

SWOT Analysis

The final activity of the day was to identify priority strengths, weaknesses, opportunities and threats to drive strategic goals and strategies. Each table team produced a SWOT analysis. All of their work is shown below. The facilitator then examined all 5 SWOT Products and presented a consensus SWOT to share and feedback on between now and the September 25 meeting of the strategic plan team.

STRENGTHS				
Table 1	Table 2	Table 3	Table 4	Table 5
<ul style="list-style-type: none"> •Increasing EAV •Safety •Student testing •Graduation Rate •School Pride •Student Attendance •Student Opportunities •Growing tax base •Quality staff 	<ul style="list-style-type: none"> • Safety • Peer Relationships • Graduation Rate • High Quality Faculty and staff • Academic Opportunities • Academic rigor • Extra-Curricular Activities • Teacher Retention • College Preparation 	<ul style="list-style-type: none"> •Teacher Retention •Student Attendance •Graduation Rate •Safety •Students Respectful •Variety and Rigor Curricular courses •Sports and extracurricular activities 	<ul style="list-style-type: none"> •Graduation Rate •Fiscally Responsible •Positive Climate •Room for Growth 	<ul style="list-style-type: none"> •Teacher Retention •Room to grow- space •Graduation Rate •Sports/Athletics Accomplishments •Curriculum Opportunities •Improve financial outlook •Safety

Consensus STRENGTHS: safety, graduation rate, student attendance, high quality staff, rigorous and varied curriculum opportunities, fiscally responsible, athletics and extra-curricular activities, space to grow, teacher retention

WEAKNESSES				
Table 1	Table 2	Table 3	Table 4	Table 5
<ul style="list-style-type: none"> •Technology •SAT Scores •Math •Aging Infrastructure •Cultural awareness and diversity/diversification •Social Capital •Ed Fund 	<ul style="list-style-type: none"> • Debt • Career Readiness • Technology • Insufficient non-core courses, teachers • Achievement Gaps • Cultural awareness and diversity • Consistent curricular 	<ul style="list-style-type: none"> •Career Readiness •Technology •Aging Infrastructure •Communication of College and Career Expectations to students and parents 	<ul style="list-style-type: none"> •AP course access •AP Exams •SAT scores (Math) •Career Readiness •Communication of College and Career Expectations to students and parents 	<ul style="list-style-type: none"> •Administrative Turnover •Not being prepared for growth •Clarity of College and Career Expectations for students and families •Technology

	expectations across all who teach the same course			<ul style="list-style-type: none"> • Gradual decay of physical resources (facilities)- aging infrastructure • Debt
--	---	--	--	--

Consensus WEAKNESSES: debt management, SAT scores, mathematics, communication of college and career expectations to students and parents, cultural awareness and diversity, current use of and access to technology, career readiness, achievement gaps, aging Infrastructure, administrative turnover

OPPORTUNITIES				
Table 1	Table 2	Table 3	Table 4	Table 5
<ul style="list-style-type: none"> • Improve accountability of students and staff • Recognition and identification of low income students • Study possibilities of two high schools • Progressive, restorative disciplinary practices • Accuracy and analysis of data for decision-making • Manageable Growth Period to plan for future needs • Future integration and use of technology to enhance teaching and learning 	<ul style="list-style-type: none"> • District improved communication with parents • Sensitivity training for staff • Recognition and identification of low income students • More opportunities for career/military track • Inclusion • Accuracy and analysis of data for decision-making 	<ul style="list-style-type: none"> • Future integration and use of technology to enhance teaching and learning • District improved communication with parents • Improve accountability of students and staff • Accuracy and analysis of data for decision-making 	<ul style="list-style-type: none"> • Teaching life skills • Diversity of staff • Future integration and use of technology to enhance teaching and learning 	<ul style="list-style-type: none"> • Expand Early College Options • Evaluations leading to continued professional development • Future integration and use of technology to enhance teaching and learning • Increased AP and Dual Credit access • Military communication for non-college bound students • Increase grant, foundation and non-traditional revenue sources • Accuracy and analysis of data for decision-making

Consensus OPPORTUNITIES: Future integration and use of technology, accuracy and analysis of data for decision-making, improved accountability of students and staff, effective communication of college and career opportunities with parents

THREATS/CHALLENGES				
Table 1	Table 2	Table 3	Table 4	Table 5
<ul style="list-style-type: none"> • Economic downturn • State funding • General Assembly • Politics/Leadership • Increasing student population 	<ul style="list-style-type: none"> • State funding • Increasing student population • Increasing diversity • Future spending to address critical needs • Having necessary personnel to meet goals 	<ul style="list-style-type: none"> • State and Federal unfunded mandates • Increasing student population • Future spending to address critical needs 	<ul style="list-style-type: none"> • State funding • Increasing student population 	<ul style="list-style-type: none"> • State funding • Increasing student population • Increasing diversity • College willingness to Partner • Student wellness; anxiety

Consensus THREATS/CHALLENGES: State funding, State and Federal unfunded mandates, increasing student growth/population, effectively supporting an increasingly diverse school population, future spending to address critical needs

The summary SWOT ANALYSIS IN DRAFT FORM is listed below.

MINOOKA HIGH SCHOOL DISTRICT 111 DRAFT SWOT ANALYSIS

STRENGTHS: What do we consider to be our strengths? What advantages do we have? What do others say our strengths are?

- Student safety
- Graduation rate
- Student attendance
- High quality staff
- Rigorous and varied curriculum opportunities
- Fiscal responsibility,
- Athletics and extra-curricular activities
- Land and Building space to grow
- Teacher retention

WEAKNESSES: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?

- Debt management
- SAT scores
- Achievement gaps
- Mathematics achievement
- Communication of college and career expectations to students and parents
- Cultural awareness and diversity
- Current use of and access to technology
- Career readiness
- Aging Infrastructure
- Administrative turnover

OPPORTUNITIES: What opportunities for improvement do we know about, but have not addressed? Where with a little work could we change a weakness into a strength?

- Future integration and use of technology
- Accuracy and analysis of data for decision-making
- Improved accountability of students and staff
- Effectively communicate college and career readiness options with parents

THREATS/CHALLENGES: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress?

- State funding
- State and Federal unfunded mandates
- Increasing student growth/population
- Effectively supporting an increasingly diverse school population
- Future spending to address critical needs