

SWOT Analysis

STRENGTHS

- Intentionally ensuring the teaching personnel is diverse
- Involving the community in the budget process
- Budgeting by Priorities
- Knowledgeable staff
- Levies
- Program/Partner schools
- Prioritizing equity
- Sophisticated budget analysis

WEAKNESSES

- Collective bargaining
- Investing enough in all adults in school buildings to enhance SEL and mental health of students
- Transparency and lack of communication with the general public regarding state fund usage
- Number of students per teacher in grades K-3
- Engaging with other districts to inform/evolve processes
- Funding for art in elementary school
- Difficulty comparting apples to apples in budget
- Admin cost (i.e. Superintendent's salary)
- Opportunities for departments/programs to cross collaborate budgets to spend funds more efficiently
- Funding for band: lack of band instruments, students can't be considered for music scholarships
- Staffing portion of budget at 86% limits other available funds
- Lack of resources for students in specialized programs (resulting in safety issues)
- Assessment methodology concerns – testing emphasis over daily work mastery

OPPORTUNITIES

- Better communication with parents and community leaders about the programs that are available to students
- Local funding opportunities
- Cost saving opportunities
- Technology
- Provide public informational events featuring expert speakers to address student behavioral challenges and whole-child wellbeing, connecting the community with both national and local resources
- Leadership development programs that assist in healing and transform toxic leadership from the inside out for staff, faculty and students
- CBA negotiations
- Increased community partnerships for programming support
- Prioritizing education in constitution

THREATS

- Critical funding not being available for a significant amount of time
- Federal policy; unknown federal funding landscape
- Privatization movement
- Bad PR
- Levy expiration