

# SWOT ANALYSIS

## STRENGTHS

## WEAKNESSES

## THREATS

## OPPORTUNITIES

Experienced and dedicated staff and administrators

Student curricular offerings: Heartland Tech, Prep Academy, CTE pathways, Advanced Placement, dual credit, AG program

Student supports: Cartwheel, MTSS, PBIS, BIST, ESL, Social Workers, Behavior Interventionists, etc.

Services for students and families: Cartwheel, summer activity vouchers, school meal and snack programs

Community partnerships & support: CAT, ADM, City of Decatur, Park District, RCC, etc.

Availability of a variety of technology tools

Some facility renovations and upgrades have occurred in the last 5 years

Surplus of space and square footage within current facilities to accommodate student enrollment

Staff shortages and vacancies

Students underperforming academically

Negative community perceptions of DPS61: unsafe student behavior, fighting, test scores

High rates of chronic absenteeism and low rates of graduation

Inconsistent parental support and engagement

High system variability in instruction and programs Districtwide

Inequity of learning space across the District

No comprehensive gifted programming K-12

Over reliance on technology and sometimes ineffective use of 1:1 devices

Continued declining enrollment trends

Aging facilities with high cost of maintenance and repairs

Staff shortages and high turnover rates

Too many substitutes and not enough licensed teachers

Low academic performance

Shrinking local, state of federal grant funding

Staff burnout and the resulting implications

Inequitable access to comparable school facilities

Lack of a guaranteed and viable instructional program across all grade levels and schools

Not enough effective professional development for teachers during the work day

There is no enforced student attendance and retention practice

Continued declining student enrollment and loss of market share to private schools and/or out of district alternatives

Recruit and attract new staff to DPS

Retain staff that is already here and improve overall staff morale

Develop systemwide staff appreciation and recognition systems

Improve perception of DPS through the implementation of the strategic and master facility plan

Strengthen parental communication, relationships and engagement

Ensure a consistent, guaranteed and viable instructional program across all grade levels and content areas

Recruit and develop more community partners and stakeholders to support the mission and vision of DPS

Implement effective professional development and job embedded staff collaboration opportunities

Create equitable access of learning spaces Districtwide