen to adults
- Students are accountable for behavior.
- Treat the school building and maintenance and ground crew with respect
- Pick up after themselves
- Organizational skills, learning to be an advocate for themselves, be self starters
- Students are more accountable for themselves
- Taught how to study
- Improvement of writing skills, Negotiation skills, interpersonal skills: friendships without phones.
- Can be respectful towards adults, know how to address others
- Improve tolerance and differences
- Taught to avoid drama and “mind their own business”
- Etiquette: how to look adults in the eye, be respectful
- Kids develop resiliency
- Students put forth effort and don't value hard work
- Being okay to ask for help
- Resiliency, emotional self regulation
- Teach students good study skills

Significant issues to be addressed in the next 3 years

- Improve the wifi at the high school
- Concerns are taken seriously and it gets lost with chain of command
- Air conditioning needs on the athletic side.
- Hiring and retaining good people
- Everything takes too long
- Having a full maintenance crew
- Burn out from doing overtime and spread thin
- Concerned that someone will get hurt because students aren't accountable for their behavior
- Lack of awareness or what we do to get things done
- Communication
- All staff treated the same...teachers and support staff
- Entitlement issues
- Culture of being able to say what they want: racism and antisemitism, bullying: Parents allowing this behavior'
- School refusal: parents want to be "friends" with their kids and not parent
- Social media/cell phones/ and technology
- Mental health issues starting in elementary schools
- Anger issues, suicidal ideation, anxiety etc..
- A lot of people in community utilize the buildings which presents safety and cleanliness issues
- The high school doesn't like to hear no in regards to transportation
- When multiple functions in the same day people complain because not clean enough or set up fast enough
- Maintenance/custodians are short staffed. Don't have enough time
- Grounds and maintenance need more people
- Teachers understand what goes into maintenance and custodial requests: asking for so much, not following protocol, demanding
- Limited pool of people to do the work.

Vision for the future

- Air conditioning. Staff hired in a timely manner. A full maintenance crew. Better communication overall.
- Social emotional supports
- A tradition of excellence starting in elementary school and through middle and high school.
- We address the students that fall in the middle
- Character counts starting at the kindergarten level
- Elementary schools are functioning similarly
- Fill all the positions and not be short staffed
- Good pay for custodial staff. Better communication.
- Qualified people to do the work
- More accountability

GSSA Union - Support staff
December 6 & 7, 2023
13 Participants

Strengths of the District

- Strengths include collaborative work and support among colleagues
- Staff is supportive, family feel
- Creative approaches...Give each other ideas and bounce ideas off others
- Of the 6 elementary schools each school is considered a family. Not a lot of collaboration with the other elementary schools because of time constraints
- Schools and teachers really strive to get students to their goals and meet students where they at
- Staff bring their best. Everyone is helpful and there for a common purpose.
- Support for our students' social emotional needs
- The kids trust teachers. Staff and teachers like being around kids
- Teachers are exceptionally skilled
- Held to a high standard and always striving to do better
- Collaborate to help our students succeed
- Each teacher is the "chef" to their high end classroom. Teachers have freedom.
- Teachers fight for what they think is right for our students
- Able to meet student needs for academically and social emotionally
- Level of excitement about the new superintendent. Level of trust.
- Wide variety of electives so students can try a lot of different skills
- GELP (preschool program) is growing every year
- Great place to send your students.
- Great staff and employees
- A community district
- New leadership is very exciting for the future
- Message from top down feels welcoming and inclusive and we are valued
- Seeing more central office people in the building
- FAST program
- Strong community and school district connections

Expectations for students graduating from Geneva High School

- Students have their greatest level of success
- Helping students reach their goals whatever that is for some that is college, but others it is vocational or whatever path they want
- The joy of learning. Kindle a passion for kids.
- That students are prepared to handle high school and to successfully transition to college or whatever is next if that be Fox Valley Community College
- Students are active and engaged post high school and as adults
- Students give back to the community.
- Students are prepared for the next step whether it is college or other options including trade school
- Understanding your strengths
- Life skills

Skills and characteristics students should develop in Geneva schools

- Students have self advocacy, communication, critical thinking skills, empathy, service minded, problem solvers and resilience
- Being responsible and independent
- Finding your voice
- Being able to be an advocate for yourself
- To stand out for what you believe in
- To be able to collaborate with others
- Being able to deal with working together
- Integrity
- Be good humans
- Teach students how to type on the computer. How to professionally type an email
- Being present and not on electronics
- Being able to read a room socially, wait your turn
- Knowing how to be a student
- A problem solver
- Being able to study
- Social skills
- Accountability
- Starting early to understand consequences
- How to manage their time
- They are self directed learners
- Students are able to advocate for themselves.

Significant issues to be addressed in the next 3 years

- Devices including phones, computers, monitoring technology
- School avoidance issues and accountability
- Learning not just for the test but learning for the sake of learning
- Students gaming the system ie cheating and plagiarism
- Curriculum even at kindergarten level is through a screen. Not appropriate. Shouldn't just be through a screen.
- Need to go back to centers and groups at an elementary level
- Meeting individual needs
- Improving our ability to thoughtfully role out initiatives allowing staff time and buy in and to understand the why
- Understanding why we are doing this
- Need more time for professional development and collaborative work
- Enrollment and population changing.
- Offer more AP classes
- Not giving everyone an A
- Safety and security of buildings (ability to lock classroom doors)
- Mental health and stress that students are under. Not doing enough to mentally prepare kids of all levels.
- Getting a higher understanding of AI and support staff.

Vision for the future

- Measures of student achievement because facilitating success for students that don't do a lot for that success
- Small classes throughout all the years in the district
- Maintaining relationships
- Ensure from the top down a culture of trusting the practitioners in the room
- Let teachers teach
- As a unit district should provide incredible benefits to identify what kids need over time
- Getting everyone to buy in to what kids need, when, and why
- Transition between elementary, middle and then high school
- Seeing curricular steps at each school level to the next level
- Foundation of problem solving
- Understanding what you can do at each grade and having a progression of learning
- Vertically aligned across school levels. Unified vision "rowing in the same direction to the same finish line".
- Having key goals and following through with plans
- Educate and support all the students regardless of student level
- Staff is paid well and retained.
- Higher standard for support staff
- We pay more and then we attract better candidates.

High School Students

December 7, 2023 / January 10, 2024

15 participants

Strengths of the District

- Strengths include strong community values
- Close knit community with one high school
- Students really know each other
- Education is really great
- Great opportunities and resources.
- Some amazing teachers and some not so great teachers (It varies by department)
- High graduation rate
- Offering a variety of co-curricular activities
- Teachers are making sure you are doing work
- Excels at providing a wide variety of extra curr
- Teachers find a good job of finding different instructional methods
- Teachers are problem solvers
- Teachers are flexible especially due to outside of school needs
- Schools is safe
- Teachers are very empathic
- Real world classes - Business management class
- Fox valley courses are good
- Elem and MS transition was really good
- Variety of specials at elementary
- Resource are plentiful - money
- Provide input by everyone
- Offered a lot of resources to prepare for college

Expectations for students graduating from Geneva High School

- Students are well prepared for next steps of life
- Have good interpersonal skills
- Can research and good writing skills
- Know how to navigate life
- Understand different careers and career options
- Being able to talk to a group of people professionally
- Creative ways of thinking - create new ways to solve problems
- All students are involved in some activities
- Be prepared for college and be able to study and be prepared
- Making decisions by yourself
- Money management

Skills and characteristics students should develop in Geneva schools

- Students are involved in activities
- Something for everyone
- Independence and independent learners
- Know how to study
- How to study and prepare for tests and finals
- Be able to collaborate with others
- Be able to meet new people
- Work with others and be independent worker as well
- Be devoted to what you are doing
- Good communication skills
- Be able to advocate for yourself
- Take criticism and grow from it
- Be kind to everyone
- Being respectful
- Debate your opinion but respectfully
- Think creatively

Significant issues to be addressed in the next 3 years

- Required to take a class that prepares you for life skills
- Be able to additional classes as needed
- Later start at High school
- Need a field house
- Concerned with the mobiles - get rid of them
- Reconsider senior taking finals
- When teachers are hired...get the best - make sure they like kids
- Improve the parking at the HS!!
- Locker cleanliness
- Get A/C in the gyms and locker rooms
- Locker room security
- More resources in PLC and the right teachers in PLC
- Students concerns are valued more

- Appropriate action and swift action does not happen when students express a concern or want change
- Student mental wellness in general
- Improvement in the counseling department
- Post secondary planning
- Better substitutes that understand the material when teachers are absent for example on maternity leave
- Look at finals and the finals schedule

Vision for the future

- Great student support
- Great counseling and mental health services
- Exploratory opportunities for careers
- Post high school planning
- More speakers that are well promoted
- Four year plans started earlier.
- Offer American Sign Language
- Better college counseling program and counseling services
- Better post high school planning done earlier
- More AP options including AP Euro History
- Better curriculum in foreign language including immersion of language especially in French and German at early grades
- More support for PLC especially for chemistry and language
- Mental health support
- Improve the school's appearance: Beautification of facilities
- Better support for transfer students coming into the district
- Having teachers who were committed to whole kid
- School and community being a safe place
- Maintain a high standard of academic achievement
- Supportive of students goals

PTO Leaders

December 6, 2023

5 participants

Strengths of the District

- Community involvement
- School and the community are very much working together, raising money for events, charities
- Feel very positive about new Supt. and the direction the district is headed
- Great collaboration
- Quality of staff excellent
- Impressed with staff and their experience. Staff stay.
- Good training for the newer staff.
- Financial resources for the schools
- Support from the community to make the schools the best that they can be.

Expectations for students graduating from Geneva High School

- Students are prepared to do well on standardized tests and are able to write a college essay
- Ability to take skills they learned in class to situations to college and outside of school
- Students are able to work in group settings
- Students have well developed Social Emotional skills
- Well rounded
- Many opportunities to be exposed to different curriculums.
- Curriculum is not politically driven
- Being exposed to many different viewpoints
- Knowing how to organize information
- How to use excel, being able to balance a checkbook, being able to type on a computer.

Skills and characteristics students should develop in Geneva schools

- Students have well developed social emotional skills
- Resiliency
- Critical thinker and problem solver
- Being able to appreciate different perspectives
- Have an appreciation for others outside of our Geneva bubble
- Learn how to interact with others
- Be able to have well developed social skills and not grade focused
- Learn basic life skills

Significant issues to be addressed in the next 3 years

- Better access for parents what is available from the District through communication
- Improve website and accessibility. Websites need to be current.
- Phones and technology in school
- Teaching interpersonal communication
- Building and structural maintenance of facilities
- Divert funding appropriately
- Declining enrollment
- Social emotional support of our students including pressure for high achievement and high anxiety among our students
- Making sure students can stay in their current school if the district lines are redrawn
- Making sure class size is equitable across schools
- Dyslexia concern: struggled with dyslexia and they feel that since dyslexia affects 1 in 5 people and research shows that Orton Gillingham based instruction benefits ALL kids
- District should adopt the Orton Gillingham reading curriculum
- Geneva doesn't do a great job with students who don't fit in the normal instructional box and who need some extra instruction in school
- District likes to highlight the stars but they can overlook the kids that are quietly amazing
- They also struggle to know what to do with the kids that need something different. DEI is important

Vision for the future

- Community education: speaker series including social emotional learning

- A focus on trades and programs other than college
- Class sizes are equitable across classes between schools
- Better safety at all schools
- Academically and Technologically progressive
- Be on the forefront of best practices in learning.
- That we support all students.

Booster parents

December 20, 2023

12 participants

Strengths of the District

- Various academic opportunities available to all student
- Excellent leadership at GHS
- Communication from the district is really good
- Neighborhood feel for all the elementary schools
- Many adults who care for the kids and follow them throughout their experience
- Communication is excellent from all schools
- Parents know what is going on
- GHS is very good at getting ready for college in all areas
- Time management skills and academics are strong
- Really stay on top what is current in education and provide for kids
- Resources available to students are incredible...laptops, sports, music, quality facilities
- Ability to have a variety of class levels to meet the needs of all students

Expectations for students graduating from Geneva High School

- Each of the students have a path forward and not lost on next steps
- Skills to succeed at the next level
- Good Citizens with life skills
- Confidence in themselves to be successful in college or work world
- Make sure students know how to learn
- Personal pride in their community
- Have the tools to be able to learn
- Absolute literacy and communication skills
- Communicate good ideas
- Life long learners who can change jobs and fields
- SEL intelligence and resilience
- Create opportunities for students who are not going to college
- Career ready skills and able to enter the workforce

Skills and characteristics students should develop in Geneva schools

- Ability to effectively communicate
- Listening
- Create empathy and build a good community
- Resilience
- Accountability
- Mental health for all students

- How to solve social issues among themselves
- How to function in a group
- Time management skills
- Be able to prioritize how to spend their time
- Good decision making skills
- Critical thinking skills
- Problem solving and apply and analyze information
- Respect for authority figures and roles

Significant issues to be addressed in the next 3 years

- Providing too many chances for people in charge..hold accountable for responsibility
- Coaching to teachers that students learn in different ways to reach all kids
- Weed out some of the teachers who are not doing their job
- Improve teachers ability to connect with kids
- Move away from traditional teaching methods
- Focus on PD for all teachers and hold them accountable
- Geneva is behind in all innovative practices in C&I
- Be a leader instead of a follower in innovation practices
- Lack of information on issues in the facilities: baseball field, libraries, other improvements, railings in auditorium,
- Need for capital improvements across the district in all schools
- Need to prioritize the need facility updates
- Parents are always asked to pay more money all year long
- Fees...clarity
- Parent groups raise money for things should just be part of the normal budget
- Clarity on budget priorities
- Provide and publish a districtwide calendar and avoid major conflicts
- Major upgrade in counseling services at GHS - college and career planning
- Must upgrade the facilities - High School!
- Maintain and target small class sizes

Vision for the future

- Geneva will appear and reflect the other schools and districts in our conference and surrounding districts
- Students have learned how to learn
- Facilities are updated and provide activities for all students without making the elite teams
- Add a high tech lab and innovation center available to all kids
- Horizontal connection with schools at the elementary and middle school levels
- All kids should have the same experiences regardless of the school they attend
- Geneva is a destination district for employees - outstanding talent!

7 participants

Strengths of the District

- College prep
- Offering of a variety of classes and adjusted as needed
- Better at meeting the needs of student mental health needs
- Concerned about “Traditional of Excellence” ...we can do better
- Connection with parents
- Good communication with the parents
- What the schools do well the community is aware of
- One HS has sense of community
- Student volunteerism in the community
- Strong leadership at the schools
- K-12 education is excellent
- Students can express themselves
- A good presence by the administration in the community
- We love this community and want the district to be successful
- Wonderful community with amazing resources to support kids

Expectations for students graduating from Geneva High School

- Confidence and found their experience in Geneva as enjoyable
- Explore the world and understand what else is out there
- Be prepared to find their path in the world
- Bridge the gap for student who are not going to college
- Understand there is more than Geneva
- Be prepared for life
- Open minded to diversity of opinions
- Find ways to discuss issues without shouting at each other
- Make sure they understand community service
- Understand that “entitlement” is not the reality in the world
- Adulting skills...life skills
- Prepared for life in all areas and different cultures and people
- Solid basic skills in all academics
- It is OK that you are not good at everything

Skills and characteristics students should develop in Geneva schools

- Public speaking skills
- Problem solving and critical thinking
- Ability to write at a high level
- Be able to present your thoughts to communicate to others
- Make sure not be able to totally reliant on technology
- Life skills...maps, financial,
- Customer service skills to engage with people
- Be able to apply what you have learned to real life situations
- Ability to deal with losing an opportunity

Significant issues to be addressed in the next 3 years

- Spirit and culture of the schools - pride
- Authentic leadership by the district and share the reality of our challenges
- Get off their high horse...and deal with reality
- Mental health issues
- Promote and embrace Diversity and Inclusion
- Target that all kids can read at grade level
- Address the emerging poverty - 18%
- Address the enrollment issues and make adjustments in budget and staffing
- Use the partnership with the city and library to build our community

Vision for the future

- Minimize and address the mental health issues
- Improve and right size the facilities
- Increase and publicize the intergovernmental cooperation
- Clear vision on diversity and inclusion and how we are dealing with it

Community Forum

January 17, 2024

34 participants

Strengths of the District

- Great educators
- Community engagement is high
- Middle school teams model
- Excellent teachers
- Working with IEP students
- Teachers are well trained and very professional
- Willing to listen to various voices
- Academic level is very high
- Good transparency
- Good communication from teachers
- 8th grade visits to HS for transition
- Fun events at all schools
- Sports, clubs,
- Dedicated staff
- Good communication and connection to the community
- Engaging families into their child's education
- Positive relationships between school and home
- Hard working teachers
- High ranking school system
- Passionate school staff who go up and beyond for students
- Teachers who listen to our children and support them
- Student recognition outside of the classroom in many ways
- Branding...A Tradition of Excellence
- Extracurricular offerings for students
- Transitioning from a rural district to a suburban school district in the last 50 years

- Longevity of teachers
- High test scores
- Computers for all students
- Tutoring after school at the middle schools
- Teacher destination district
- Strong reputation for high achievement

Expectations for students graduating from Geneva High School

- Life skills
- Financial literacy
- Critical thinkers
- Ready for workforce or higher education
- Resilient
- Psychological flexibility
- Respectful manner
- Healthy relationships
- Ready for multifaceted world
- Multicultural and multilingual
- Teamwork
- Prepared for life - education or workforce
- Strong work ethic
- Community member in the future
- Well rounded
- Self advocate
- GRIT
- Test score and test prep for college
- Ability to make career decisions and have a career path
- Be respectful
- Good citizenship
- Technology skills
- Be a functional member of society
- Emotional intelligence
- Real world preparation
- Self sufficient
- Good communication skills
- Good sense of self
- Connected to the community
- Strong mental health
- Solid critical thinking skills
- Fiscally responsible
- Required community service for graduation
- Students have performed based on expected family engagement
- Prepared for college, trades, or work
- Having all the same opportunities as other high performing districts
- Having options
- Media literacy skills
- Culturally aware
- Political literacy

- Sense of pride and belonging
- Read, write, tell time, basic math, good grammar and fiscal skills

Skills and characteristics students should develop in Geneva schools

- Curiosity
- Decision making skills
- Self advocacy
- Acts of service
- Patience
- Sense of belonging
- Health and wellness
- Healthy relationships
- Be literate in fine arts
- Most importantly be multicultural and multilingual
- Strong in basic curriculum and learning
- Critical thinking
- Financial literacy
- Social emotional awareness
- Kindness
- Strong work ethic
- Respect with teachers and peers
- Focus on cursive writing and keyboard skills
- Life skills
- Education on mental awareness for independence
- Leadership
- Respectful
- Self advocate
- Empathy
- Sense of belonging
- Multicultural awareness and language skills
- Problem solving skills
- Emotional management and awareness
- Social skills
- Life long learners
- Deep understand of DEI
- Good work ethic
- Leadership skills
- Empathy and sense of service to others
- Understand other cultures
- Healthy boundaries with others
- Self advocacy skills
- Multi language starting in elementary school
- Dual language for all students
- Listening skills
- Following rules and understand consequences
- Independent learners
- High use of technology
- Speak up for themselves

- Develop a love for learning
- Sense of pride and belonging
- Confidence

Significant issues to be addressed in the next 3 years

- Longer school days
- Increase classroom size
- Keep class size low
- Address screen time
- Grow the TBE program to be a dual language program
- Common curriculum and grading practices
- Offer French, German, Spanish in elementary schools
- Create trade classes at GHS
- More community engagement meetings
- Higher education connections - dual credit
- Health, wellness, mental health of students
- Safety for all students
- Global focus
- STEAM curriculum at all levels
- Reconsider the whole middle school structure
- Deal with the enrollment decline at all levels
- Zero tolerance for bullying
- Change lottery process for middle schools...use feeder system
- Focus on student safety
- Create more challenging courses at MS and HS
- Class size needs to be small
- Social emotional struggles of students
- Mental health skills
- Grit
- More social workers at all schools
- Elective languages at elementary schools
- Overhaul of writing curriculum
- Deal with enrollment decline
- Address middle school functionality
- Stronger curriculum for literacy
- Less tech in elementary schools
- Small class sizes
- Keep HS competitive
- Increase AP, Dual credit, and language options
- Demonstrate your ability with confidence training for students
- Walkable elementary schools
- Mental health and safety
- Early foreign language program

Vision for the future

- Quality education for all
- Continued parent involvement

- Implemented a dual language program
- Be mindful of changing the boundaries and impact to families
- Lower class sizes
- Keep team model at middle school
- Transparency and approachability of board and administration
- Strong Tech and STEAM programs
- Upgrade and repurpose buildings as needed
- Create pathways for students to colleges and careers
- Small class sizes with teacher retention
- Restructuring of the middle schools
- Excel in EQ and IQ
- Keep K-12 feeling and vertical connections
- More diversity education at all levels
- Create language program at elementary schools
- Multilingual acceptance and knowledge in curriculum
- SEL strength in our kids
- Share more with community about excellent schools
- Rigorous curriculum
- Well rounded students - academic, arts, community service, technology
- Develop as a leader school district!
- Update to state of the art facilities
- Start High school later after 8:00 AM
- No more half days....only full days off for students
- Do not use social media to organize extracurricular activities