SWOT Reflection Questions

STRENGTHS

(1) What do we consider to be our strengths? What advantages do we have? What do we do well?

(2) What do others say our strengths are? What are we most proud of?

WEAKNESSES

(1) What do we consider to be our weaknesses? What have we started to do but could improve?

(2) What are we working to address in the district but currently seem to have a hard time doing well?

OPPORTUNITIES

(1) What opportunities for improvement do we know about but have not started to address?

(2) Where, with a little work, could we change a weakness into a strength?

THREATS

(1) What external factors present the greatest obstacles to achieving our mission?

(2) What challenges are coming externally that we must respond to? What might block our progress?

Township High School District 113
FINAL SWOT RECOMMENDATIONS

STRENGTHS	ADDITIONS OR TWEAKS
• **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. • **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	**ADDITIONS OR TWEAKS**
• **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.	

	ADDITIONS OR TWEAKS
● **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	ADDITIONS OR TWEAKS
● **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	ADDITIONS OR TWEAKS
● **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.