Township High School District 113
DRAFT SWOT Language

STRENGTHS

- **Academic Achievement:** High graduation rates, state benchmark scores, and significant student gains reflecting strong academic programs

- **Evolving Student Support System:** Comprehensive resources and supports to address some students' academic, social-emotional, and resource needs (MTSS).

- **Inclusive and Supportive Culture:** Welcoming community with positive teacher-student relationships and family connections.

- **Dedicated Staff:** High teacher retention, strong teacher-student relationships, and a commitment to professional development and collaboration.

- **Strong Community and Resource Base:** Stable funding and community support enable access to quality financial, technological, and physical resources.

- **Extracurricular Enrichment**: Diverse opportunities for student engagement in extracurricular activities, athletics, and student-led initiatives.

WEAKNESSES

- **Equity Gaps**: Disparities in achievement, engagement, and resource access, particularly impacting marginalized student subgroups.

- **Inconsistent Practices**: Variability in grading, curriculum, learning expectations, and classroom experiences, as well as articulation, lead to inequitable student outcomes and a lack of clarity.

- **Data and Accountability Deficiencies**: Limitations in data collection, clarity, and analysis, lack of accountability measures, and an inability to understand the full student experience through available data.

- **Student Support Deficits**: Inadequate support for English learners, students with IEPs, and those needing social-emotional assistance, coupled with high absenteeism rates and staff/student burnout.

- **Operational and Systemic Inefficiencies**: Challenges in change management and approaches to problem-solving.

- **Learning Culture and Climate**: Over-reliance on technology without a defined purpose and intention, a competitive culture, and a lack of student agency create barriers to student well-being and engagement.

OPPORTUNITIES

- **Aging Infrastructure:** Repair and update facilities to support safety and student learning experiences.

- **Advance Equity and Belonging**: Ensure all students thrive through fair grading, expanded access to advanced courses, strong support for English learners, and a welcoming school culture.

- **Enhance Teaching and Learning**: Personalize education, align curriculum and use data and technology to improve instruction

and student outcomes.

- **Prioritize Student Well-Being**: Strengthen mental health and social-emotional supports to improve attendance and create a caring school environment.

- **Strengthen Community Connections:** Build partnerships with all families and the greater community to support student success and provide leadership opportunities.

- **Optimize School Operations**: Improve efficiency, use resources wisely, and make data-driven decisions to enhance student opportunities, including refining attendance policies, improving transportation logistics, and expanding dual credit opportunities.

- **Empower and Connect Staff**: Prioritize staff development, foster collaboration, and understand staff experiences to improve the workplace.

- **Drive Improvement with Data**: Use data analytics to inform decisions, refine assessments, and integrate social-emotional and academic information.

THREATS

- **Declining Enrollment:** A major and recurring concern impacting staff stability and the allocation of district resources.

- **Financial Instability:** Uncertainty regarding federal funding, increased costs with stable revenue streams, and financial projections for the future.

- **Social Media and Community Issues:** Negative comments, community incidents, and misinformation spread through social media can challenge the school's reputation and climate.

- **Technology and AI:** Rapid advancements in AI, over-reliance on technology, and its impact on student attention spans present opportunities and threats.

- **Political and Legislative Uncertainty:** Changes in federal and state policies and the uncertain political landscape create instability.

- **Security and Safety:** Concerns about school safety, including the aftermath of traumatic events and the tension between security and a sense of belonging, remain a priority.

- **External Pressures:** Standardized testing, college application processes, and the impact of private tutoring create external pressures that affect student outcomes.