GENESEO
COMMUNITY UNIT
SCHOOL DISTRICT #228

Where the *future* grows.

EXECUTIVE SUMMARY:

2025–2030 STRATEGIC PLAN PROGRESS REPORT

NOVEMBER 2026

GeneseoSchools.org

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Date: November 6, 2026

To: Board of Education, Geneseo CUSD #228

From: Dr. Laura Delgado, Superintendent
Mr. Tim Gronski, Assistant Superintendent/CSBO

OVERVIEW

This summary provides an update on the progress of the 2025-2030 Strategic Plan. Since the plan's adoption in October 2025, the district has focused on establishing frameworks for growth, aligning instructional practices, and initiating critical financial assessments.

PROGRESS STATUS KEY

🟢 **On Track:** Milestones are being met; currently on schedule.
🟡 **In Progress:** Work is underway; currently monitoring progress.
🔴 **Needs Attention:** Significant delays or roadblocks encountered; requires intervention or adjustments.
⚪ **Not Yet Started:** Work has not yet begun; currently in the planning or assessment phase.

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Goal 1: Growth and Achievement

Focus: Promoting a vibrant district by expanding learning opportunities and raising achievement.

1.1 Increase Student Achievement

Curriculum & Instruction: The district has transitioned sub-goal 1.1 into a "Continuous Improvement Cycle" focusing on curriculum mapping, instructional excellence, data monitoring, and school improvement planning.

🟢 State Report Card outcomes analyzed and presented to the Board on an annual basis in the Fall.
🟢 Progress updates presented to the Board in Winter and Spring.
🟢 Instructional Leadership Teams (TLT, ELT, BLT) collaborate regularly to support professional development and student learning aligned to the SP.
🟢 K-12 curriculum maps for Literacy and Mathematics are developed and posted on the district website.
🟢 Teachers, Instructional Coaches, and Interventionists work collaboratively in professional learning communities to analyze student data and make informed decisions (PLC/CT).
🟢 Data is used to set specific SMART goals for student achievement and plan for instruction and professional learning opportunities
🟡 Implementation of research-based instructional practices that support optimal growth for students.
🟡 Implementation of a coherent system of grading and reporting that accurately communicates student progress toward standards.
⚪ District-wide training on Universal Design for Learning (UDL) and Inclusion is in the planning stages.

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1.2 Academic and Career Pathways

🟢 Added multiple courses at the high school that support current trends in academic and career pathways.
🟡 Program analysis is underway to ensure course offerings remain responsive to enrollment and emerging career trends.
⚪ Working to create a High School pathway for obtaining an Associate's Degree with Black Hawk College by the completion of senior year.

1.3 Recruit and Retain High-Quality Teaching Staff

🟢 Collective Bargaining Agreement (CBA) supports a regionally competitive salary and benefits package for certified staff.
🟢 Exit surveys and in-person interviews were conducted with certified staff members who were retiring or resigning.
🟢 Mentoring program for new teachers is under ongoing review to ensure we are meeting the needs of incoming staff that will ensure their success.
🟢 Prioritize instructional coaching resources to support new teachers.
🟡 Utilize data from 5-Essentials Survey and school-based surveys to evaluate school climate and culture and plan for improvements as needed.
🟡 Provide direct support for Administrators on creating and maintaining positive school cultures that support the wellbeing of teachers and students.
🟡 Establish Elementary Teacher Planning Joint Committee to review and address conditions that may lead to teacher burnout or job dissatisfaction.
🟡 Review and update job descriptions to reflect current expectations and best practices.

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1.4 Community and Family Partnerships

🟢 Vibrant and supportive Parent-Teacher Organizations at all schools.
🟢 SAFE programs offer affordable, high-quality child care before and after school and in the summer.
🟢 All five schools have been awarded the Illinois Purple Star Designation from ISBE to assist transitioning military families.
🟡 Develop strong relationships with St. Malachy and homeschooling families that allow for a stronger understanding of families in our community and how the district best serves the needs of all students.
🟡 Convene the Parent-Teacher Advisory Committee to represent voices from multiple stakeholders across the district.
⚪ Creation of a centralized district-community resource directory that matches student academic and/or social-emotional needs with local community services.

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Goal 2: Learning Environments

Focus: Providing safe, inclusive, and technologically innovative spaces for success.

2.1 Facilities Planning

🟢 Develop and maintain a long-range facilities plan with a focus on safety and accessibility.
🟢 Health-Life Safety Plan developed and monitored for successful implementation.
🟡 Create a formal Facilities Proposal process for principals to request various facility upgrades and improvements.

2.2 Invest in Facilities and Technology to Foster Opportunities

🟢 Sherrard Grant funding dedicated to developing innovative and collaborative spaces for Math, ELA, and Physical Education at GMS.
🟢 Implement a new Drone Operation and Maintenance course at GHS.
🟢 Add a tech assistant position to support current Technology Director in ensuring smooth and efficient technology processes in the district.
⚪ Conduct a district-wide furniture study to determine district, student and teacher needs regarding furniture in learning spaces

2.3 Social, Emotional, and Behavioral Needs

🟢 Collaborate with Henry Stark Special Education Coordinators to integrate support systems, including Social Workers and special education staff.
🟢 Website updated to include Bullying and Harassment prevention and intervention.
🟢 Established the Board Behavioral Intervention Committee to analyze policies regarding student behavior and wellbeing.
🟡 CARES Classroom established to support students at the High School.
🟡 Spaces developed at elementary buildings to support students who need time to regulate.
🟡 Collect and analyze behavior data to determine support needed for teachers and students.

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Goal 3: Finance

Focus: Allocating resources strategically to maximize student opportunities.

3.1 Needs Assessment

🟡 Ongoing evaluation of services and platforms informs decision-making and structuring of programs and supports. This has resulted in the elimination or renegotiation of several contracts.

3.2 Alignment of Budget Decisions

🟡 Budget decisions are aligned with district priorities to ensure equitable access to high-quality learning.

3.3 Deficit Reduction/Long-Term Sustainability Plan

These initiatives reflect the District's ongoing commitment to responsible financial management, strategic resource allocation, and maintaining educational services while reducing operating costs.

🟢 **Progress to Date:** Over the past two fiscal years, the District has successfully absorbed 4 full-time certified positions, resulting in approximately $400,000 in cost savings.
🟡 **Certified Staffing Reductions:** Over the next 3-4 fiscal years, the District plans to absorb up to 11 full-time certified positions through natural attrition and/or program restructuring, generating an estimated $1.3 million in Education Fund savings.
🟡 **Continued Operational Efficiencies:** The District will continue to identify and evaluate opportunities to reduce Education Fund expenditures, with a focus on purchased services and supplies.
⚪ **Non-Certified Staffing Savings:** The District is considering implementing an Illinois Municipal Retirement Fund (IMRF) early retirement incentive, which has the potential to reduce non-certified payroll costs by approximately $300,000.

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COMMUNICATIONS & COMMUNITY ENGAGEMENT

The district has successfully launched several initiatives to build transparency and shared vision:

- **Strategic Plan Hub:** A dedicated page on GeneseoSchools.org serves as the central repository for all plan-related content.
- **Community Video:** A five-minute video overview was released to provide a clear narrative of the district's five-year vision.
- **Stakeholder Feedback:** Strong initial feedback has been received from board members and staff, highlighting the plan as a "collectively agreed-upon roadmap" that "grounds us in focused-essential steps."
- **Outreach:** Dr. Delgado has presented the strategic plan to Geneseo's Rotary and Kiwanis Clubs, and plans to present at an upcoming Illinois Association of School Boards (IASB) division meeting.