

Community Consolidated School District 62

SWOT ANALYSIS

Strengths: What is going well	Weaknesses: What needs attention
<ul style="list-style-type: none"> ● Student enrollment with strong diversity among students, family, and community. ● Mathematics, English language arts, and science student achievement increasing last three years on state assessment. Outperforming neighboring district with similar demographic makeups on state assessments. ● Highly qualified, caring staff members with many advanced degrees, endorsements, and certification in multiple subject areas. ● High staff retention with 32% living in the community. ● Strong financial health with highest state financial rating, balanced budget ● Debt free by 2025 paying off all building improvement expenses from prior referendum. ● Advanced technology with devices and support to enhance teaching and learning. ● District action to enhance safety and security. ● Supportive community who values public education. ● Our high level of communication with parents, students, and community leaders—via the newly designed website, our multilingual e-Newletters, and consistent social media. 	<ul style="list-style-type: none"> ● Student performance on state tests is still lower than pre-pandemic levels in English language arts, Mathematics, and Science. ● Achievement gaps among student gender and ethnic populations exist and need to be closed. ● Multi-Tiered Systems of Support (MTSS) for academic and behavioral support for students struggling and in need of acceleration need improvement. ● Readiness: Preschool, Kindergarten, 3rd Grade Reading on level, and placement in High School are below standards and expectations. ● Staff demographics need to mirror student demographics with implications for future recruitment and hiring. ● Student Satisfaction: Parent Supportiveness, Classroom Disruptions, Course Clarity, Academic Press/Expectations ● Certified Staff Satisfaction: Classroom Disruptions, Teacher Safety, Collective Responsibility, School Commitment, Quality of Student Discussion, Collaborative Practices ● Involved Families Satisfaction: Every opportunity for child to be successful, Feedback on how child is learning, Safe environment, and Cleanliness & well-maintained buildings. ● Support Staff Satisfaction: Ensure opinions count, Feel recognized, Fairness to all employees, and Understand why changes are made ● Enrollment shifts: Class size, space, staffing, and resources
Opportunities: Improvement Areas	Threats: Impacts from our environment
<ul style="list-style-type: none"> ● Student Ownership of Learning: Voice, Choice, Interests, Goal Setting, Accountability ● Equity (DEI) Continuum ● Transitions from elementary to middle and middle to high school. ● Innovative project-oriented, inquiry-based learning instructional practices and space. ● Full Day Kindergarten implementation ● Middle School Experience implementation ● Newcomers Needs and Belonging implementation. ● Aging facilities with capital projects, replacements, remodeling, inclusive playgrounds, etc. ● Parent Engagement and Education ● Community Partnerships to enhance learning, teaching, as well as college, career, and life readiness. 	<ul style="list-style-type: none"> ● Political unrest and world events ● Safety and Violence ● Student and Family Mobility ● Social and emotional student and staff needs following post COVID. ● Social media access, appropriate use, and platforms accountability ● Evolving Technology challenges ● Federal and State mandates and funding resources ● Education staffing shortages and state certification barriers ● Lack of support and respect felt in the field of education due to societal unrest post pandemic. ● Cyber security measures up to and including the requirements for ISO 27001 + 27701 certification.