

LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204 DRAFT SWOT ANALYSIS 2026

STRENGTHS

- Sustained academic achievement, including expanded student access to Advanced Placement and Dual Credit coursework.
- Implementation of inclusive and equitable instructional practices, including addition of co-teaching models for Multilingual Learner (ML) and Special Education (SPED) programming.
- Expansion of student support systems to address academic and social-emotional needs.
- Cultivation of a restorative culture of belonging built on intentional relationships and inclusive culture and climate practices, supported by enhanced communication and voice among students, staff, and community.
- Investment in facilities improvements that support teaching and learning.
- Sustained financial strength and sound long-term fiscal management.

WEAKNESSES

- Structures and systemic inequities that contribute to ongoing opportunity, access, and achievement gaps.
- Limited program coherence, requiring enhanced cross-initiative alignment across curriculum and student experiences.
- Reliance on traditional curriculum and instructional methods that limit innovation in teaching and learning.
- Aging facilities and space limitations that restrict program delivery and student experience.
- Limited funding sources to support continued large-scale building renovations.

OPPORTUNITIES

- Cultivation of a culture of innovation, creativity, and continuous improvement districtwide.
- Strengthened staff engagement and connectedness.
- Continued expansion of *Groundwork for a Brighter Future*, including modernization of learning spaces for 21st century learning.
- Reimagination of the high school experience around relevance, personalization, flexibility, and preparation for college, career, and future readiness, including expanded student voice, choice, and ownership by giving students greater agency in what, how, when, and where they learn.
- Strengthened collective responsibility through greater shared ownership for student success across departments, schools, families, and the community.
- Continued investment in high-quality professional learning for staff as a cornerstone of continuous improvement and organizational growth.

THREATS

- Uncertainty in state and federal funding, where policy or budget changes could constrain programs, staffing, innovation, and long-term planning.
- Legislative decisions, including unfunded mandates, that increase operational and financial demands on the district.
- Changing enrollment trends that could affect staffing, facilities, programming, and financial sustainability.
- Rapid growth of artificial intelligence, poised to disrupt teaching, learning, assessment, academic integrity, and workforce expectations, while also introducing escalating cybersecurity threats targeting K-12 districts.
- Declining public confidence in public education, as shifting perceptions and public unrest weaken trust and community support.
- Increasing demands on educators, contributing to burnout that may negatively affect morale, retention, culture, and organizational capacity.

