

CHSD 155
Strategic Planning Process
DATA RETREAT FINDINGS: SWOT ANALYSIS

The 50-member CHSD 155 strategic plan team held its first meeting on Wednesday, September 12 from 8:30 a.m. - 3:30 p.m.

CHSD 155 is in the process of defining a strategic plan to guide the organization's direction for the next three to five years. They identified this as a pivotal time to have clarity around its direction.

- There has been no plan for the past few years.
- Previous plans did not include a strong mission, vision, and core values.
- There is a need to prepare for the college, career, and life readiness standards that are a part of the Every Student Succeeds Act.
- There is a need to define what holds all four high schools together and defines district.
- The previous goals and targets were not developed with input from stakeholders.

The district reaffirmed its commitment to continuous improvement.

The planning team will meet three times. The first time was to address the essential question of, "Where are we now?" The team spent time looking at several data and information sources to define what is working well with the district and what are its challenges.

The team identified its own perceptions of strengths and opportunities for improvement. The team reviewed the district student, parent, and staff survey results from the start of this school year. The team learned about trend and comparative district data that describes its current performance. The data included defining student growth and achievement results, examining data from the learning and working environment that impacts student performance, and finance and facility information that reports use of resources.

After review of the data and information, the strategic plan team summarized their findings in a SWOT Analysis. The SWOT Analysis identified 10 or fewer of critical strengths, weaknesses, opportunities, and threats. The findings are presented below. These findings will be shared with membership through an electronic survey to seek their feedback and that feedback will be reviewed at the team's next meeting to make changes in the SWOT Analysis.

The team meets again on October 30 from 8:30 a.m. - 3:30 p.m. On this day, the team will address changes in the SWOT and address the essential question of "Where do we want to be?" The team will identify the District's mission, vision, and core values. It will describe its hopes and aspirations for how the organization will look, sound, and feel differently in five years than it does today.

CHSD 155 SWOT ANALYSIS: DRAFT

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

- High student achievement results as reported on the SAT
- Freshmen on target
- Quality and dedication of staff and leaders
- Financial stability with balanced budgets and highest state fiscal recognition
- Vast array of course opportunities for student
- Vast array of extra-curricular and co-curricular activities for students
- Technology infrastructure and hardware: one-to-one Chromebooks
- Student-centered relationships and culture
- Community pride and support
- High teacher job satisfaction
- High graduation and attendance rates

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?

- Achievement gaps and performance among subgroup populations (low income, IEP students, EL students)
- Middle to high school transition; articulation with feeder elementary districts
- Focus on trades, careers, life ready skills
- Social and emotional support to address pressures, stress, bullying, rigorous push, balance with school and home, etc.
- Facility updates and deferred maintenance/ air conditioning
- Communication and engagement with families and the extended communities
- Meaningful professional development for staff
- Maintaining an inclusive, safe, secure, learning environment

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?

- Flexibly scheduling, use of time and space
- Partnership opportunities for service learning, internships, career awareness with community business, agencies, and educational partners.
- Opportunities for voice from all stakeholders
- Stimulating growth, economy, and housing in our communities to reverse the student enrollment trend
- More opportunities for blended learning, integration of technology, online classes
- Personalized learning opportunities to increase student's ability to set goals, progress monitor and report progress
- Following graduates to learn about their success and needs to make adjustment to programs and service offerings

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

- Decreasing student enrollment
- Community misunderstandings and perceptions
- State financial crisis; pension reform
- Teacher shortage- recruiting and retaining
- Social media
- Safety/ weapons
- Community economics
- Drugs, alcohol, smoking awareness and prevention
- Property taxes