

The following summarizes the feedback received on the student, staff, and family survey of the Strategic Plan SWOT analysis. Participation: 1644 responses. Students. 1009, Staff 521, Parents/Guardians 114

Strategic Plan Team Draft STRENGTHS	Number of Respondents	Percent of Respondents
Student enrollment with strong diversity among students, family, and community	1054	64.1%
Highly qualified, caring staff members with many advanced degrees, endorsements, and certification in multiple subject areas.	1030	62.6%
Advanced technology with devices and support to enhance teaching and learning	929	56.5%
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.	902	54.8%
District action to enhance safety and security.	881	53.5%
High level of communication with parents, students, and community leaders—via the newly designed website, our multilingual newsletters, and consistent social media.	811	49.3%
Supportive community who values public education.	773	47%
Strong financial health with highest state financial rating, balanced budget	629	38.2%
High staff retention with 32% living in the community.	622	37.8%
Debt free by 2025 paying off all building improvement expenses from prior referendum	542	32.9%

Themes for STRENGTHS that might be missing

- Wide variety of educational programs and extra-curricular opportunities
- Early Learning Center

Strategic Plan Team Draft WEAKNESSES	Number of Respondents	Percent of Respondents
Student performance on state tests is still lower than pre-pandemic levels in English language arts, Mathematics, and Science.	669	40.7.1%
Multi-Tiered Systems of Support (MTSS) for academic and behavioral support for students struggling and in need of acceleration need improvement.	625	38%
Enrollment shifts: Class size, space, staffing, and resources	609	37.1%
Certified Staff Satisfaction: Classroom Disruptions, Teacher Safety, Collective Responsibility, School Commitment, Quality of Student Discussion, Collaborative Practices	558	34%
Readiness: Kindergarten, 3rd Grade Reading on level, and placement in High School are below standards and expectations.	549	33.4%
Achievement gaps among student gender and ethnic populations exist and need to be close.	549	33.3%
Student Satisfaction: Parent Supportiveness, Classroom Disruptions, Course Clarity, Academic Press/Expectations	531	32.3%
Support Staff Satisfaction: Ensure opinions count, Feel recognized, Fairness to all employees, and Understand why changes are made.	516	31.3%
Staff demographics need to mirror student demographics with implications for future recruitment and hiring.	426	26%
Involved Families Satisfaction: Every opportunity for child to be successful, Feedback on how child is learning, Safe environment, and Cleanliness & well-maintained buildings.	415	25.2%
Themes for WEAKNESSES that might be missing		
<ul style="list-style-type: none"> ● Collaborative practices, protected plan time ● Input and voice into decision-making ● Student Schedule ● School lunch program 		

Strategic Plan Team Draft OPPORTUNITIES	Number of Respondents	Percent of Respondents
Student Ownership of Learning: Voice, Choice, Interests, Goal Setting, Accountability	864	52.5%
Aging facilities with capital projects, replacements, remodeling, inclusive playgrounds, etc.	768	46.7%
Transitions from elementary to middle and middle to high school.	751	45.6%
Middle School Experience implementation	742	45.2%
Community Partnerships to enhance learning, teaching, as well as college, career, and life readiness.	698	42.4%
Full Day Kindergarten implementation	669	40.6%
Newcomers Needs and Belonging implementation.	628	38.1%
Parent Engagement and Education	592	36%
Innovative project-oriented, inquiry-based learning instructional practices and space.	446	27.1%
Equity (DEI) Continuum	335	20.3%

Themes for OPPORTUNITIES that might be missing

- Technological consistency among schools: Devices, Classroom projection, Student expectations, Staff expectations
- Wellness and meeting the social, emotional, and physical needs of students, families and staff.
- Cross-curricular instructional units
- Encore programs.
- PBIS, student behaviors, expectations, and consequences

Strategic Plan Team Draft THREATS	Number of Respondents	Percent of Respondents
Safety and Violence	925	56.2%
Education staffing shortages- entering profession, hard to find subject specialists, substitutes	735	44.7%
Lack of support and respect felt in the field of education due to societal unrest post pandemic	681	41.4%
Social and emotional student and staff needs following post COVID.	663	40.3%
Political unrest and world events	634	38.5%
Evolving Technology challenges	526	31.9%
Federal and State mandates and funding resources	440	26.8%
Student and Family Mobility	403	24.5%
Cybersecurity measures up to and including the requirements for ISO 27001 + 27701 certification.	332	20.1%

Themes for THREATS that might be missing

- Lack of equitable resources
- Staff frustration, burned out, feelings of trust, acceptance, and respect.