



Geneva CUSD 304

Strategic Plan: 2024-2029



PRESENTATION TABLE OF CONTENTS

Geneva CUSD 304 Strategic Plan: 2024-2029



Introduction



Operational Strategies



Process



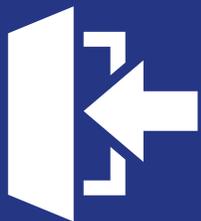
Implement & Evaluate



Goals And Objectives



Next Steps



Introduction

Strategic Plan



“ Our goal is to build upon our *Tradition of Excellence*, and propel our students, and entire district, to even greater heights!”

Andy Barrett
Superintendent, Geneva CUSD 304



Process

Strategic Plan



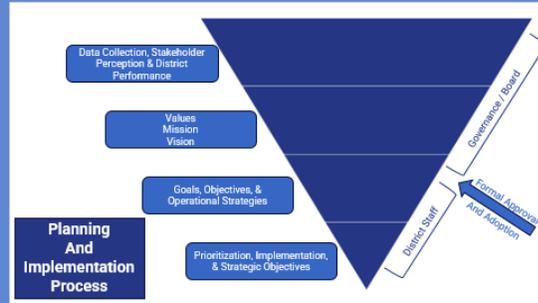


Process

Strategic Plan

In the fall of 2023 Geneva CUSD 304 embarked on a formal Strategic Planning Process with several key goals.

- Conduct meaningful and ongoing collaboration with district stakeholders
- Redefine our mission and vision with a future-focus
- Establish strategic and institutional priorities for the next 3-5 years
- Develop an action plan for implementing and monitoring progress toward goals



Organizational Readiness

Set the stage through planning, preparation, and shared learning



Inclusive Engagement

Document the current state of the District and desired future through stakeholder engagement



Focus on the Future

Collaborate and reflect on findings to develop goals and objectives



Implementation & Evaluation

Create action plans and measures to operationalize the Strategic Plan

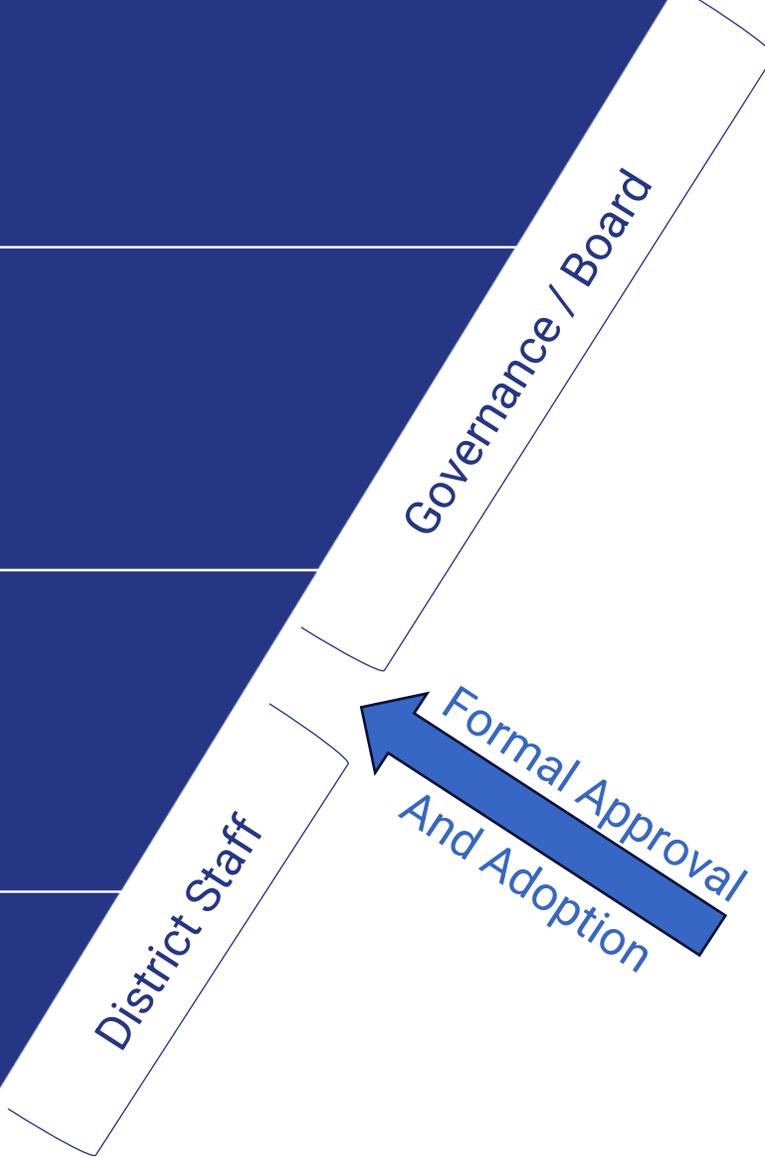
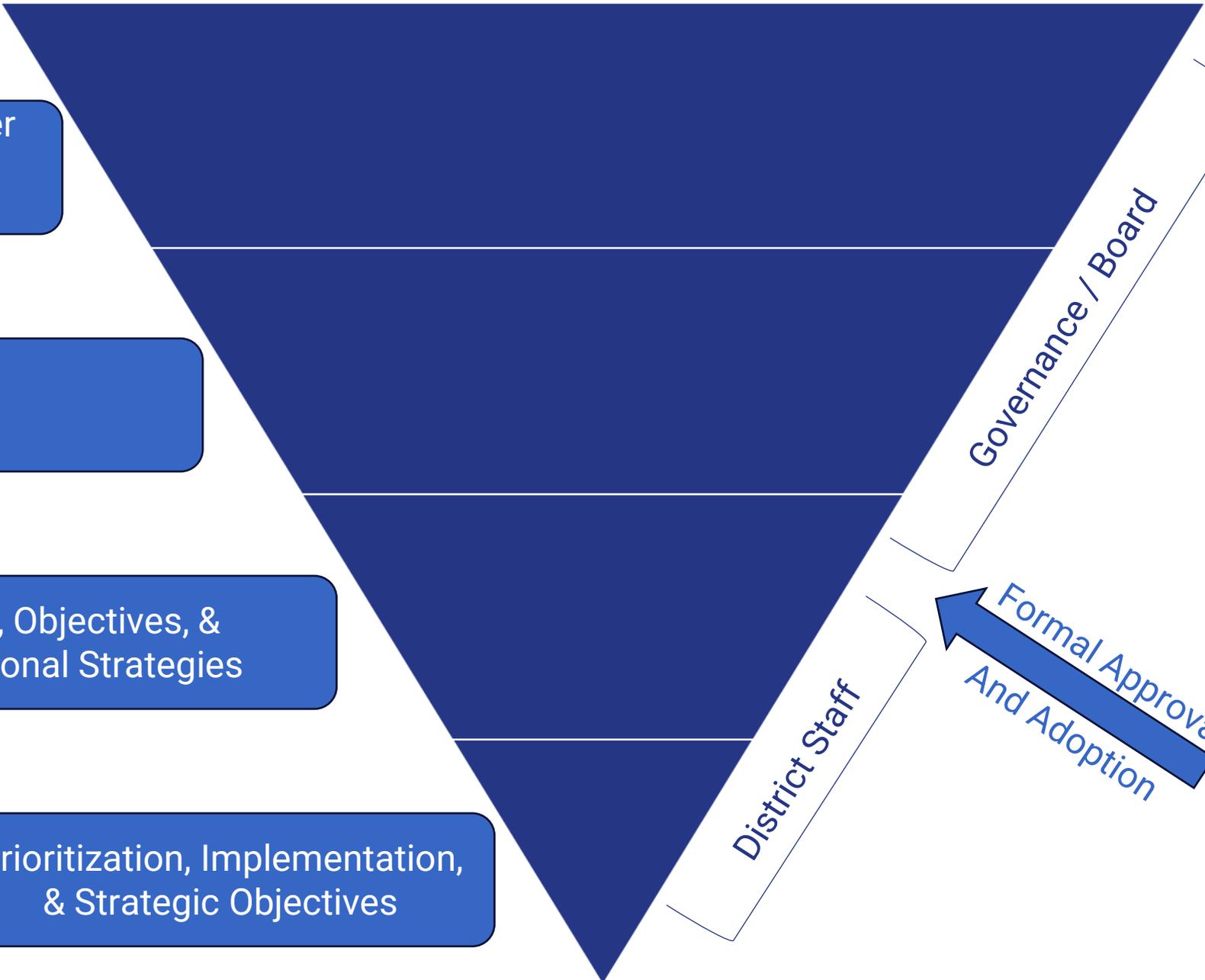
Planning And Implementation Process

Data Collection, Stakeholder
Perception & District
Performance

Values
Mission
Vision

Goals, Objectives, &
Operational Strategies

Prioritization, Implementation,
& Strategic Objectives





Goals And Objectives

Strategic Plan



MISSION & VISION STATEMENTS

Geneva CUSD 304 Strategic Plan: 2024-2029

MISSION

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

VISION

Achieve Excellence and Empower Students to Succeed

VALUES

PREPARATION

We are ready for the future in a diverse world

EXCELLENCE

We perform at a high level

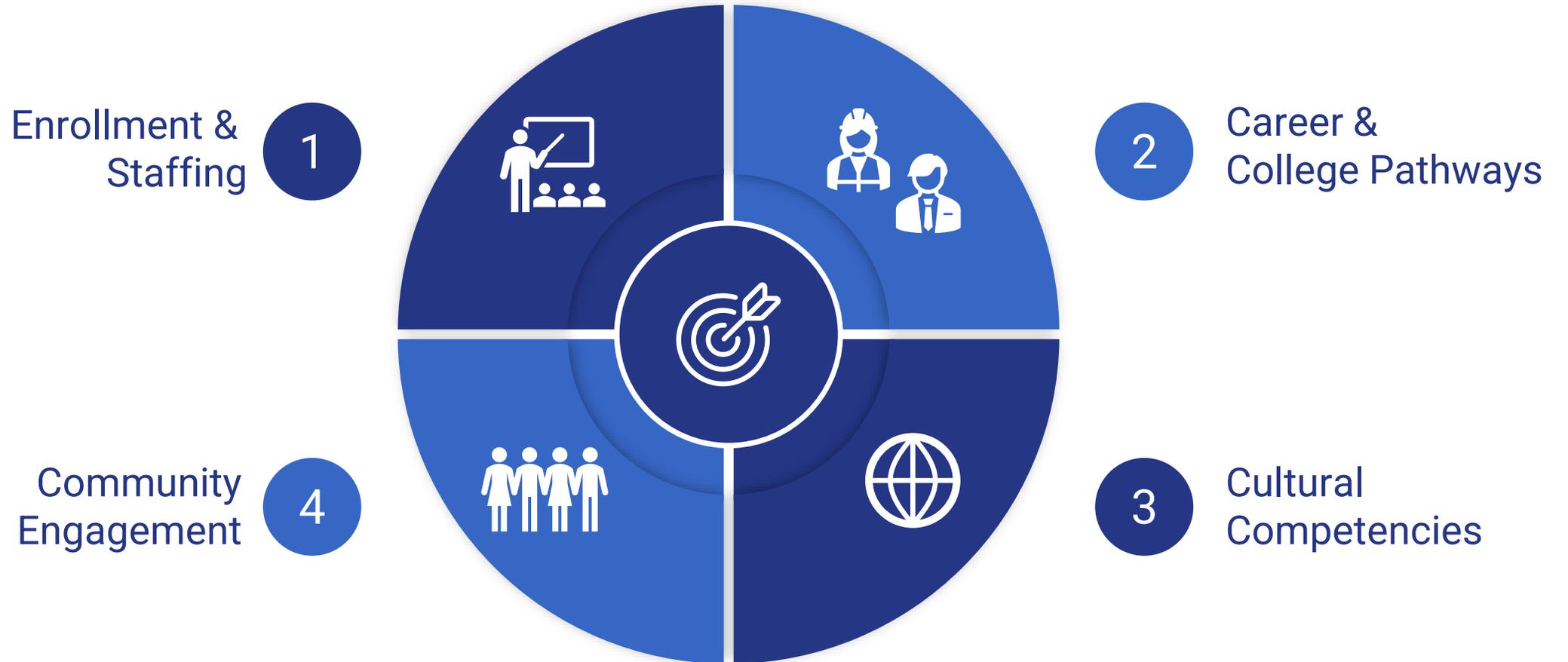
EMPOWERMENT

We are intellectually engaged in valuable work



Goals and Objectives

Geneva CUSD 304 Strategic Plan: 2024-2029





Goals and Objectives

Geneva CUSD 304 Strategic Plan: 2024-2029

Enrollment
& Staffing

Career
& College
Pathways

Cultural
Competencies

Community
Engagement



Enrollment and Staffing

*Recruitment and Retention
Staffing and Facility Capacity
Early Childhood and Special Programming*



Goals and Objectives

Geneva CUSD 304 Strategic Plan: 2024-2029

Enrollment
& Staffing

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Career and College Pathways

Course Offerings
College Preparation and Readiness
Career Exposure and Programming



Goals and Objectives

Geneva CUSD 304 Strategic Plan: 2024-2029

Enrollment
& Staffing

Career
& College
Pathways

Cultural
Competencies

Community
Engagement



Cultural Competencies

*Cultural Awareness Exposure and Experiences
Community and Cultural Partnerships
K-12 Programming Opportunities*



Goals and Objectives

Geneva CUSD 304 Strategic Plan: 2024-2029

Enrollment
& Staffing

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Community Engagement

*Promoting our Mission and Vision
Evaluating Communication Opportunities
Streamlining Communication Processes*



Operational Strategies

Strategic Plan





Operational Strategies

Geneva CUSD 304 Strategic Plan: 2024-2029



Enrollment and Staffing

Target/Goal Area	Key Operational Strategies
Right-size staffing with enrollment trends and student needs and optimize the recruitment and retention of staff	<ul style="list-style-type: none"> Review and analysis of master schedules Determine staffing capacity and efficiency Enhance mentoring, hiring, coaching, and PD
Review boundary and facility considerations aligned to enrollment	<ul style="list-style-type: none"> Evaluate demographic study Conduct facility capacity review and analysis Evaluate contemporary programming needs
Evaluate and enhance early childhood and special education programs	<ul style="list-style-type: none"> Conduct needs analysis (Desire, Capacity, Etc.) Explore & consider of programmatic enhancements



Operational Strategies

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Career and College Pathways

Target/Goal Area	Key Operational Strategies
Evaluate and enhance course offerings at Geneva High School	<ul style="list-style-type: none">• Conduct dual credit needs analysis and planning• Explore other programming considerations
Evaluate and enhance career pathway exposure and experiences at all levels district-wide	<ul style="list-style-type: none">• Expand exposure to career opportunities• Conduct career pathway needs analysis• Consider additional programmatic considerations• Expand community partnerships



Operational Strategies

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Cultural Competencies

Target/Goal Area	Key Operational Strategies
Coordinate and enhance cultural opportunities	<ul style="list-style-type: none">• Recognize and promote existing opportunities• Enhance and align cultural offerings
Evaluate and enhance community service opportunities.	<ul style="list-style-type: none">• Consider expansion of community partnerships• Add opportunities for involvement district-wide
Investigate programming opportunities at each level that focus on cultural competencies	<ul style="list-style-type: none">• Consider programmatic enhancements aligned to cultural competency goals• Explore and evaluate potential standards



Operational Strategies

Geneva CUSD 304 Strategic Plan: 2024-2029

Community Engagement

Target/Goal Area	Key Operational Strategies
Establish community engagement practices that align district and community needs	<ul style="list-style-type: none">• Recognize and promote current engagement practices• Implement community engagement opportunities and events
Evaluate and enhance communication processes across the District to create a more consistent experience	<ul style="list-style-type: none">• Review of current communication tools and practices• Explore opportunities for streamlining practices
Share and promote the district's vision, mission, and goals	<ul style="list-style-type: none">• Communicate progress via virtual dashboard• Rebrand and communicate Vision, Mission, and progress



Implement & Evaluate

Strategic Plan



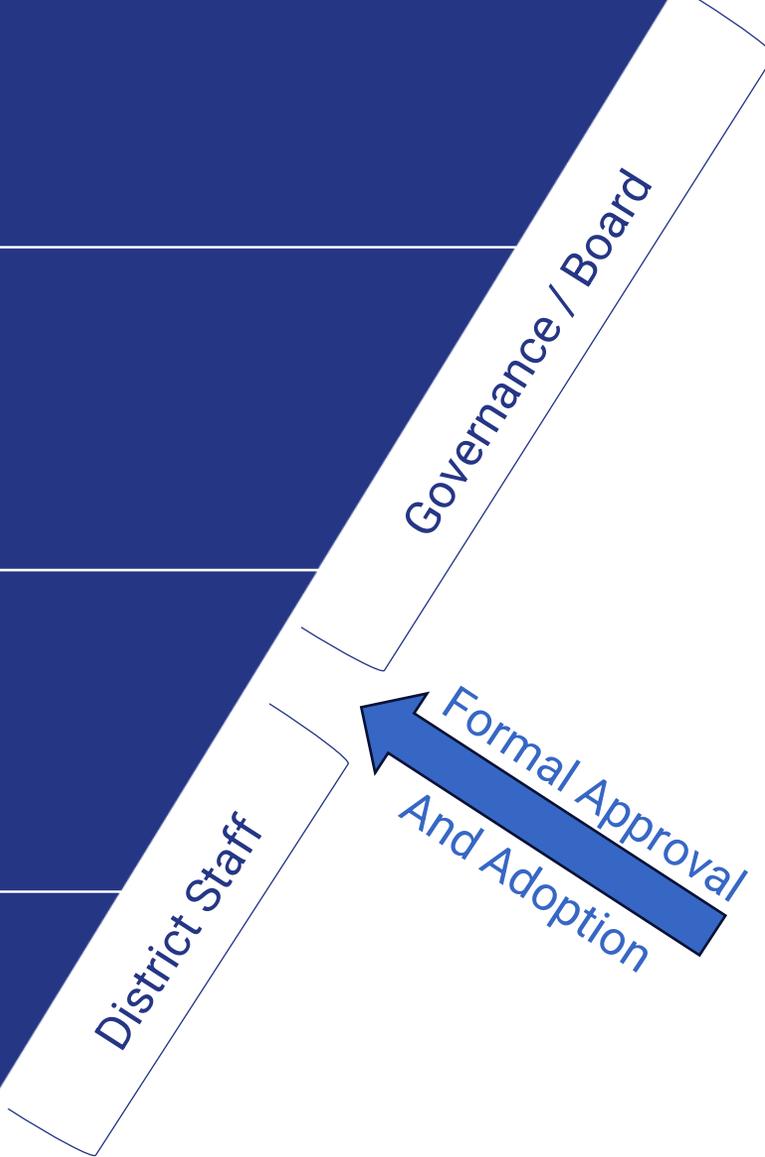
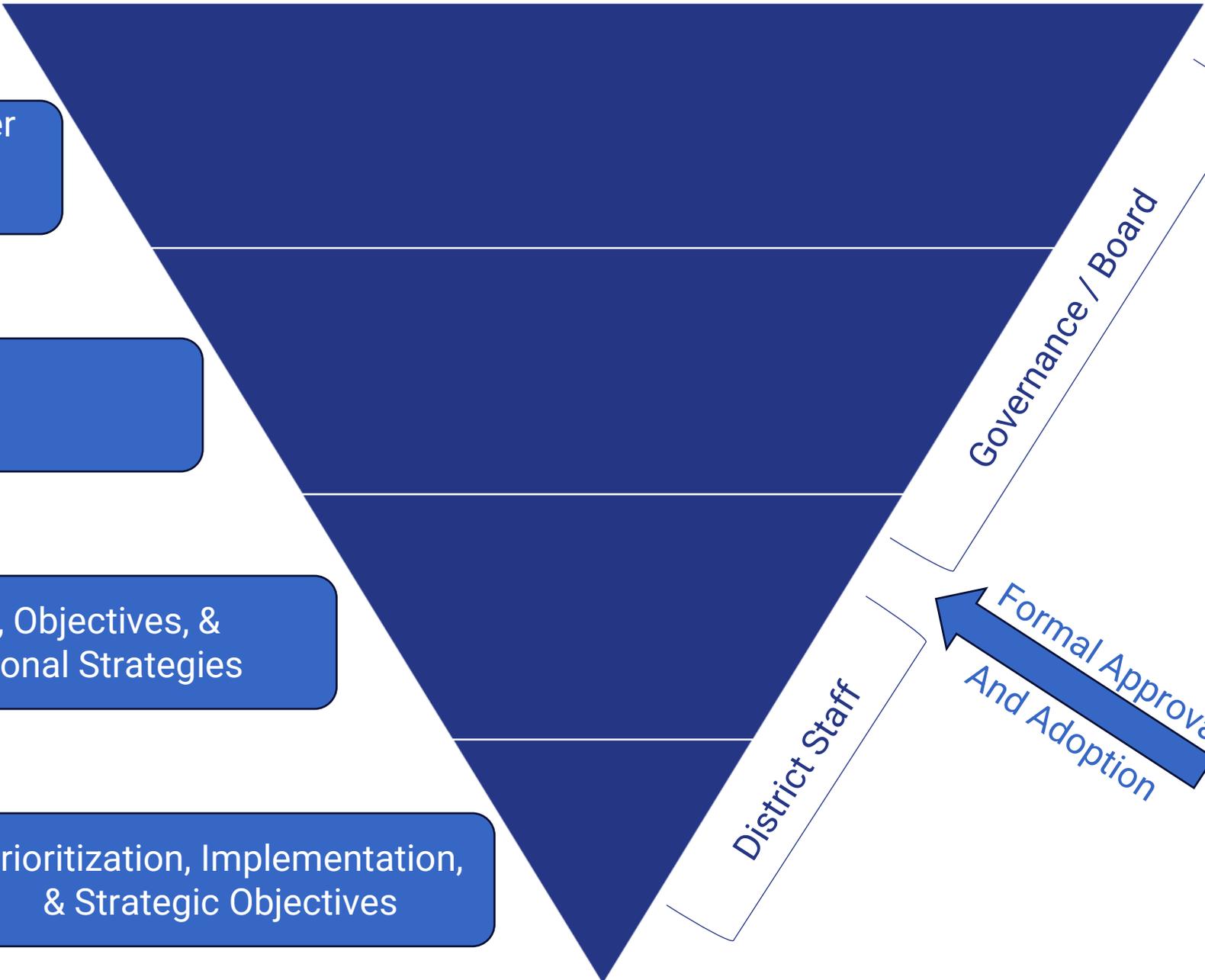
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Implement and Evaluate

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Define Strategic Indicator

What is important, and what will we measure?

Identify Metric

How will we measure it?

Determine Benchmark

How will we define Success?



Using Strategic Indicators for Systemic Improvement





Implement and Evaluate

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Goal	Operational Strategy	Strategic Indicator	Evaluation Tool	Benchmark
Our Broad Goal Areas Developed Via Stakeholder Engagement	Areas for Sustained Improvement Within Goal Areas	What Indicator will help us demonstrate growth?	Identify a Tool That Will Help Us Measure Our Indicators.	Set The Target When Will We Have Achieved Success?





Next Steps

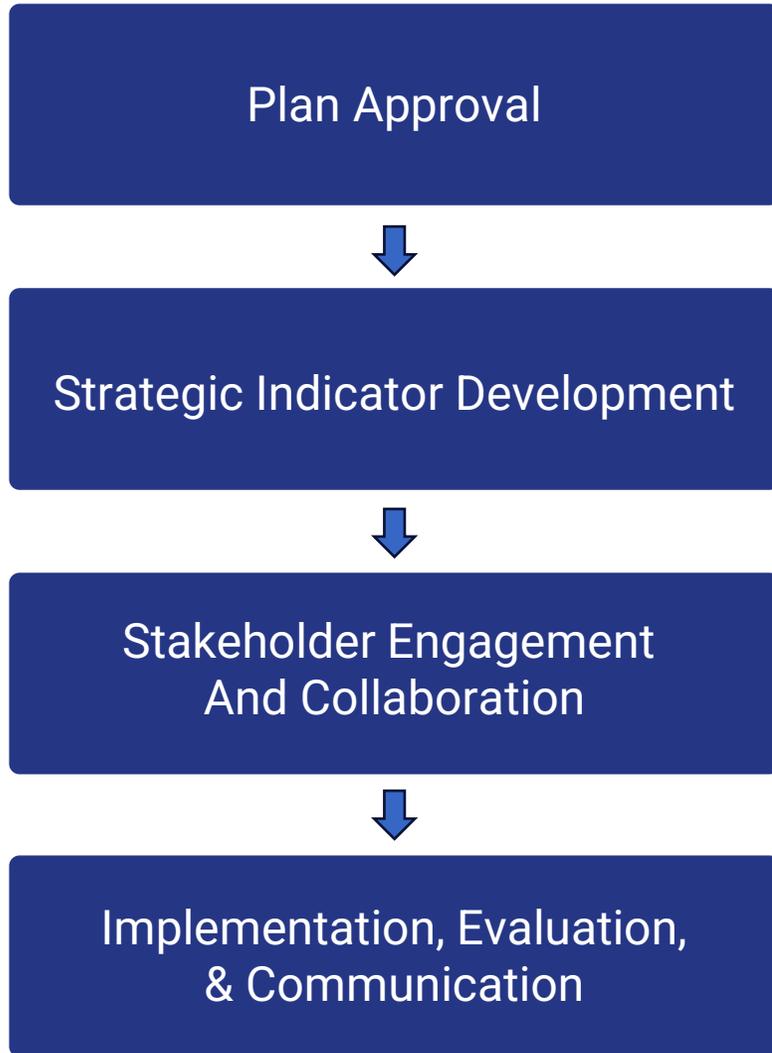
Strategic Plan





Next Steps

Geneva CUSD 304 Strategic Plan: 2024-2029





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Strategic Plan: 2024-2029

