Activity One: SWOT FEEDBACK DIRECTIONS

1. Review the SWOT feedback

2. Each table is assigned two of the SWOT sections to review:

   Table 1   **Strengths**   **Weaknesses**
   Table 2   **Opportunities**   **Threats**
   Table 3   **Strengths**   **Opportunities**
   Table 4   **Weaknesses**   **Threats**
   Table 5   **Strengths**   **Threats**
   Table 6   **Weaknesses**   **Opportunities**

   a) Determine if any feedback should be added to the SWOT list
   b) Come to table consensus on the "Top 10" items for each of your two assigned SWOT areas
   c) Use colored dots to place your "Top 10" on the SWOT poster.

3. All tables will together observe patterns and determine a final list for each SWOT quadrant.

Staff Feedback – 222
28 on 2/13 and 38 on 2/21 Attended Engagement Sessions
156 Participated in the Online Survey

Respondents could strongly agree with up to four strengths, weaknesses, opportunities or threats; respondents could strongly disagree with up to two strengths, weaknesses, opportunities or threats.

Strongly Agree (SA) responses are represented as the top number
Strongly Disagree (SD) responses are represented as the bottom number

Strengths	SA SD
Solid Financial Standing	8 3
Improved Culture & Climate	17 8
Increased Student Academic Growth	11 5
Updated Curriculum & Resources	17 8
Inclusion – "All Means All"	7 39
Bilingualism	8 5
Gold Standard Preschool	3 1
Parent Engagement (PAC/PTOs/Family Nights)	1 9
Use of Data	6 8
Student Attendance	3 16
Advanced Degrees Teachers	10 2
Decreased Suspensions	4 41
Professional Development	2 24

Weaknesses	SA SD
Diversity, Retention of Staff	11 3
Student Academic Attainment / Close Achievement Gap	12 0
Long-Term Financial Stability	2 4
Parent Engagement	16 2
Current Technology Access	16 5
Student Behavior	49 6
Facilities / Space Needs	12 2
Student Truancies & Tardiness	14 1
Playgrounds & Recess	17 2
Class Size (Too Large)	39 7
Teacher Team-Building / Attendance	5 7

Opportunities	SA SD
Instruction / Curriculum Improvements	7 4
Increased Parent Engagement (teacher-parent communication, parent training)	12 2
Technology Opportunities	17 2
Playgrounds & Recess	5 3
Student Emotional Well-Being	23 2
Community Partnerships & Support	3 0
High School Collaboration	5 2
Further PLC Development, Refinement	3 5
Staff Diversity	4 5
Student Health & Wellness	6 1
Grants / Financial Stability	2 1
Preschool Expansion	8 1
Expanded Instructional Day	3 10

Staff Feedback (continued – page 4)

Threats	SA SD
Politics & State Finances	2 1
Challenging Home Environments	21 6
State & Federal Mandates	3 5
Aging, Landlocked Facilities	13 4
Stigmas Toward Staff & Parents	9 3
Teacher Recruitment & Retention	9 1
Gap Between Student Attainment Levels and State Expectations	16 3

Report compiled by CEC Director of Communications and Marketing Brett Clark

Parent/Community Feedback – 177
6 on 2/13 and 11 on 2/21 Attended Engagement Sessions
160 Participated in the Online Survey

Respondents could strongly agree with up to four strengths, weaknesses, opportunities or threats; respondents could strongly disagree with up to two strengths, weaknesses, opportunities or threats.

Strongly Agree (SA) responses are represented as the top number
Strongly Disagree (SD) responses are represented as the bottom number

Strengths	SA SD
Solid Financial Standing	5 2
Improved Culture & Climate	5 3
Increased Student Academic Growth	15 3
Updated Curriculum & Resources	8 2
Inclusion – "All Means All"	4 6
Bilingualism	9 7
Gold Standard Preschool	1 1
Parent Engagement (PAC/PTOs/Family Nights)	14 11
Use of Data	2 5
Student Attendance	4 6
Advanced Degrees Teachers	5 1
Decreased Suspensions	6 5
Professional Development	2 1

Parent/Community Feedback (continued – page 2)

Weaknesses	SA SD
Diversity, Retention of Staff	8 6
Student Academic Attainment / Close Achievement Gap	3 1
Long-Term Financial Stability	2 1
Parent Engagement	18 5
Current Technology Access	3 1
Student Behavior	12 5
Facilities / Space Needs	8 5
Student Truancies & Tardiness	1 0
Playgrounds & Recess	8 3
Class Size (Too Large)	19 6
Teacher Team-Building / Attendance	2 0

Parent/Community Feedback (continued – page 3)

Opportunities	SA SD
Instruction / Curriculum Improvements	5 1
Increased Parent Engagement (teacher-parent communication, parent training)	5 3
Technology Opportunities	4 1
Playgrounds & Recess	4 3
Student Emotional Well-Being	9 1
Community Partnerships & Support	5 0
High School Collaboration	5 3
Further PLC Development, Refinement	0 1
Staff Diversity	9 2
Student Health & Wellness	6 2
Grants / Financial Stability	1 0
Preschool Expansion	5 3
Expanded Instructional Day	1 3

Threats	SA SD
Politics & State Finances	7 1
Challenging Home Environments	4 3
State & Federal Mandates	0 0
Aging, Landlocked Facilities	4 1
Stigmas Toward Staff & Parents	4 3
Teacher Recruitment & Retention	5 3
Gap Between Student Attainment Levels and State Expectations	2 3

Report compiled by CEC Director of Communications and Marketing Brett Clark

222 STAFF

66 Staff Participated in Focus Groups and
156 Staff Participated through Online Survey

Participants were asked to identify any additional strengths, weaknesses, opportunities and/or threats after reviewing the draft SWOT analysis.
These are the themes that emerged from each stakeholder group in order of frequency mentioned.

Additional Strength Theme Identified
- Dedicated and Committed Teachers and Staff

Additional Weakness Themes Identified
- Discipline
  - Review student consequences; hold students accountable.
- Administration
  - Increase trust between teachers and administration; increase transparency between administration and teachers.

Additional Opportunity Theme Identified
- More "Specials" Offerings
  - Need more music classes; need more art classes.

Additional Threat Themes Identified
- None

Note: They are the opinions of 23% of the staff. While valuable feedback, it is important to note it does not represent all staff and this is not a statistically valid survey. There were some themes from the feedback that duplicated or closely identified similar information already in the SWOT.

Report compiled by CEC Director of Communications and Marketing Brett Clark

177 PARENTS/COMMUNITY
17 Parents/Community Participated in Focus Groups and
160 Parents/Community Participated through Online Survey

Participants were asked to identify any additional strengths, weaknesses, opportunities and/or threats after reviewing the draft SWOT analysis.
These are the themes that emerged from each stakeholder group in order of frequency mentioned.

Additional Strength Themes Identified
- None

Additional Weakness Theme Identified
- Communication
  - Between teachers and parents; between administration and parents; between principals and parents.

Additional Opportunity Theme Identified
- After-School Offerings
  - Clubs; extra-curricular offerings; tutoring.

Additional Threat Themes Identified
- None

Note: They are the opinions of a small percentage of the community and parents. While valuable feedback, it is important to note it does not represent all stakeholders and this is not a statistically valid survey. There were some themes from the feedback that duplicated or closely identified similar information already in the SWOT.

Report compiled by CEC Director of Communications and Marketing Brett Clark