

DRAFT SWOT ANALYSIS ARLINGTON HEIGHTS DISTRICT 25

Strengths: What are we most proud of? What do we consider to be the results of our best work? What advantages do we have? What do others say about us in positive ways?

- Academic Excellence & Student Achievement (state assessments, growth, rigor)
- Financial Stability & Fiscal Responsibility (AAA bond rating, budgeting, sustainability)
- High-Quality Staff & Retention (teacher quality, stability, professional learning)
- Class Size & Staffing Ratios (small classes, access, individualization)
- Social-Emotional Learning & Student Support (RULER, wellness, interventions)
- School Culture, Climate & Safety (relationships, pride, safe environments)
- Technology & Infrastructure (1:1 devices, instructional support)
- Community Engagement & Governance (communication, trust, stakeholder voice)
- Data-Informed Decision Making (assessment, planning, continuous improvement)
- Enrichment & Student Opportunities (fine arts, athletics, extended learning)

Weaknesses: What are we not doing well? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well? What needs our immediate attention?

- Staff Diversity & Representation (equity, demographics, inclusion)
- Teacher Attendance & Substitute Shortages (staffing stability, continuity)
- Curriculum Rigor, Relevance & Consistency (alignment, expectations)
- Communication & Transparency (clarity, consistency, trust)
- Student Engagement & Instructional Innovation (engagement, relevance)
- Equity of Resources & Support (space, staffing, services)
- Behavior, Discipline & Consistency (expectations, consequences)
- Staff Voice, Satisfaction & Climate (engagement, morale)
- Family Engagement & Understanding (partnerships, clarity)
- Financial & Structural Constraints (debt, external factors)

Opportunities: What opportunities for improvement do we know about, but have not addressed? With a little work, where could we change a weakness into a strength? What are we not doing currently that might be the opportunity for us to improve?

- Personalized & Extended Learning Opportunities (voice, choice, growth)
- Curriculum Innovation & Readiness (rigor, relevance, future-focused)
- Inclusion, Diversity & Equity Action (belonging, representation, access)
- Personalized & Extended Learning Opportunities (voice, choice, growth)
- Staff Recruitment, Retention & Support (diversity, compensation, trust)
- Student Engagement, Enrichment & Athletics (access, balance, opportunity)

Threats: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress? What do we have little control over that might impact our resources?

- Funding Instability & Unfunded Mandates (state, federal, special education)
- Misinformation, Disinformation & Social Media Influence (trust, perception)
- Student Mental Health & Behavioral Challenges (well-being, safety)
- Staffing Shortages & Workforce Transitions (certification, retirement)
- Political & External Influences (policy, polarization)
- Tax Revenue Volatility (property tax, economic shifts)
- Student Safety & Engagement Risks (attendance, motivation)

<ul style="list-style-type: none"> ○ Special Education and Advanced Learning Planning & Services (structure, future readiness) ○ Social-Emotional Learning & Restorative Practices (consistency, culture. ○ Student Pathways & Transitions (readiness, continuity) ○ Artificial Intelligence Integration (instruction, professional learning, policy) ○ Community Partnerships & External Supports (coordination, awareness. 	<ul style="list-style-type: none"> ○ Facilities Capacity & Enrollment Shifts (overcrowding, boundaries) ○ Fear of Change & Legal Exposure (innovation, litigation)
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