



Data Retreat Findings: SWOT Analysis

Glenview District 34 Strategic Planning Process

District 34 is in the process of defining a strategic plan to guide the organization's direction for the next three to five years. The team identified this as a pivotal time to have clarity around its direction because:

- The current plan has expired
- There is a need to prepare for the college-, career-, and life-readiness standards that are a part of the Every Student Succeeds Act (ESSA).
- There is a need to define what holds all schools together and defines "district."
- The previous plan process lacked a measurement system with consistent requirement for progress monitoring and reporting.

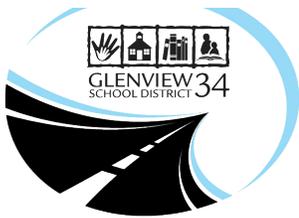
The District reaffirmed its commitment to continuous improvement.

The 40-member Glenview District 34 Strategic Planning Team held its Data Retreat on Tuesday, September 25 from 8:30-3:30 to address the essential question of, "Where are we now?" Members of the team spent time looking at several data and information sources to define what is working well with the District and what are its challenges.

The team identified its own perceptions of strengths and opportunities for improvement. The team reviewed the results of student, parent, community and staff surveys sent at the start of this school year. The team learned about trend and comparative District data that describes its current performance. The data included defining student growth and achievement results, examining data from the learning and working environments that impact student performance, and finance and facility information that reports use of resources.

After review of the data and information, the Strategic Planning Team summarized their findings in a SWOT Analysis. The SWOT Analysis identified 10 or fewer of critical strengths, weaknesses, opportunities, and threats. The findings are presented below. These findings will be shared with membership through an electronic survey to seek their feedback and that feedback will be reviewed at the team's next meeting to make changes in the SWOT Analysis.

The team meets again on October 24 from 8:30-3:30 to address changes in the SWOT and address the essential question of "Where do we want to be?" The team will identify the District's mission, vision, and core values. It will describe its hopes and aspirations for how the association will look, sound, and feel differently in five years than it does today.



Focus Forward Together

Data Retreat Findings: SWOT Analysis

GLENVIEW DISTRICT 34 SWOT ANALYSIS: DRAFT

<p>Strengths: What do we consider to be our strengths? What advantages do we have? What do others say our strengths are?</p>	<p>Weaknesses: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?</p>
<ul style="list-style-type: none"> • High quality and dedicated staff and administration • High quality academic program • Strong financial management; balanced budgets, bond rating, and financial profile • Public support and perceptions of the district • Technology devices, infrastructure, and integration in instruction • Whole child philosophy- fine arts, physical education, health, social and emotional support complements academics • Value and appreciation for diversity • Collaboration structures, committees, teams providing voice and input into appropriate shared decisions • Safe schools with nurturing learning environments 	<ul style="list-style-type: none"> • Achievement gaps • Student performance above state average, but below community expectations • Differentiated instruction with impactful interventions and enrichments and supports to meet the needs of all students • Consistencies in practices school-to-school, classroom-to-classroom • Homework and grading practices with a positive impact on student learning • Competitive salaries and benefits to attract and retain high quality staff • Variability in class sizes, admin to student and admin to staff ratios • Aging facilities with deferred maintenance
<p>Opportunities: What opportunities for improvement do we know about, but have not addressed? Where could we change a weakness into a strength?</p>	<p>Threats: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress?</p>
<ul style="list-style-type: none"> • Collaborate with high school district to develop a pathway to new college, career, and life readiness expectations • System for data collection, use, analysis and management • Social and emotional supports and implementation • Reimagine definition of student success • Early learning and full day Kindergarten options to ensure improved readiness for school • 21st century tools, strategies, and expectations for family engagement • New opportunities to energize and support initiatives and change management through professional learning • Exploring options to make better use of time and space • Offer global language in younger grades 	<ul style="list-style-type: none"> • State and federal funding • Resistance to change; fixed mindset • New state assessment • Balance of ability to pay taxes with critical support to maintain a high quality educational program • Economic disparity and equity throughout the district • Health, wellness, stress, anxieties for students and their families • Social media